

# MINNESOTA CHAMBER OF COMMERCE

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# 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**

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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  
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U.S. CHAMBER OF  
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# KEEPING WORKPLACES SAFE AND HEALTHY



**TANIA DANIELS**

*VICE PRESIDENT, QUALITY, PATIENT  
SAFETY*

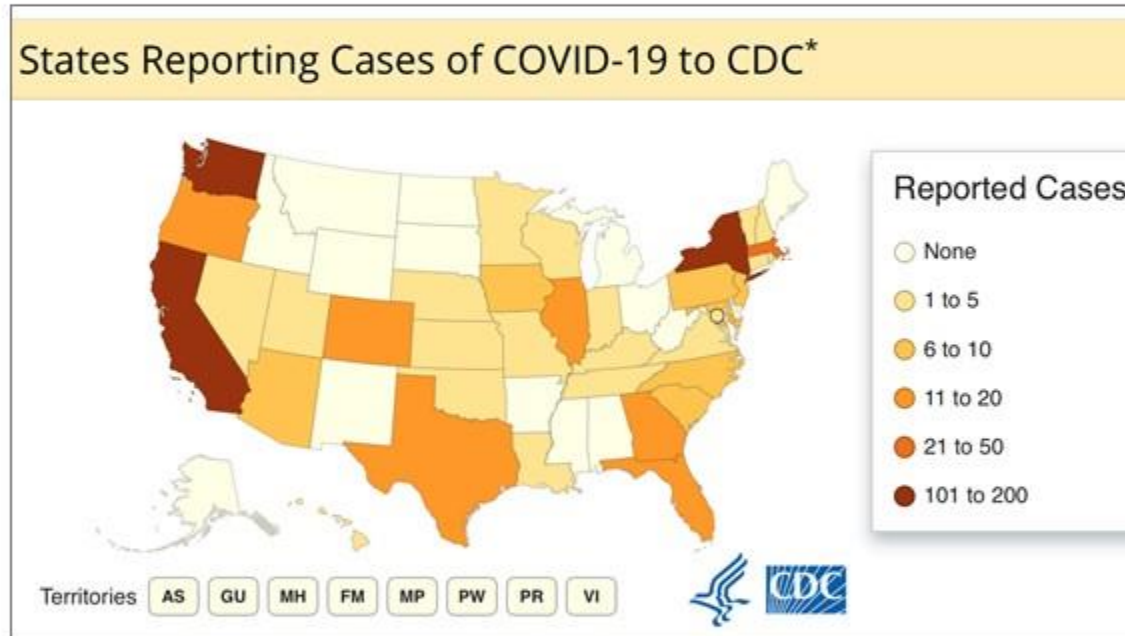
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# COVID-19 Situation Update



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

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## **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

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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

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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...

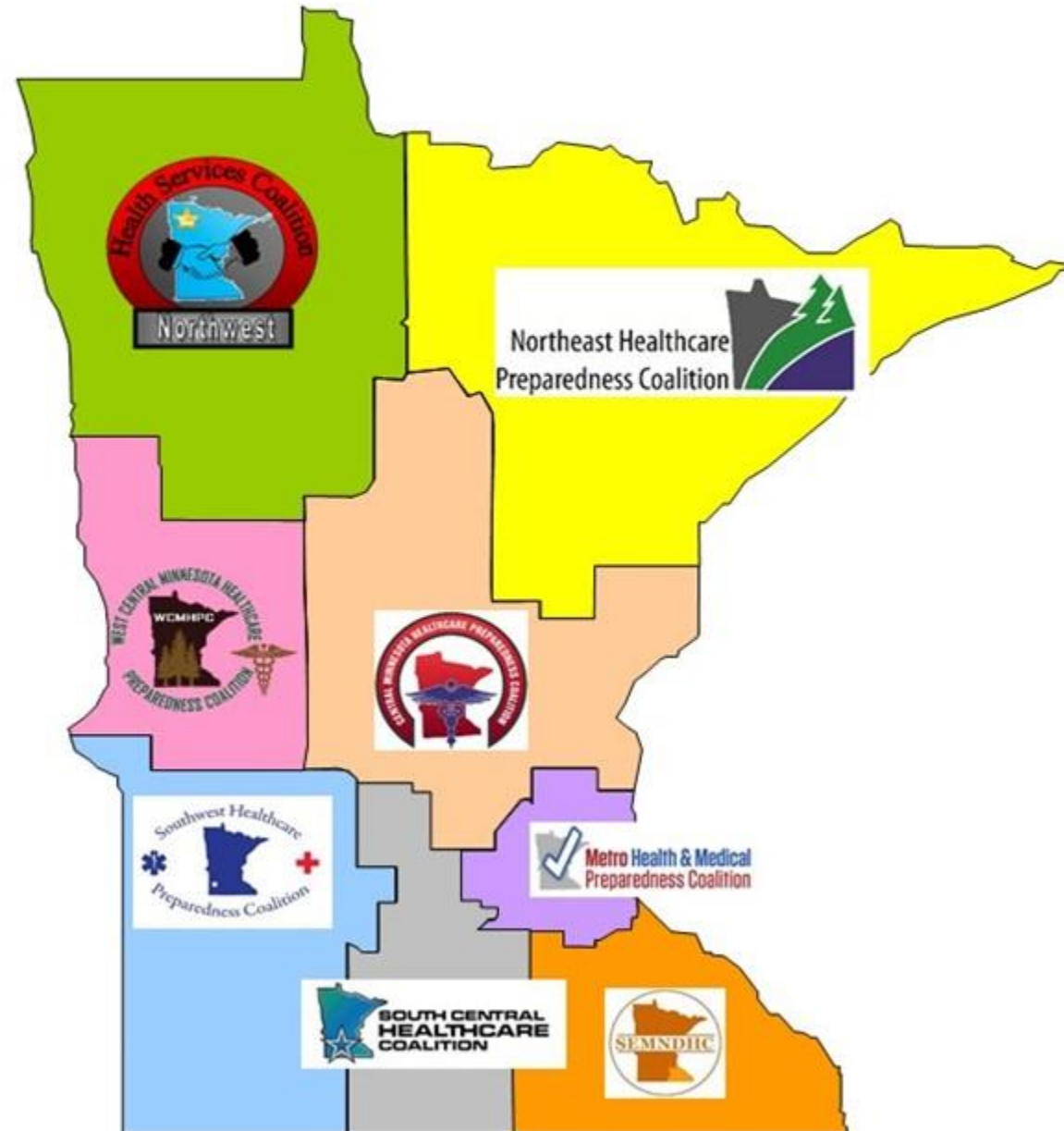


- They are feeling sick
- They have a sick family member in their home

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



# Minnesota Health Care Coalitions





# Minnesota Health Care Coalition Contacts

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# COVID-19 General Resources

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- 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

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- 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](https://health.mn.gov).





# EMPLOYER, EMPLOYEE CONSIDERATIONS



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# Employment Considerations for Coronavirus Response

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# 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
  - Sickiness 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



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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:

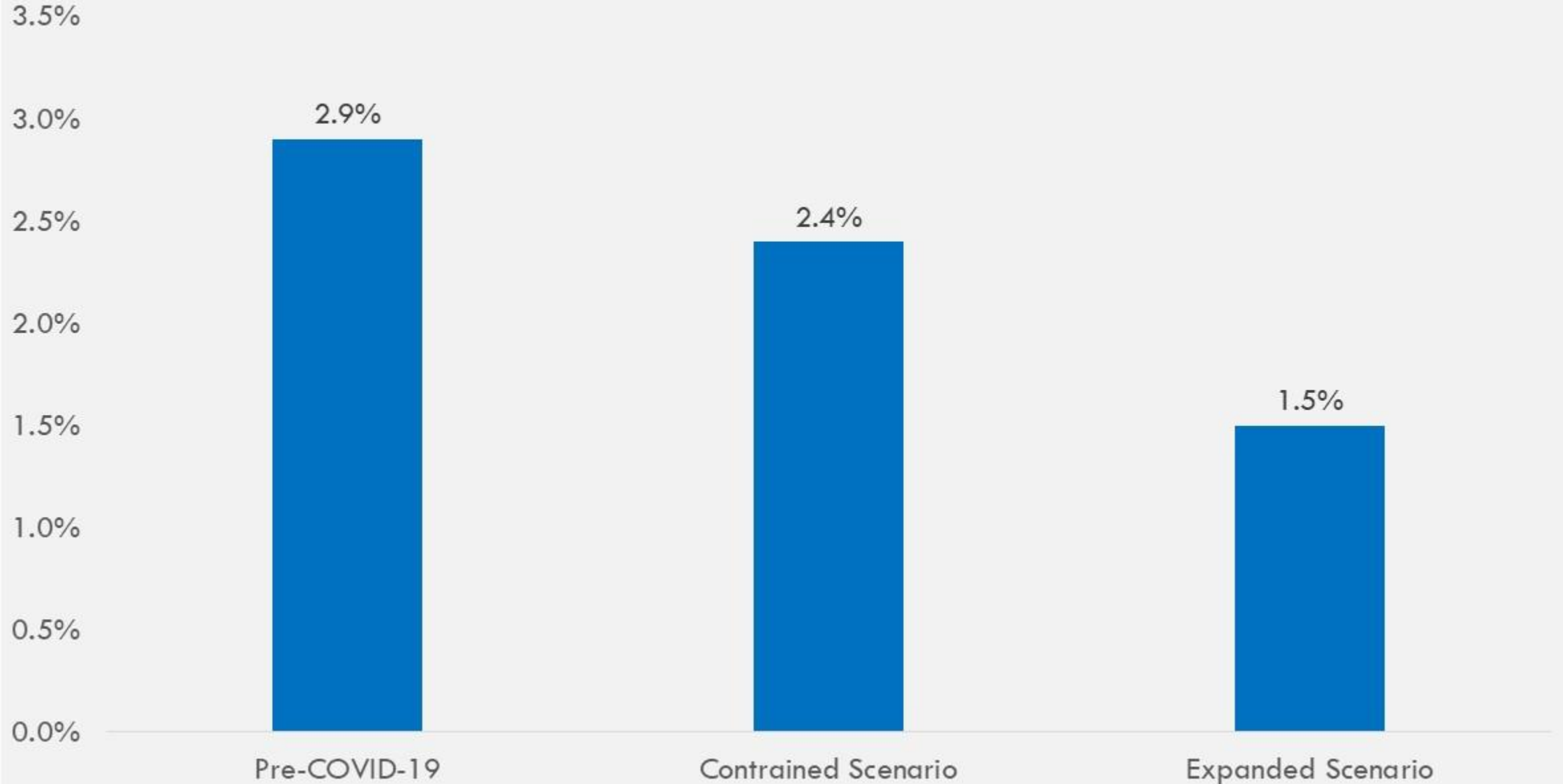
Auto: Less than 50%

Chemicals: Slightly above 50%

IT: ~35%

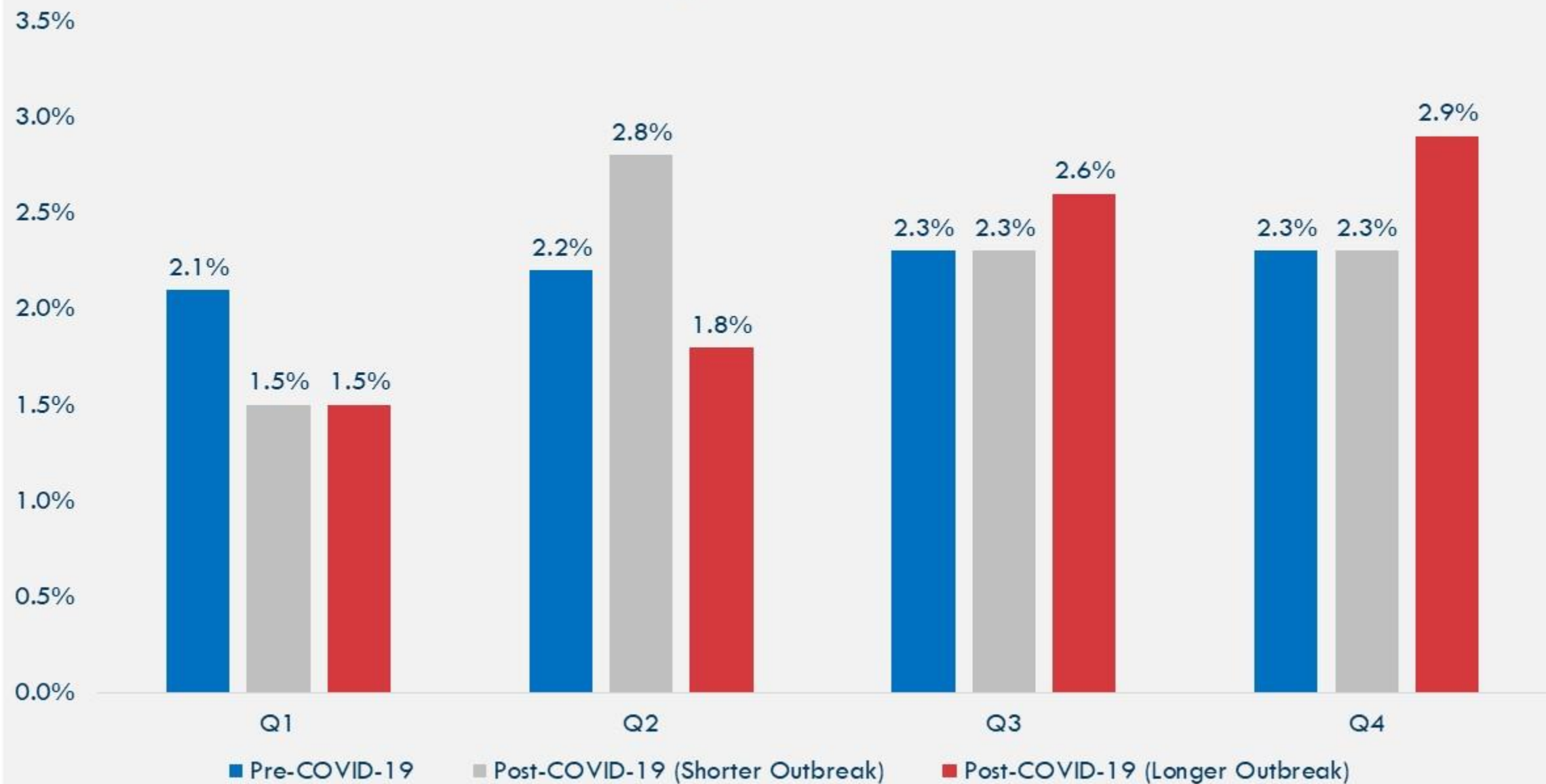


## OECD 2020 Global Growth Rates





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



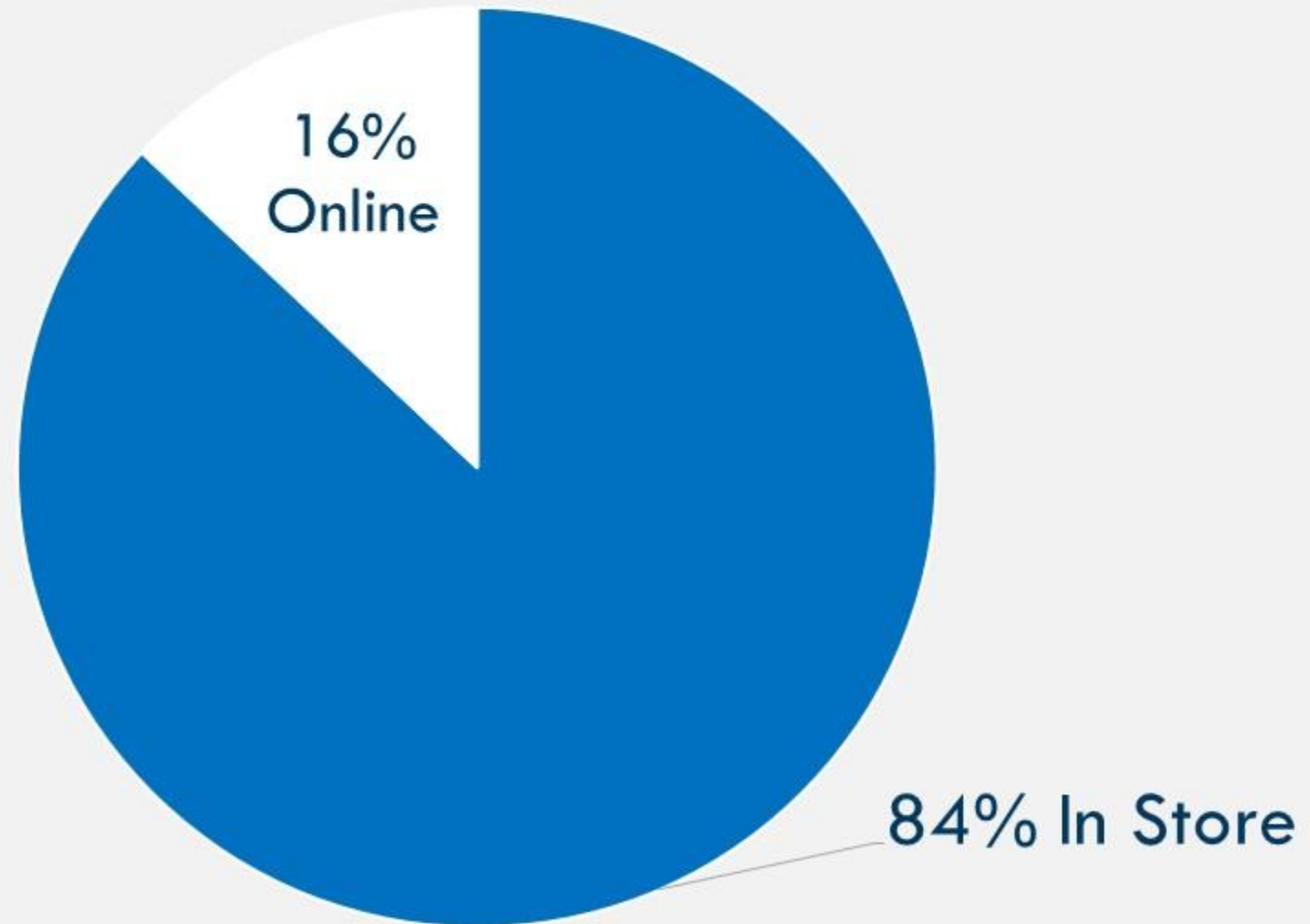


# Consumer Sentiment by Month 2010 - 2020





## **Vast Majority of Retail Sales Still Occur in Stores**





# QUESTIONS?

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