

Survey 4/23/20

Text answers for:

Do you have any creative ideas/recommendations/resources to share with our membership to reduce the impact of COVID-19? What are you doing to keep your employees engaged or boost morale?

For the HR gang... JJ the CPA on youtube has great advice about the SBA/PPP

We removed chairs from the lunchroom to help with social distancing

Assigned time clocks in one area for IN and another area for OUT so not too crowded at clocks, can maintain social distancing

most everyone is working from home with 1 day to work in office. staff working in the park wear masks, maintain physical distance, following guidelines of leave policy, etc.

We have an Employee Facebook group that is keeping employees in touch with each other and has been a great resource for those with questions about unemployment and other financial assistance program. About 50% of our employees are in the group. Has been a great tool for the Corp office to communicate with employees also.

We just posted a lot of signs and information to promote awareness about social distancing, hand washing, etc. We tried to make them different and engaging (and funny when possible) so they don't blend into the background. There is a website called washyourlyrics.com that will add lyrics from a song of your choice to a hand washing or hand sanitizing poster.

Frequent communications

No, but I have found the OHIO BWC's daily wrap up email to be very helpful and informative. It makes my job easier when wanting to stay up to date on the Governor's changes and initiatives.

WE WERE HAVING MONTHLY PIZZA LUNCHESES IN THE FACTORY, NOW WE ARE PUTTING OUT SNACKS AND BOTTLED WATER.

IDEAS FROM OTHER COMPANIES WOULD BE GREAT!

Since we are essential and our field guys are the ones at most risk. For morale, we have been buying lunch for everyone here and there as a thank you for working through this with us. We ask them what they want and have it delivered.

Keeping them safe, we have the temperature check and health question sign off everyday. We keep hand wipes, sanitizer, soap, etc on all job sites. but this in itself is becoming harder to do as these items are becoming less available.

Daily staff shoutouts.
Meals provided for staff.
Temporary hazard pay for hourly employees through end of May.

-External company comes in and disinfects the building 3x a week. We post "This area has been cleaned and disinfected" signs for awareness.

-Set up cleaning schedules on top of cleaning before, during, and after shift

-Purchased office carts(used for sorting and delivering mail) and equipped with disinfectant spray, gloves, and towels and put them near high traffic areas of the building

-Started intercom announcements reminding employees to practice social distancing and to wash their hands

Weekly (friday) townhall meetings (voluntary) to answer questions and provide consistent communication.

- 1, Taking all temperatures every day when coming to work
- 2, providing mask for all employees to wear
- 3, safe distancing at 6+ feet
- 4, offering employees to work from home if applicable
- 5, providing hand sanitizer made at our tech center in Canton
- 6, providing lunches to employees so they don't have to go out to lunch and take a chance of being exposed
- 7, having meetings with employees 3 times a week to keep them updated

We have implemented a wide variety of measures; enhanced cleaning, reducing seating in break areas, temperature taking before shifts and self-monitoring, wearing face coverings, signage, propping doors open, cleaning work areas at beginning and end of shift.

Kent Elastomer Products makes stretchy tubing and banding that can be used to make straps for home-made masks. You contact us at 330-673-1011 or find us on the web at www.kentelastomer.com

Lots of Zoom meetings, sharing stories of how we're working from home, etc.

we are checking temps, providing masks and continuing our cleaning of machines, bathrooms, break areas as set previously.

We have isolated the front office personnel from the shop floor.

MORALE BOOSTERS:

Daily stand up meetings for leadership

Spirit weeks for staff

Wellness challenge (Wait till you see me after the COVID)

Idea sharing through Workplace by Facebook for all clinical staff

Created a covid19 specific email address for staff to ask questions and post responses in a shared document for the whole team

Virtual supervisions

Hump Day Happy Hour for social time

Weekly Warrior recognition

Red Oak Rockstar videos highlighting those who have gone above and beyond or found creative ways to work with clients during the crisis

Try to keep them paid and not laying them off.

If laid off, current unemployment system would pay them more than they when working, truly a disincentive to return to work.

When economy opens back up and you recall workers, then you have to tell unemployment bureau they have the opportunity to return to work and if they choose not to they lose benefits.

Does not make for a happy employee on his return.

This may come as a shock, but for everyone one employee who wants to work, there is one who doesn't and expects the government to pay for them.

I asked HR to get all of our mandatory trainings done since we're so slow right now. (ie. Fire extinguisher, blood borne pathogens)
Fitting these in while we're busy is always a challenge due to time constraints and workflow.

Personally 1) I stay busy so I don't have time to hyperfocus on worrying about the virus. 2) I don't spend a lot of time watching the news about the virus. 3) I am making a list of observations concerning economic, social, health, business, governmental, travel, entertainment, investment and the like. The reason for this is Bill Gates estimates every twenty years a new pandemic will occur so I will know best practices, be better prepared myself as well as future generations.

Special Safety Council masks

We are doing what has been recommended. Facial masks, sanitizing machinery, surfaces, hands, etc. Any visitors are required to do the same.

We have a team text group for all employees, try to send out a positive message twice a week. Everyone is welcome to comment or send out a positive note.

listening, smiling, caring.

We are considered an essential business and therefore have been at full operation. To provide the safest work environment possible, we have quart size hand sanitizer dispensers at several locations throughout the building, as well as offering latex gloves. At 10:00am and 2:00pm the common/high traffic areas are disinfected. Allowing self-quarantine if employee feels it necessary. Temperatures of all employees are taken each morning.

Daily Zoom calls with my team.

To boost morale we have ordered yard signs indicating "Heroes work here" to line the driveways of our various facilities.

-Removed seats from lunchroom (engineering control).
-"COVID-Smart, 6 Feet Apart" signs (administrative control).
-Footprint labels on floor 6 feet apart at time clocks (administrative control).
Video snippets.

Daily Newsletter, ensuring distribution of needed and required PPE, increased field presence by management with the crews maintaining social distancing, etc.

We are just following the Governor's recommendations.

It would be interesting to know how companies will reopen and their best practices to provide Staff protection.

ONLINE TRAINING OPTIONS