



HAZARDOUS CONDITIONS: REPOSITIONING FOR COVID-19



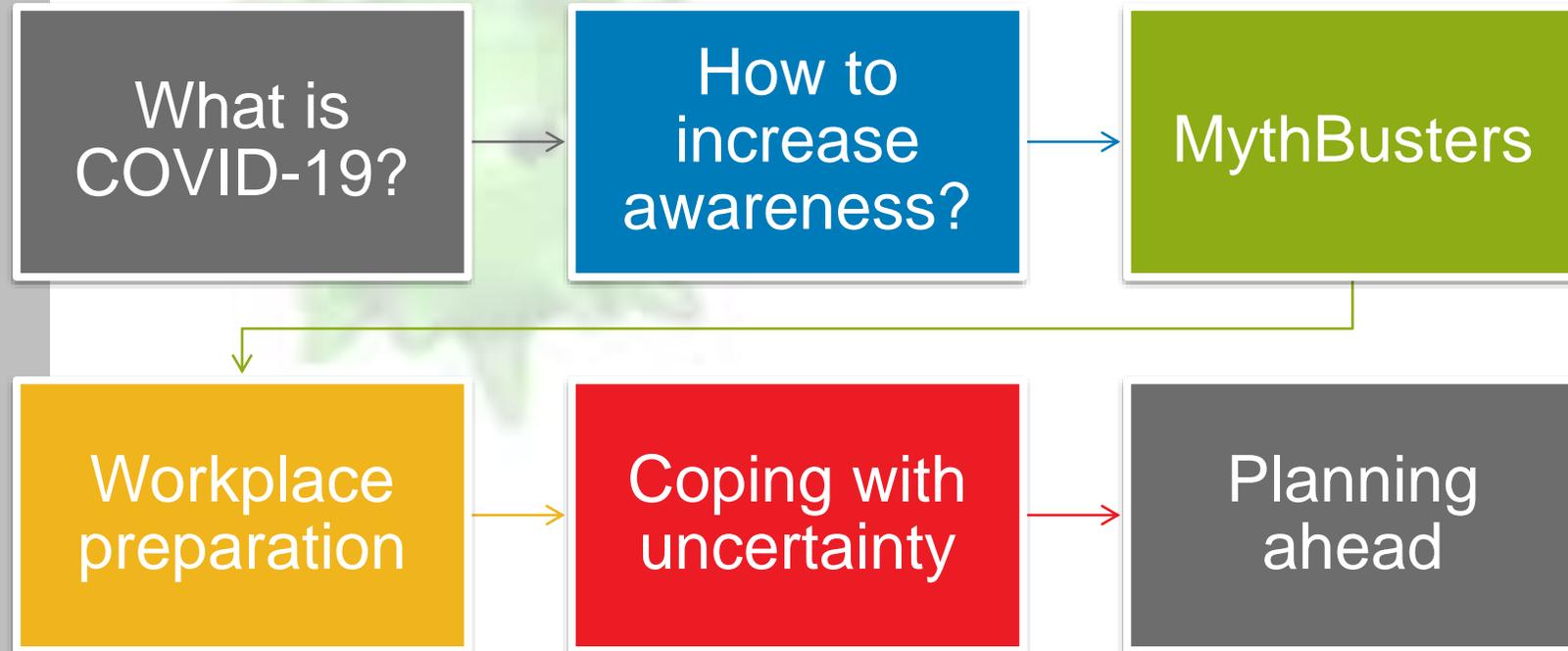
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Learning Objectives



What is COVID-19?

Coronavirus disease 2019 (COVID-19) is a respiratory illness that can spread from person to person. The virus that causes COVID-19 is a novel coronavirus was first identified during an investigation into an outbreak in Wuhan, China.



1st case reported in Wuhan in December of 2019. Early cases believed to be linked to live animal market.



1st case reported in the U.S. in Snohomish County, WA on Jan. 20, 2020 and declared international health concern on Jan. 30th.



Comes from a family of coronaviruses (SARS) (MERS). Gets its name from distinctive protruding spikes.



Though it has flu like symptoms, it's not the flu. The only way to actually know if you are infected is by diagnostic testing.





Increase Your Awareness



How does it spread?

The virus that causes COVID-19 probably emerged from an animal source, but is now spreading from person to person. The virus is thought to spread mainly between people who are in close contact with one another (within about 6 feet) through respiratory droplets produced when an infected person coughs or sneezes. It also may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes.



What are some preventative methods?

- Avoid close contact with people who are sick and stay home if you are.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Wash your hands often with soap and water for at least 20 seconds.
- Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available.
- Clean and disinfect surfaces frequently touched by people.



How to remain informed?

Employers are working diligently to provide a healthy work environment for staff. Executive management teams are taking the necessary precautions and preventative measures provided by federal health organizations. As policies are implemented to protect us, we must ensure we are adhering to such modifications.



Use a filter for obtaining information

Everyone isn't a pandemic guru or scientist. Make informative decisions on where you internalize your information. We have to be proactive in the filtering/validity of our information. Distorted or non-credible sources can cause unwarranted panic and safety hazards.

Credible Sources

 Center for Disease Control (CDC)

 World Health Organization (WHO)

 Official News stations

 Organizational Management

 U.S. Department of Health and Human Services (HHS)

 United States Department of Labor (DoL)

MythBusters

Run away from mosquitos because they give you coronavirus.



The virus cannot be transmitted through mosquito bites. It's primarily transmitted through droplets generated when an infected person sneezes or coughs.

Vaccines against pneumonia protect against the COVID-19.



No. Vaccines against pneumonia, such as pneumococcal vaccine and Haemophilus influenza type B (Hib) vaccine, do not provide protection against the new coronavirus.

COVID-19 only affects older people and those with pre-existing conditions.



No. This was myth in the early stages of the virus becoming public. Those with certain specific pre-existing conditions

MythBusters

Antibiotics are an effective way to prevent and/or treat COVID-19.



I should drink Miller Light instead to prevent COVID-19.



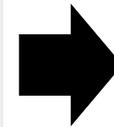
COVID-19 will go away do to climate change and warmer temperatures.



Antibiotics do not work against viruses, only bacteria.
COVID-19 is a virus and, therefore, antibiotics should not be used as a means of prevention or treatment.



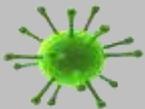
COVID-19 has nothing to do with the beverage "Corona". Choices to consume specific beverages is up to the individual and totally independent of the "Corona" brand.



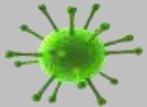
There is no supporting evidence that the virus will go away with temperature. The virus has not been existence long enough. It's imperative that we remain diligent and follow medical expert recommendations .

Workplace Effects

Unlike natural disasters or terrorist events, pandemics will be widespread, affecting multiple areas, and possibly other countries at the same time. A pandemic can also be an extended for undetermined lengths of time. Your workplace will likely experience:



Absenteeism - A pandemic could affect as many as 40 percent of the workforce during periods of peak influenza illness. Employees could be absent because they are sick, must care for sick family members or for children if schools or day care centers are closed.



Change in patterns of commerce - Consumer demands for items related to infection control is likely to increase dramatically, while consumer interest in other goods may decline. They may also change the ways in which they shop as a result. Many will try to shop at off-peak hours, patronize in home delivery services, and/or drive-through service to reduce person-to-person contact.



Interrupted supply/delivery - Shipments of items from those geographic areas severely affected by the pandemic may be delayed or cancelled.

Strategic Organizational Planning



Be aware of and review federal, state and local health department pandemic relief plans. Incorporate appropriate actions from these plans into workplace disaster plans.



Organize and identify a central team of people or focal point to serve as a communication source so that your employees and customers can have accurate information during the crisis.



Develop a sick leave policy that does not penalize sick employees, thereby encouraging employees who have influenza-related symptoms (fever, headache, cough, muscle aches) to stay home so that they do not infect other employees.



Identify business-essential positions and people required to sustain business-necessary functions and operations. Prepare to cross-train or develop ways to function in the absence of these positions.



Plan for downsizing services but also anticipate any scenario which may require a surge in your services.

Workplace Etiquette and Preparation



Preparation

In the event of a pandemic, employers will play a key role in protecting employees' health and safety as well as in limiting the impact on the economy and society.

Employers will likely experience employee absences, changes in patterns of commerce and interrupted supply and delivery schedules. Proper planning will allow employers in the public and private sectors to better protect their employees and lessen the impact of a pandemic on society and the economy.



How do we prepare?



How to effectively communicate without invoking panic?



What are some measures to decrease risk?



How do we measure/gauge employee at risk levels?



What changes should be expected?



How to ensure not to discriminate or stereotype?

Preparation

Employers should take heed to the changes to come, but also make such amendments knowledgeable to their teams. Some industries can be made readily adaptable while others may not. It's important to be able to utilize resources to keep the organization functioning.

Disinfect/ Decrease Risk

It's imperative to follow recommendations made by health officials. Employees should wash hands thoroughly. Office equipment such as fax machines, phones, computers, desks, elevators, doors, and etc, should receive routine cleansing to fight off any germs/bacteria.

Expectations

Levels of transparency will be vital during these times. The trust between employer and employee should be at a high level. Not every company is going immediately out business. Some employers will institute new initiatives such as working remotely. Others are taking this time to offer vacation, trainings, webinars, and other proactive offerings as means to remain employable.

Note: It's easy to indirectly induce panic by simply the verbiage. Try to refer to the virus by its name, COVID or COVID-19. Also, remember that non-shaking of hands is a form of social distancing and not meant as disrespect or alienation.

Don't fuse panic

Deliver information from "credible" sources only. Be careful not to exaggerate or quote distorted information. Try to steer clear from harsh tones and hard verbiage that appears "finite". Explore all options and alternatives before making impromptu decisions that have long term consequences.

Prioritize Staff

Though no one is immune to COVID, some employees have more humanistic interaction than others, thus increasing the risk. Those persons maybe in areas of IT or finance, maybe at far lesser risk than that of a business consultant. Employers should categorize the staff accordingly and set measures and expectations appropriately.

Non-Discriminatory Practices

Do not become discriminatory or stereotypical. Remain cautious but be careful not to offend anyone. If someone coughs, it safe to keep your distance but it doesn't mean they're infected. Remember, regardless of the origination of the virus, we need not directly attach the "infectious label" to any race, religion, gender, ethnicity, nor any other protected class.

Occupational Risk Pyramid

High

Healthcare delivery and medical support staff exposed to known or suspected pandemic patients. (doctors, nurses, medical technicians and other staff that must enter patients' rooms).

Medium

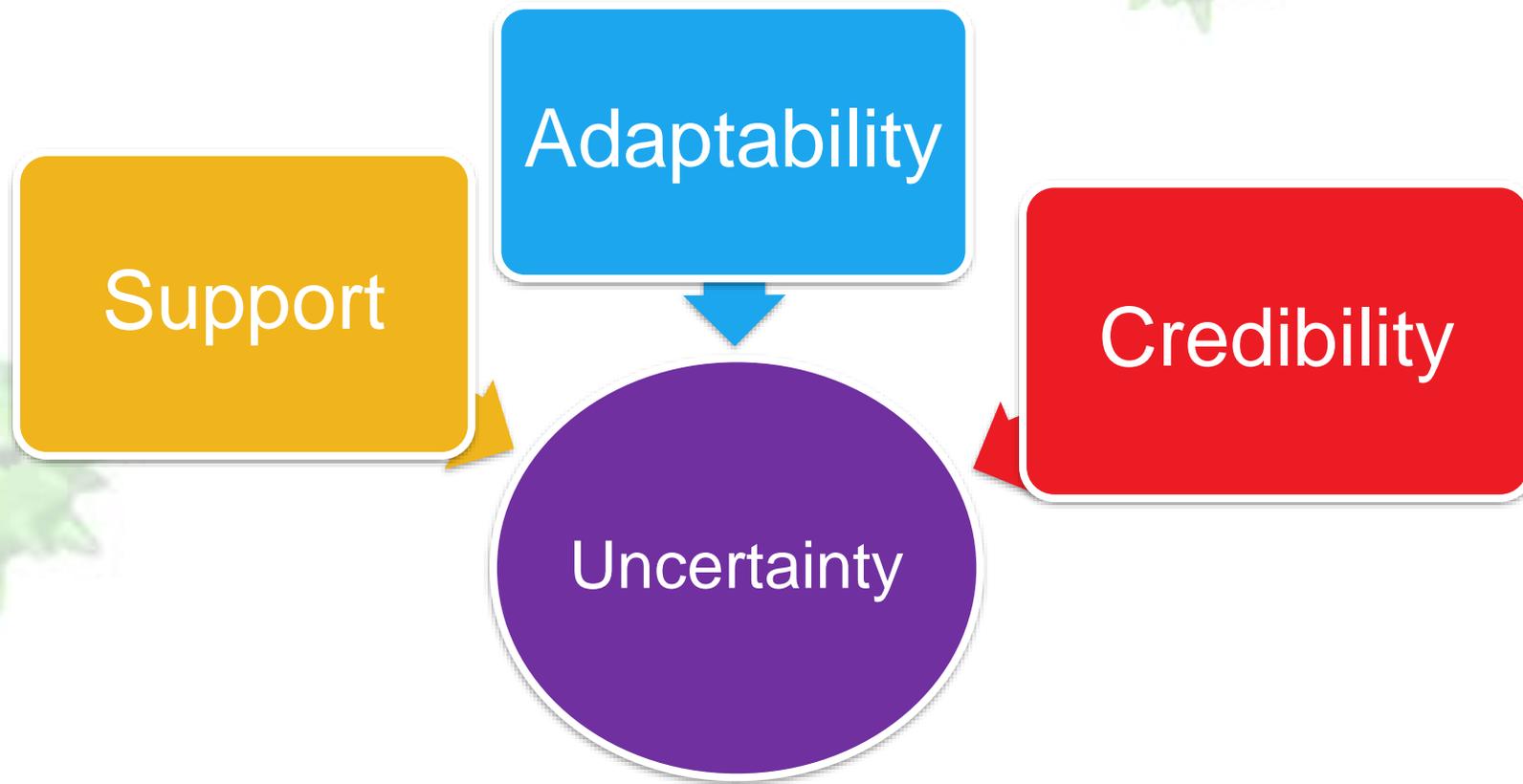
Employees with high-frequency contact with the general population (such as schools, high population density work environments, and some high volume retail).

Low

Employees who have minimal occupational contact with the general public and other coworkers (for example, back end office employees, call center staff,)

*Note:
Understand this
will vary from
industry to
industry and
organization to
organization.*

Coping with Uncertainty



Support

Yet temporary, this is a critical time for employees and employers. It's important that staff be receptive and internalize the changes due to the extenuating circumstance. Employees will need to adapt to changes and process as organizations construct methods of remaining in operation.

- Continue to perform
- Ask appropriate questions
- Effectively Communicate
 - Actively Listen

Adaptability

Adaptability also tends to improve your level of resilience, meaning that periods of uncertainty are less likely to impact on your overall personal wellbeing. Adaptable people tend to be more content as they're not struggling trying to resist when things change.

- Observe changes
- Be willing to learn
- Avoid procrastination

Credibility

Credibility is being trusted and believed in. It's one of the most highly respected forms of capital. Companies will extend accommodations to remain in business to those they can trust. If an alternative is provided to work from home, do just that.

- Accountable
- Responsive
- Result Oriented
- Analytical & Innovative

