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?
  - 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