



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, October 30 | 11:00 a.m. – 12:00 p.m.

Meeting Notes

Incorporating the “E” into D&I Strategies

- Several companies are in the process of incorporating ‘equity’ into their D&I program; a company does an annual equity assessment

Will IDFA lobby to get vaccine supply for our employees as part of the critical infrastructure industry, earlier than general public?

- IDFA signed onto a letter that was sent to President Trump stating that essential workers need to be prioritized for COVID vaccine; second letter to be sent in a few weeks reiterating importance of vaccine to essential workers
- Companies are having difficulty with employees being unwilling to get the flu vaccine; employees are afraid they will get sick from the vaccine
- Possible public education campaign to restore credibility of COVID vaccine and encourage use

COVID Related Absences

- What are employers doing to help support employees when they have no more PTO for COVID related issues or any pay assistance situations where employees are out more than once with COVID related situations?
 - For example, employee’s child is told to quarantine due to exposure at school, employee quarantines and tests and is negative, returns to work. Employee’s second child is told to do the same, same thing, negative and returns to work. Third time, employee tests positive but out for two weeks. At this point this employee has used all sick time, vacation time and exhausted COVID pay?
 - Emergency sick pay – allows 80hrs; also taking it case by case; extending sick pay
 - A company pays 50% after the 80 after undisclosed amount of time; splits it with employee so that they have some income and it also incentivizes them to come back when they are able
 - A company does 60%, which is equal to short term disability

- This company has also set up a Vacation Donation program – those who do not use all of vacation days can donate their unused days, which go to a committee and can be given to approved employees who need additional sick days

Salary Non-exempt/Exempt Groups

- A couple companies do not utilize; one company used to use it in field service technician roles
- Another company is trying to move away, as it is confusing to many; transitioning to clean exempt and non-exempt

Idaho Mask Mandate

- A company is experiencing very high transmission rates in Twin Falls facility; hoping to send a letter in partnership with other companies with facilities in the area to city officials to encourage a mask mandate
- Proven to be effective in curbing transmission

Salary Survey Update

- IDFA has followed up with a survey company to obtain a proposal
- Industry specific survey populated by members; IDFA is creating a short survey to send to members to gauge interest/see what type of specific information to include on survey that will be valuable to members