



## Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

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

### Meeting Notes

#### Payroll tax deferral- did you opt in or out?

- Many companies opted not to participate, received no negative responses from employees; they appreciated the organization looking out for them
- Companies opting not to participate will reimburse employees to make them whole on lost wages if the payroll tax deferral is forgiven after the November elections.

#### COVID-19 Testing and plans for testing?

- Webinar Follow Up: COVID-19 Testing Webinar: New Best Practices and Strategies for Limiting Transmission and Ensuring Safety
  - Questions from Webinar on Testing:
    1. What is the recommended interval to test essential workers? Every 7 days? 14 days? Other?
      - a. Testing is not a silver bullet- masks, social distancing, temp checks should be in place before implementing a testing program
      - b. Very important to have an action plan in advance of implementing a testing program so you are prepared to receive and act on the test results
      - c. Many testing labs, make sure you choose a reputable lab
      - d. Testing interval is dependent on many variable, important to know the requirements of the local health department as they vary across the country
      - e. Rely on symptoms of the employee when deciding how to manage presence or exposure of COVID in the workplace
      - f. Testing every 7 days is a reasonable interval- maintains employees focus on symptoms when they know they will be tested once a week. Also creates a cadence
    2. Can you compare/contrast antigen and PCR testing?
      - a. PCR testing is extremely effective; 99% effective
      - b. Antigen test looks for virus particles, not antibodies
    3. Efficacy of rapid tests?

- a. Not reliable yet; experts refer everyone to PCR test
4. Saliva testing accuracy & availability in the U.S.
  - a. Has not been validated

#### **Check in regarding schools: closures? Remote or in person? Impact to our employees with children?**

- Varies from location to location, many are seeing a hybrid model of learning
- Parents are feeling relief in having kids out of the house and having more structure
- It is important to support and accommodate employees who have kids in virtual and/or in person school; sometimes a flexible shift schedule or switching shifts is needed

#### **Update on remote work timing**

- One company has been in the office since May; currently at about 50% capacity and working in shifts
- Another company was back in the office, but have since gone back to a voluntary arrangement due to mandatory mask mandates; about 25% in person but most still remote
- Another company won't come back to full time in person until after the holidays; "skeleton crew" is in place and folks are still allowed to come in if they are comfortable