



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, August 21, 2020 | 11:00 a.m. – 12:00 p.m. ET

Meeting Notes

Room Occupancy at the Workplace

- A company is doing training/large meetings outside in a parking lot and projecting presentation on the side of a building (see attached photo)
 - This is only a temporary fix given the onset of winter season
 - Time of day for some shifts presents unique issues eg. sunrise or sunset
- A company is looking to install plexiglass pods for training

Educational challenges for worker families

- Important to be as flexible as possible with employees who have school-aged children
Notes from previous meeting related to this topic.
- One company is offering a \$300/week childcare stipend (they haven't seen many take advantage, but expect it to pick up come fall); the amount is grossed up to provide a net payment of \$300
- Many employees with children are still unclear as to how they will balance school/working
- It is challenging to implement a company plan for employees when the individual schools are setting policy and constantly changing
- One company is honoring any decision employees make when it comes to childcare, whether it be going part-time, flex hours, or not coming back at all

Labor Availability

- Tapping into the military pool to fill labor can be sometimes difficult, as there can be cultural differences
- Also dipping into the prison system can be beneficial- those who have hired folks with prior non-violent criminal records recently released from prison have had good experiences

Top of Mind for Members of HR Leaders in Dairy Group

- Addressing pandemic fatigue, exhaustion. Everyone is exploring additional methods beyond monetary benefits to keep people engaged and motivated during the pandemic
- Salary planning
 - Dairy industry salary survey would be helpful

- Recommendations of organizations that could conduct a salary survey:
<https://www.aseonline.org/>
 - Recommendations for dairy industry compensation benchmark survey: global firms, such as Mercer, WTW/Aon.
 - IDFA will explore engaging in a dairy industry salary survey
- Diversity and Inclusion and Equity study/numbers/survey
- Managing the upcoming flu season/vaccinations during the COVID Pandemic
- COVID testing – costs, time delays to obtain results, lab options
 - Saliva testing accuracy & availability in the US (IDFA will check with FDA/CDC on status)