



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, October 16, 2020 | 11:00 a.m. – 12:00 p.m. ET

Meeting Notes

Executive Order

<https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>

- [Executive Order 13950](#), requiring government contractors to combat racial and sex stereotyping in diversity/EEO training.
- Here is a [summary](#) of the EO and DOL's Office of Federal Contractor Compliance Programs published [guidance](#).
- The U.S. Department of Labor has announced that its Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and email address to receive and investigate complaints | OFCCPComplaintHotline@dol.gov | (202) 343-2008
- EO will be applied to existing contracts
- Still a great deal of uncertainty around the EO and how it will be applied/interpreted

Impact of COVID across the dairy industry from a labor perspective

- Are you hearing of many companies having significant labor shortages to the point of impacting output?
 - Several companies have been experiencing a labor shortage, even before COVID
 - Manufacturing jobs and warehouses have been difficult to fill, in part due to the \$600 unemployment as well as competitive entry level wages from other companies (like Amazon)
 - It's become more challenging to recruit due to the competitive wages between manufacturing companies
 - Retaining employees during this time has been difficult
 - Creating a culture where employees feel welcomed and valued is very important
 - A company has moved to Office 365 and is using it as a landing page for all employees; keeps people engaged
- Is there an impact across the country or is it regional?
 - There is some regionality to it

Parental Leave – do you do paid parental leave? If so, for how long? How much do you typically pay and do you offer to both mothers and fathers?

- A company offers 'pregnancy leave'

- 8 weeks of pay at 100% for someone who has given birth
 - They also include 8 weeks of pay 100% of 'Parental Leave' available to male/female
- A company offers up to 6 weeks of paid leave in a 12-month period; 100% paid and available to both parents
- A couple companies have a 4 week 'bonding leave'
 - The addresses adoption and equity between men and women
- 12 weeks leave for the birthing parent and 2 weeks leave for the non-birthing parent; 100% pay

Return to Office

- A company has broken down their return to office into 4 phases; currently on phase 3 which has about 12% of the population in office
 - May not fully return until next spring with outbreaks still happening
- A company has about 25% of employees in the office every week
 - To address workplace culture in a virtual world, a company conducted 20 roundtables in-person with about 200 employees at an external venue. It was socially distanced and was very well received; lasted about an hour per session
- A company has their offices open for employees to use as needed (about 10-20% of employees)