

MINNESOTA CHAMBER OF COMMERCE

GROWING MINNESOTA



IS YOUR BUSINESS COVID-19 READY?

A WEBINAR FOR MINNESOTA CHAMBER MEMBERS
WEDNESDAY, MARCH 11, 2020

#AskMNChamber

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WELCOME



DOUG LOON
PRESIDENT

MINNESOTA CHAMBER OF COMMERCE

**MINNESOTA
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TODAY'S SPEAKERS



DOUG LOON
PRESIDENT

MINNESOTA CHAMBER
OF COMMERCE



TANIA DANIELS
*VICE PRESIDENT,
QUALITY, PATIENT SAFETY*

MINNESOTA HOSPITAL
ASSOCIATION



KRISTIN PARKER
PARTNER

STINSON, LLC



NEIL BRADLEY
*EVP, CHIEF POLICY
OFFICER*

U.S. CHAMBER OF
COMMERCE

#AskMNChamber

KEEPING WORKPLACES SAFE AND HEALTHY



TANIA DANIELS

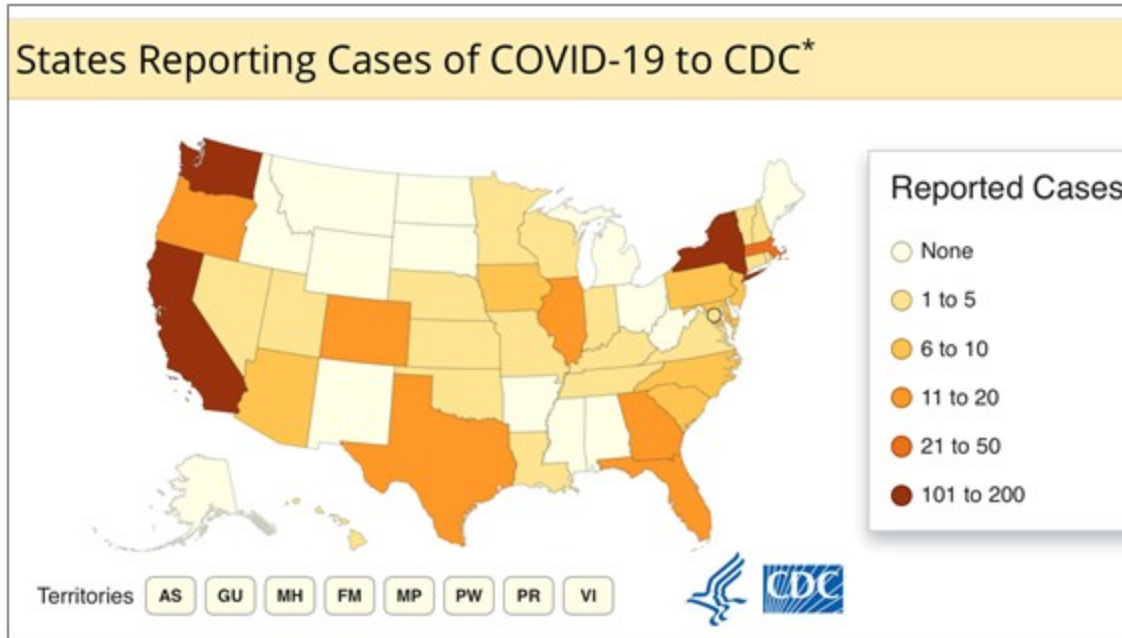
*VICE PRESIDENT, QUALITY, PATIENT
SAFETY*

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COVID-19 Situation Update



U.S. (as of March 10)	
Total cases	647
Total deaths	25
Jurisdictions reporting cases	36 (includes D. C.)
Minnesota (as of March 10)	
Positive	3
Approximate number of patients tested	135

Situation update resources

CDC: <https://www.cdc.gov/coronavirus/2019-ncov/cases-in-us.html>

MDH: <https://www.health.state.mn.us/diseases/coronavirus/situation.html>

Johns Hopkins: <https://www.arcgis.com/apps/opsdashboard/index.html#/bda7594740fd40299423467b48e9ecf6>

Preparedness Tips: For Businesses

Sick leave policies

- Urge employees to stay home when they are sick (encourage non-punitive policies)
- Maximize flexibility in sick leave benefits for those who are ill or who are recommended to stay home because they are high risk
- Do not require a health care provider's note for employees who are sick with acute respiratory illness to validate their illness or return to work (busy healthcare facilities may be unable to provide such documentation in a timely manner)

Continuity planning

- Identify critical functions and develop plans for how to staff those functions with elevated absences
- Consider cross-training and developing backup plans for critical functions
- Maximize telecommuting options for as many employees as possible
 - What is needed to accomplish work processes if everything was remote?

COVID-19 resources: CDC

CDC website:

<https://www.cdc.gov/coronavirus/2019-nCoV/index.html>

Information For

Communities, schools, and businesses

Healthcare professionals

Health departments

Travel

Laboratories

For Specific Audiences

COVID-19 resources: MDH

Minnesota
Department of
Health website:

<https://www.health.state.mn.us/diseases/coronavirus/index.html>

Coronavirus Disease 2019 (COVID-19)

COVID-19 Home

Situation Update

About COVID-19

Prepare and Prevent

Information for Travelers

Information for Health
Professionals

Information for Schools

Information for
Businesses

Information for First
Responders

What MDH is Doing

Keeping the workplace safe

Encourage your employees to...

Practice good hygiene



- Stop handshaking – use other noncontact methods of greeting
- Clean hands at the door and schedule regular hand washing reminders by email
- Create habits and reminders to avoid touching their faces and cover coughs and sneezes
- Disinfect surfaces like doorknobs, tables, desks, and handrails regularly
- Increase ventilation by opening windows or adjusting air conditioning

Be careful with meetings and travel



- Use videoconferencing for meetings when possible
- When not possible, hold meetings in open, well-ventilated spaces
- Consider adjusting or postponing large meetings or gatherings
- Assess the risks of business travel

Handle food carefully



- Limit food sharing
- Strengthen health screening for cafeteria staff and their close contacts
- Ensure cafeteria staff and their close contacts practice strict hygiene

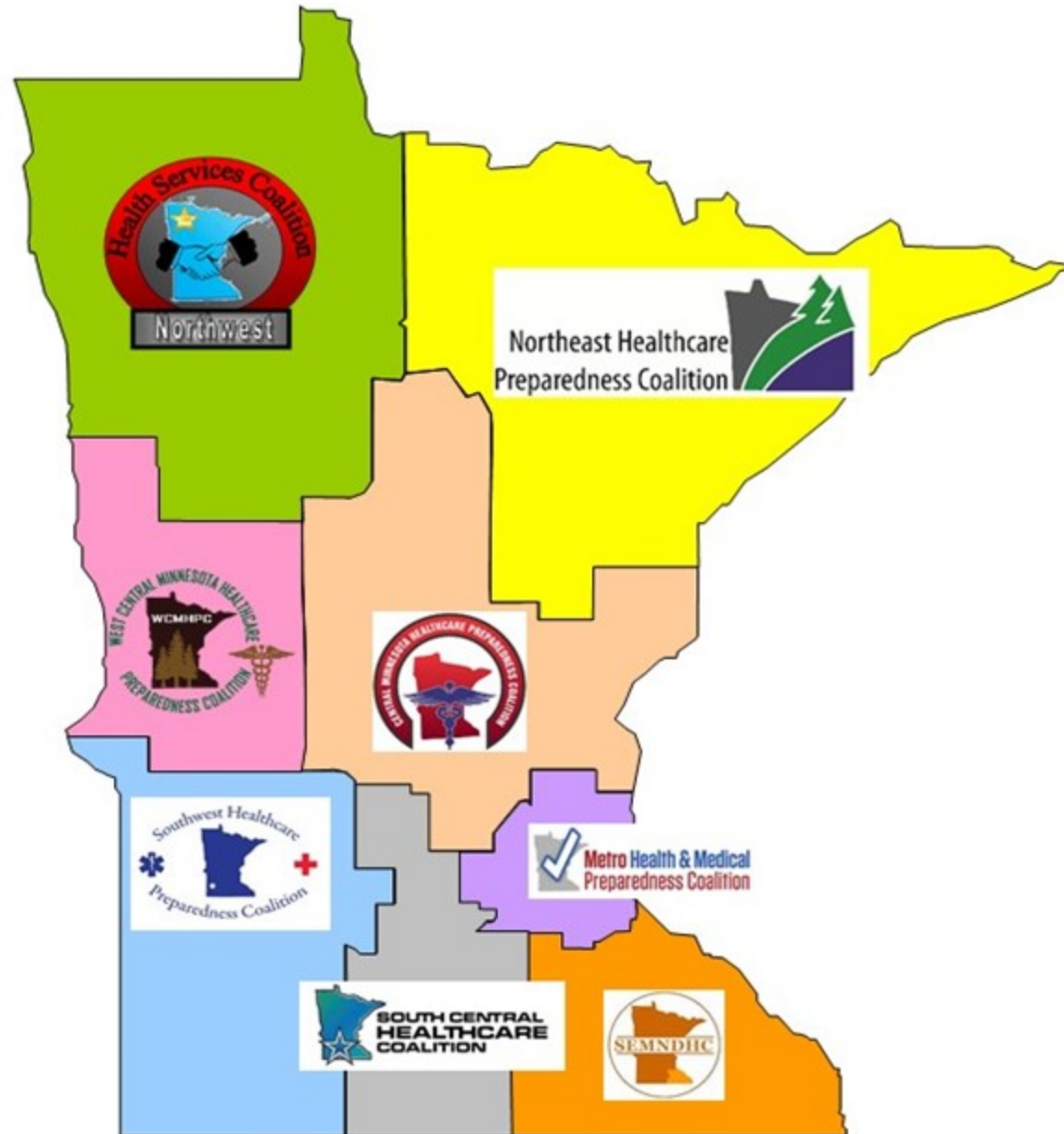
Stay home if...



- They are feeling sick
- They have a sick family member in their home

What every American and community can do now to decrease the spread of the coronavirus

Minnesota Health Care Coalitions



Minnesota Health Care Coalition Contacts

Northwest Health Services Coalition https://www.nwme.org/emergencypreparedness	<p>*Amy Card Sanford Bemidji Medical Center 218-333-5918 amy.card@sanfordhealth.org</p> <p>Carrie Bergquist Altru Health System – Crookston 218-281-9108 cbergquist@altru.org</p>	Northwest Healthcare Preparedness Coalition https://arrowheadems.com	<p>*Jo Thompson Arrowhead EMS 218-269-7781 jo.thompson@arrowheadems.com</p> <p>Adam Shadiow Arrowhead EMS 218-428-3610 adam.shadiow@arrowheadems.com</p> <p>Caitlin Korpi Arrowhead EMS 218-780-9906 caitlin.korpi@arrowheadems.com</p>		
West Central Health System Preparedness Coalition http://www.cwhealthcarecoalition.org/	<p>*Rachel Mockros, RHPC St. Cloud Hospital 320-492-0890 rachek_mockros@centracare.com</p> <p>Shawn Stoen St. Cloud Hospital 320-760-3513 Shawn.stoen@centracare.com</p>	Central Healthcare System Preparedness Coalition http://www.cwhealthcarecoalition.org/	<p>*Rachel Mockros St. Cloud Hospital 320-492-0890 rachek_mockros@centracare.com</p> <p>Don Sheldrew St. Cloud Hospital 320-255-5967 donald.sheldrew@centracare.com</p>	Metro Health and Medical Preparedness Coalition http://www.metrohealthready.org/	<p>* Chris Chell, RHPC Hennepin County Medical Center 612-873-3360 christine_chell@hcmcd.org</p> <p>Seth Jones, RHPC Hennepin County Medical Center 612-873-3869 seth.jones@hcmcd.org</p> <p>Emily Moilanen, RHPC Hennepin County Medical Center 612-873-7520 emily.moilanen@hcmcd.org</p>
Southwest Healthcare Preparedness Coalition http://www.swhealthcarecoalition.com/	<p>*John Maatz SW MN EMS Corporation 320-769-4470 swhpp@frontier.com</p> <p>Brad Hanson Rice Memorial Medical Center 320-231-4017 Bradly.hanson@carrishhealth.com</p> <p>Ann Jensen SW MN EMS Corporation 320-212-8042 annexecutivedirector@sw-ems.org</p>	South Central Healthcare Coalition https://scmhnc.org/	<p>*Eric Weller Mayo Clinic Health System - Mankato 507-381-6337 Weller.Eric@mayo.edu</p> <p>Lavida Gingrich Mayo Clinic Health System 515-341-0570 gingrich.lavida@mayo.edu</p> <p>Vicki Neidt Mayo Clinic Health System 507-461-5215 vickineidt@gmail.com</p>	Southeast Minnesota Disaster Health Coalition http://www.semdhnc.org/	<p>*Kristin Sailer 651-707-7174 sailer.kristen@mayo.edu</p> <p>Deb Teske 507-266-9973 Teske.Deborah@mayo.edu</p> <p>Jay Johnson 507-255-0183 Johnson.jay3@mayo.edu</p> <p>Meredie Sexton 507-538-1916 sexton.meredie@mayo.edu</p> <p>Katie Mortensen 507-266-2969 moretenson.katherine@mayo.edu</p>

<https://www.health.state.mn.us/communities/ep/coalitions/rhpc.html>

COVID-19 General Resources

- MDH Prepare and Prevent: COVID-19
 - <https://www.health.state.mn.us/diseases/coronavirus/prevention.html#employers>
- Communication materials
 - MDH: <https://www.health.state.mn.us/diseases/coronavirus/materials.html>
 - CDC: <https://www.cdc.gov/coronavirus/2019-ncov/communication/factsheets.html>
- CDC Environmental Cleaning and Disinfection Recommendations: Interim Recommendations for US Community Facilities with Suspected/Confirmed Coronavirus Disease 2019
 - <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>

Preparedness Tips: For the Home

- Think about backup plans for:
 - Child care when a school is temporarily closed or
 - When parents, children, or a child care provider is sick
- Think about necessary items to have at home:
 - Prescription medicines (check refill dates)
 - Non-prescription medications, such as fever-reducing medications
- Health officials suggest that people gradually build up at-home supplies of non-perishable foods over the course of the next few weeks – easier to stay home if you or a family member becomes sick, or if you want to avoid others that may be ill
- Be ready to help one another – talk to neighbors, friends, and families about how you can help run errands, do grocery drops, or otherwise support people who need to stay home
- Resources
 - CDC: [Interim Guidance: Get Your Household Ready for COVID-19](#)
 - MDH: [Prepare and Prevent COVID-19](#)

Prevent the Spread of COVID-19

Take the same precautions you would to avoid colds and flu.



**Wash your
hands.**



**Stay home
when sick.**



**Cover your
cough.**

For more information, visit health.mn.gov.



EMPLOYER, EMPLOYEE CONSIDERATIONS



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Employment Considerations for Coronavirus Response



Considerations for Coronavirus Response Plan

- Reducing transmission between staff
- Protecting people at higher risk for complications
- Maintaining business operations
- Minimizing adverse effects on other entities in supply chains

Limiting Spread of Coronavirus in the Workplace

- Emphasize hygiene
 - Tissues, hand sanitizer, soap and water
- Perform environmental cleaning
- Encourage sick employees to stay home
 - Send employees home if showing symptoms
 - Flexible sick leave policies
- Provide notice of verified cases to employees

Planning for Business Operations During Potential Pandemic

- Designate a point-person or team to coordinate response
- Plan for increase absenteeism with cross-training and sharing knowledge of key employees
- Prepare now for increased telework

Encouraging Work-from-Home

- Allow concerned employees to telework, as allowed by business conditions
- Consider requiring employees to telework, where job functions can be performed remotely, to reduce potential vectors
- Consider mandatory self-quarantine after travel to impacted locations

Encouraging Stay-at-Home

- Avoid “presenteeism”
- Consider relaxing attendance “points” systems
- Consider providing additional paid leave for impacted employees

Coronavirus and Leave Laws

- FMLA
 - Employee's own serious health condition; care for a family member
 - Definition of "Serious Health Condition" requires in-person visit to healthcare provider within the first week of onset
- Minneapolis/St. Paul Paid Sick Leave Law
 - Sickness of employee or family member; school closure

Minnesota Employee Protection for Quarantined Employees

- Minn. Stat. §144.4196
- Protects employees “subject to isolation or quarantine” or those responsible for care for a minor or adult family member who is a disabled or vulnerable adult
- Prohibits discharge, discipline or other discrimination due to quarantine for up to 21 consecutive workdays

EEOC Guidance on Pandemic Response

- ADA and state and local laws limit medical inquiries
- Make decisions based on visible symptoms or other equally-applied criteria
- Maintain employee confidentiality

Thank You

STINSON



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DISCLAIMER: This presentation is designed to give general information only. It is not intended to be a comprehensive summary of the law or to treat exhaustively the subjects covered. This information does not constitute legal advice or opinion. Legal advice or opinions are provided by Stinson LLP only upon engagement with respect to specific factual situations.

UNDERSTANDING ECONOMIC IMPACTS



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Negative Impacts on Particular Industries

United Airlines:

10% Reduction in Domestic Flights

20% Reduction in International Flights

U.S. Travel Association:

6% Reduction in Foreign Travel to the U.S.

U.S. Ports:

20% Reduction in Cargo for the First Quarter.

Status of Chinese Industries

Percentage of businesses with outright closures:

Auto: ~20%

Chemicals: ~20%

IT: ~17%

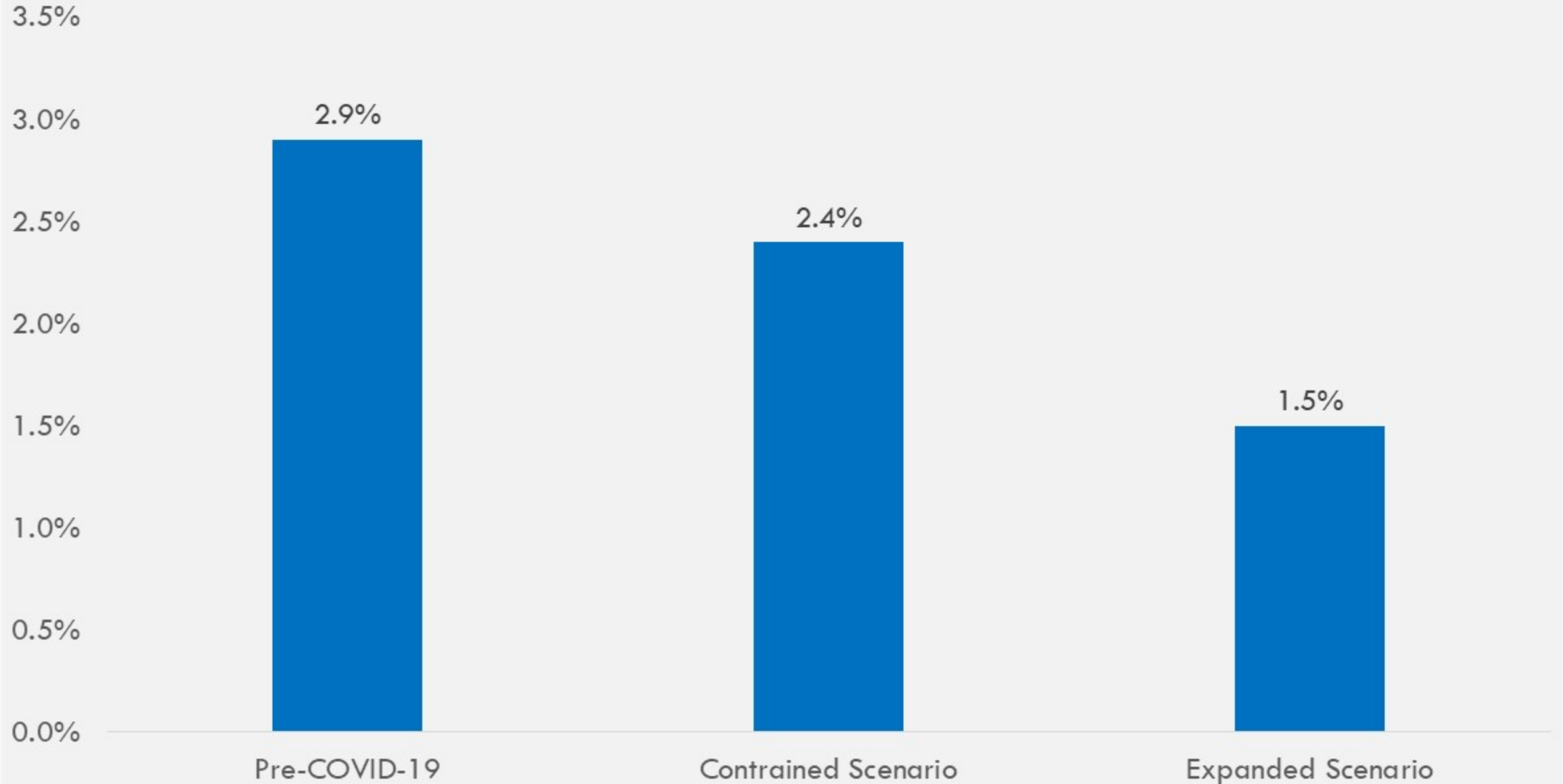
Percentage of businesses that have resumed full operations:

Auto: Less than 50%

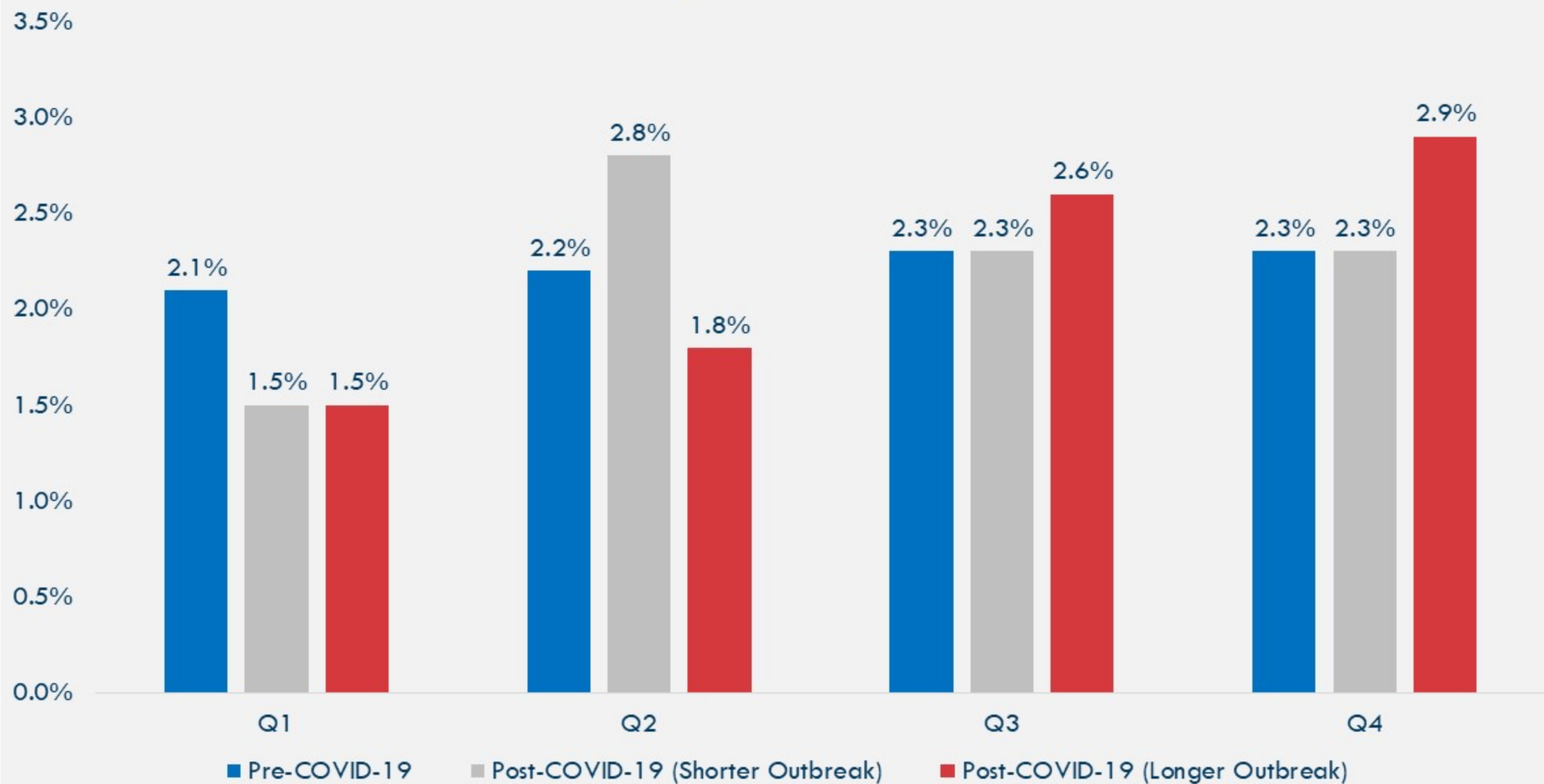
Chemicals: Slightly above 50%

IT: ~35%

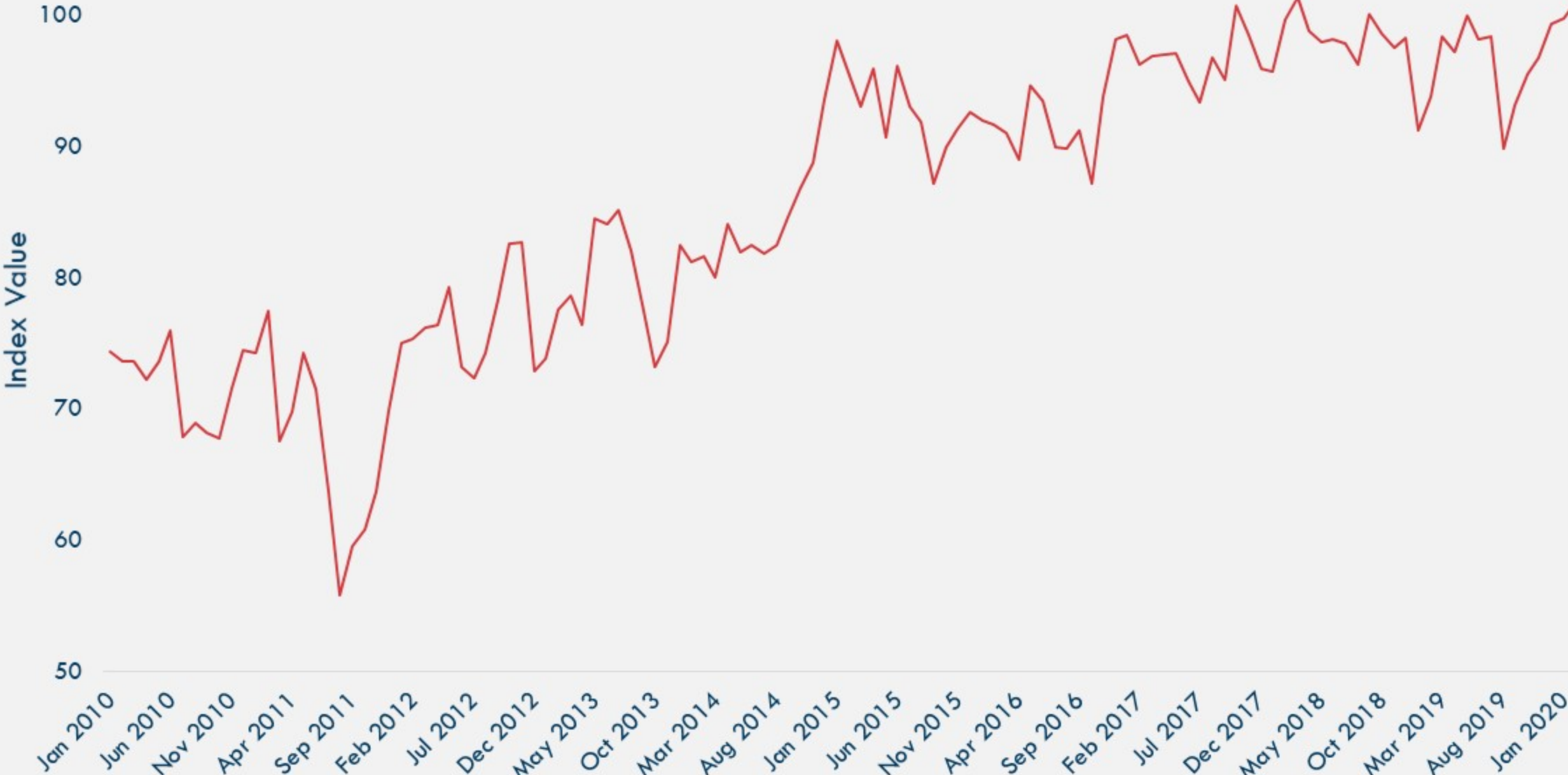
OECD 2020 Global Growth Rates



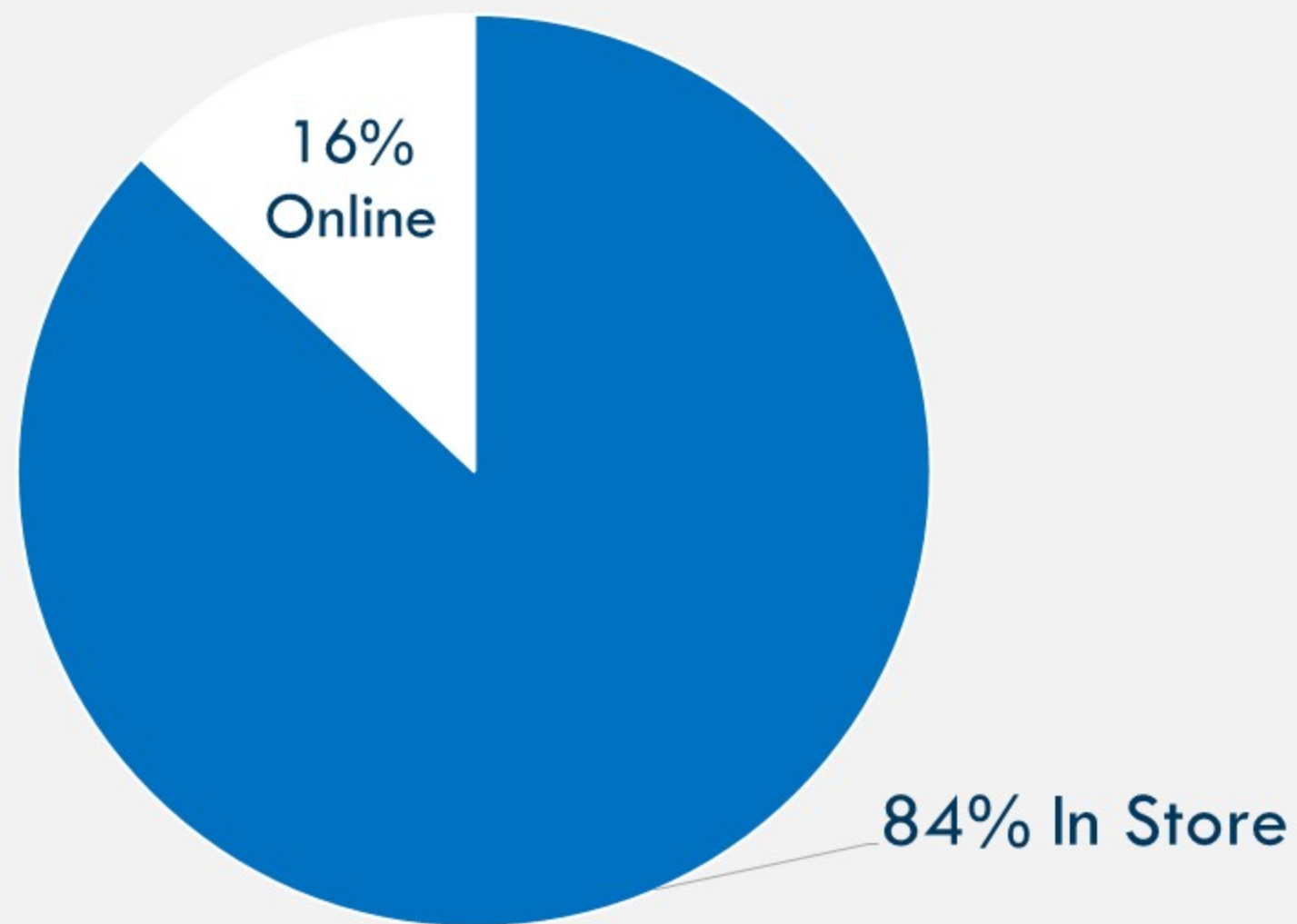
U.S. 2020 Quarterly Growth: COVID-19 Scenarios



Consumer Sentiment by Month 2010 - 2020



Vast Majority of Retail Sales Still Occur in Stores



QUESTIONS?

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THANK YOU!

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