



## IECRM MEMBER FORUM

*Employee Recognition during COVID, in the future, and just in time for the Summit Awards!*

Wednesday, June 3, 2020  
7:30 AM - 8:30 AM  
Hosted by IECRM

IECRM is honored to help you navigate through these unprecedented times during the COVID-19 crisis. Below you will find a bulleted recap of the discussion and helpful links to resources mentioned in today's Member Forum.

If you have any questions about the Forum, or suggestions for future Member Forums, please contact IECRM CEO Marilyn Akers Stansbury at [marilyn@iecrm.org](mailto:marilyn@iecrm.org) or 303-848.2513. [Sign up for our Weekly Online Member Forums here.](#)

If you are not currently receiving these important emails, let us know at [info@iecrm.org](mailto:info@iecrm.org).

### MEMBER FORUM RECAP

*"When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for helpers. You will always find people who are helping.'"*

- Fred Rogers

Recognition is vital in an organization's culture, engagement, and overall pulse. But unfortunately, it can be one of the first things to be forgotten when dealing with urgent issues, like the current public health crisis. With so much fear surrounding the Coronavirus, today's Member Forum focused on updates of the amended "Safer-at-home" order and Payroll Protection Package, tips for keeping employee morale intact, and recognizing workers during this time. Preparing entries for the upcoming IECRM Summit Awards also can be a great way to get recognition as a company and for the work and dedication of "helpers" – your employees.

Subject Matter Experts included:

- **Jill Farrand**, Weifield Group Contracting
- **Kristin White**, Attorney at Law, Fisher & Phillips to answer COVID safety, labor and employment, and other related issues.
- **Bret Martin**-Bret's Electric, and Chair of the IEC National Industry Recognition Committee
- **Leighland Gutierrez**, Courtesy Electric
- **Deb Radman**, Radman Communications

### Kristin White-Updates on COVID

- PHO-5th amended Safer-at-Home Order still in place as of today. (June 2nd) <https://covid19.colorado.gov/safer-at-home>

### Pete Aden-Updates to PPP

- They are trying to get some legislation passed to extend the timeframe for the 8-week period to apply for forgiveness to 24 weeks.
- Possibly reducing required use from 75% to 60%

### *Employee Recognition is very important, even for small things: it's "Business as Unusual"*

- Concentrate on getting as much detail out about how you are dealing with the public health issue.



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- Develop a COVID task force.
- Focus on getting information out to people to help provide reassurance.
- Regularly discuss and help employees understand and follow CDC guidelines.
- Bring back a sense of normalcy through standing programs such as the recognition and employee honors that happened before the virus to encourage workers.
- Establish a “Helping Hands” fund to aid employees who are experiencing financial hardship or for those who were laid off during the pandemic. This can provide valuable support for the people needing it most.
- Emphasize mental health and wellness practices as well that provide useful tips and suggestions to keep everyone safe and healthy.
- Anything that can provide common-sense practices is helpful.
- Establish creative ways to reinforce safe worksite practices i.e. fluorescent shirts saying “*Essential Workers-Stay Back 6 Feet*” to remind people to social distance as well as a be a popular reward for demonstrating good safety practices.
- Recognize crews who are doing good work by treating them to lunch and have foremen go out and eat lunch with them.
- Use social media to recognize those who are excelling both at safety and also in their tests, studies, etc.
- Celebrate work anniversaries by giving out anniversary certificates to thank employees for their time and service to the company and Colorado communities. This kind of recognition is great for the morale and encourages the younger apprentices to persevere in this career.
- Basic Do’s and Don’ts: <https://mtmrecognition.com/2020/03/crisis-recognition/>

### Summit Awards

- **Deadline** for nominations-**June 30<sup>th</sup>**; consider entering **IEC National** awards at the same time. That deadline is **July 15**.
- Start now to prepare your project entry
  - Don’t wait until the last minute to get started. Make sure you have plenty of time to follow-up with the proper people to create the best story to submit.
- Put yourself in the mind of the judges
  - Remember the judging team will be judging dozens of entries at the same time. You want to articulate **WHY** the story you are telling is so important.



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- Demonstrate or tell a compelling story that articulates why the work you have done is so important and has a tangible benefit to the community/customer.
  - Your nomination doesn't have to be long and lengthy but developed with the stories of WHY you should win.
  - Find the stories in what they've done and tell those stories. As you begin to do this, you will see similarities/common observations that have been overcome.
  - Focus in on what everyone sees as the main obstacle.
  - Recognize those who have overcome the challenges that COVID brought to projects. Interview them for your entry.
  - When "Building a Story" you don't necessarily need to pick your biggest project, but rather select the one with the best story to tell.
  - The Summit Awards provides the avenue to provide recognition for the employees and crews who have worked so hard especially during this pivotal time in history. Let your people know that they are a part of something **award-winning**.
  - Try to communicate the passion of different workers i.e. Project Manager/Superintendent, in the application/nomination process.
- Don't forget there are awards for innovation and for those who give back to the industry as partners (Industry Partners)
- Keep editing after interviewing to determine what items make the cut for submitting for the Summit Awards.
- A virtual format doesn't have to change the excitement.

**To submit entries and nominations for Summit Awards:** <https://iec.flashpoint.xyz/Lite/Event/Profile/276013000>

#### **Want/Need Help with Your Entry?**

Deb Radman has volunteered to give all of our members who are interested 30 minutes of free consultation on writing your entries for The Summit Awards. **Please email Deb to schedule a time to meet to get your thoughts together for your submissions.**

[Deborah.radman@rad-comm.net](mailto:Deborah.radman@rad-comm.net) Call or text 917-841-9228.



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### UPCOMING MEMBER FORUMS:

#### **IECRM Member Forum – June 10, 2020**

*Workforce Development in the Time of COVID*

#### **IECRM Member Forum – June 17, 2020**

*Project Management and Changes in Construction*

#### **IECRM Member/ Safety Forum – June 24, 2020**

*Safety Forum: Signaling and Rigging*

[RSVP](#) for upcoming Member Forums

### Helpful Links:

**TIME SENSITIVE: Thursday, June 4<sup>th</sup> webinar -- Colorado Safety Association webinar ([How to Safely Reintegrate the Workforce Post Covid-19](#))**

- 15 minutes of mental health
- 15 minutes (Mark Ashby) regarding looking for substance abuse of employees dealing with COVID issues.

### Upcoming Event Reminders:

**Virtual Member Lunch-** Thursday, June 4th, 12:00 PM

Speaker/Guest Bo Martinez, new President and CEO of Economic Development from Metro North Chamber of Commerce <https://iec.flashpoint.xyz/Lite/Event/Profile/262580000>

**Graduation** honoring 170 graduates-Saturday, June 6th, 11:00 AM. Virtual graduation.

<https://iec.flashpoint.xyz/Lite/Event/Profile/287140001>

**Virtual Career Fair-** Thursday, June 11th. 3:00-4:00 PM or 4:30-5:30PM. <https://iecrm.org/free-electrical-career-fairs/>

Booth Reservations for 3:00: <https://iec.flashpoint.xyz/Lite/Event/Profile/273985003>

Booth Reservations for 4:30: <https://iec.flashpoint.xyz/Lite/Event/Profile/292786000>

**Clay Shoot** will be Friday, June 29th at Colorado Clay Shoots for our annual tournament. This will also include our IEC instructors. <https://iec.flashpoint.xyz/Lite/Event/Profile/289408000>

**Summit Awards** will be held August 13th-most likely will be a virtual event, and we are encouraging companies to have watch parties. <https://iec.flashpoint.xyz/Lite/Event/Profile/273687000>

To be a sponsor for Summit Awards: <https://iec.flashpoint.xyz/Lite/Event/Profile/270479001>