IS YOUR BUSINESS COVID-19 READY?

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

#AskMNChamber
DOUG LOON
PRESIDENT
MINNESOTA CHAMBER OF COMMERCE
TODAY’S SPEAKERS

DOUG LOON
PRESIDENT
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TANIA DANIELS
VICE PRESIDENT,
QUALITY, PATIENT SAFETY
MINNESOTA HOSPITAL
ASSOCIATION

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#AskMNChamber
KEEPING WORKPLACES SAFE AND HEALTHY

TANIA DANIELS
VICE PRESIDENT, QUALITY, PATIENT SAFETY
MINNESOTA HOSPITAL ASSOCIATION
COVID-19 Situation Update

States Reporting Cases of COVID-19 to CDC*

<table>
<thead>
<tr>
<th>U.S. (as of March 10)</th>
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<tbody>
<tr>
<td>Total cases</td>
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<tr>
<td>Total deaths</td>
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<tr>
<td>Jurisdictions reporting cases</td>
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<table>
<thead>
<tr>
<th>Minnesota (as of March 10)</th>
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<tbody>
<tr>
<td>Positive</td>
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<tr>
<td>Approximate number of patients tested</td>
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Situation update resources

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:
COVID-19 resources: MDH

Minnesota Department of Health website:

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

CDC poster
<table>
<thead>
<tr>
<th>Region</th>
<th>Name</th>
<th>Title</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
<tr>
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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 Environmental Cleaning and Disinfection Recommendations: Interim Recommendations for US Community Facilities with Suspected/Confirmed Coronavirus Disease 2019
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
  - MDH: [Prepare and Prevent COVID-19](https://www.michigan.gov/health)
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

KRISTIN PARKER
PARTNER
STINSON, LLC
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 increased 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

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UNDERSTANDING ECONOMIC IMPACTS

NEIL BRADLEY
EVP, CHIEF POLICY OFFICER

U.S. CHAMBER OF COMMERCE
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%
Vast Majority of Retail Sales Still Occur in Stores

- 16% Online
- 84% In Store
QUESTIONS?

#AskMNChamber
THANK YOU!

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