



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, August 7, 2020 | 11:00 a.m. – 12:00 pm. ET

Meeting Notes

COVID-19 Testing—are people requiring employees to test negative before allowing them back into work?

- Testing varies from location to location and how accessible tests are
 - One company does not require a negative test in one location, but in another location they require 2 negative tests before allowing them back to work
- One company is administering antibody tests on site (if IgG level is high enough following a positive test, they are allowed back to work)
- For additional information on antibodies and serology testing and IgG and IgM levels please view the IDFA Webinar on testing with Dr. Stephen Ostroff from April:
<https://www.idfa.org/resources/coronavirus-what-is-the-story-on-testing>

Flu Season

- Several companies are anticipating an increased demand for flu vaccines this fall at their various flu clinics

Remote Working

- Several companies are still implementing a rotating part office/part remote schedule for employees
- Several companies are likely to remain virtual through the end of the year
- One company is allowing flex time and additional unpaid time off if needed
- Remote working varies from location to location, depending on state and local health guidelines
- Many companies are seeing their employees reevaluate their career path due to the pandemic and how difficult it is to balance home, school, and work life
- Article from McKinsey & Company *Inclusive remote-working practices for leaders* (attached)

Educational challenges for worker families

- One company is offering a \$300/week childcare stipend (they haven't seen many take advantage, but expect it to pick up come fall)

- 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

Long-term Implications from COVID-19

- It is likely many employees will want a more flexible work plan with remote/in person work life – the key is finding that balance and how to make it the most productive