

LIVE TOWN HALL

WORKFORCE WEDNESDAY™



June 17, 2020

Town Hall Announcements – June 17, 2020

- Information we're providing is what we believe is true as of today
- Much of what we know is overruled by municipal rules & regulations – check with your city & county
- We're not lawyers

Eric Swenson

- Workforce & Leadership Strategist
- Author of two books on leadership and talent
- Speaks nationally on topics such as leadership, management and workforce trends and issues
- 17 year corporate career in sales, training, marketing, and senior management.
- RSJ/Swenson & Tanzanite Leadership: more than 300 business clients in North America



Workplace Issues Up To The Moment

- Tactical Challenges with Return To Work
- Mental Health of Employees (and all of us)
- The need to address the issues of Diversity & Inclusion
- Current State of the Workforce
- Third Quarter Starts in 14 days
- Making The New Normal Work

Tactical Challenges

- What policies/procedures must a business comply with when re-opening work?
- Can or should?
- Time to trash old HR myths
- What are the leadership lessons from this tumult in our country?

Mental Health & Wellness Concerns

Trauma. Fear. Unknown. 24/7.

- **46%** of U.S. workers concerned about being exposed to COVID-19 at work.
- They fear loss of control & the unknown
- Are we reopening too soon? Vs. I need a paycheck

Mental Health & Wellness Solutions

- Highlight your support systems (EAP)
- Be flexible and empathetic
- Headspace, Calm, Class Pass, SnackMagic
 - Hey, you're already saving \$\$\$ by not having Pizza Fridays
- Encourage employees to take time off



Above All, Empathy.

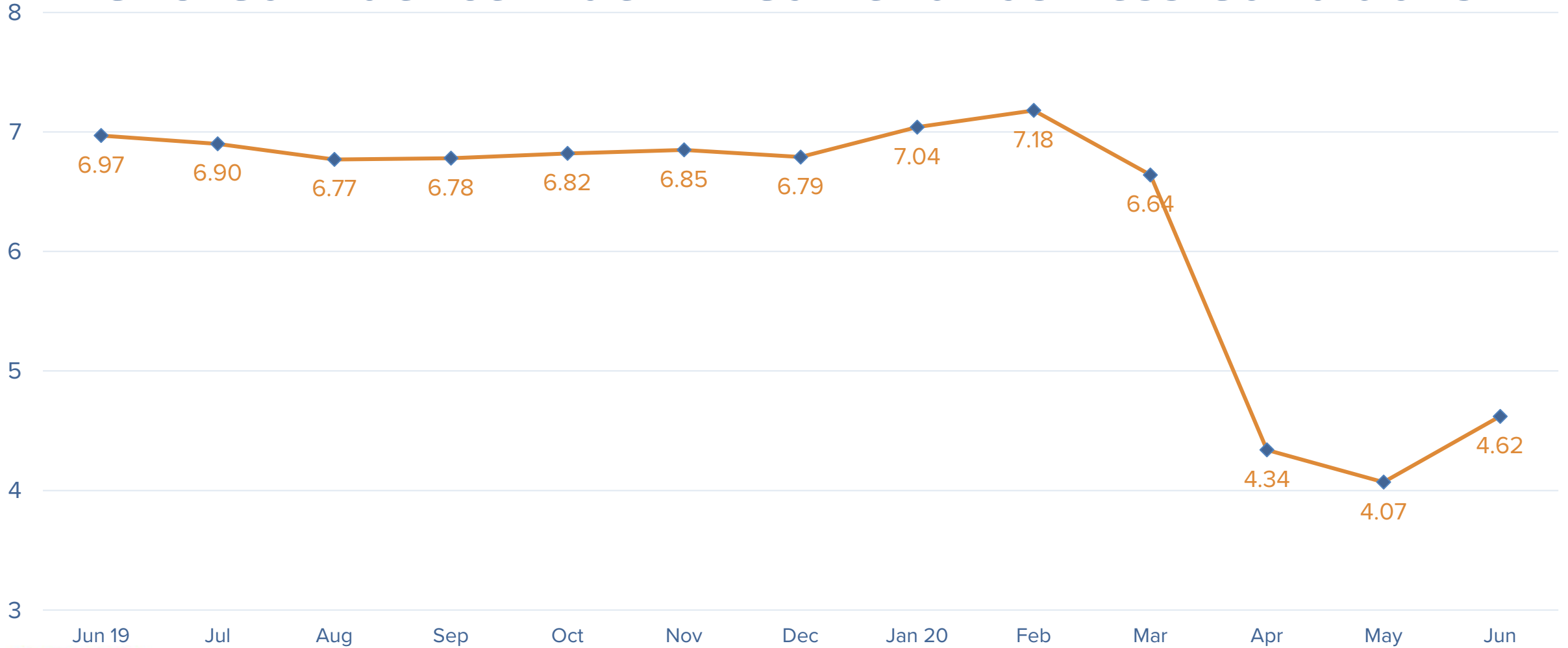
Diversity & Inclusion

- What do you stand for?
- What do your employees expect from you?
 - Let them help take action
- Leadership has been abdicated to Businesses
- Communicate, always.
- Understand:
 - It's not enough to diversify your workforce if the people at the decision-making table don't have diverse perspectives.

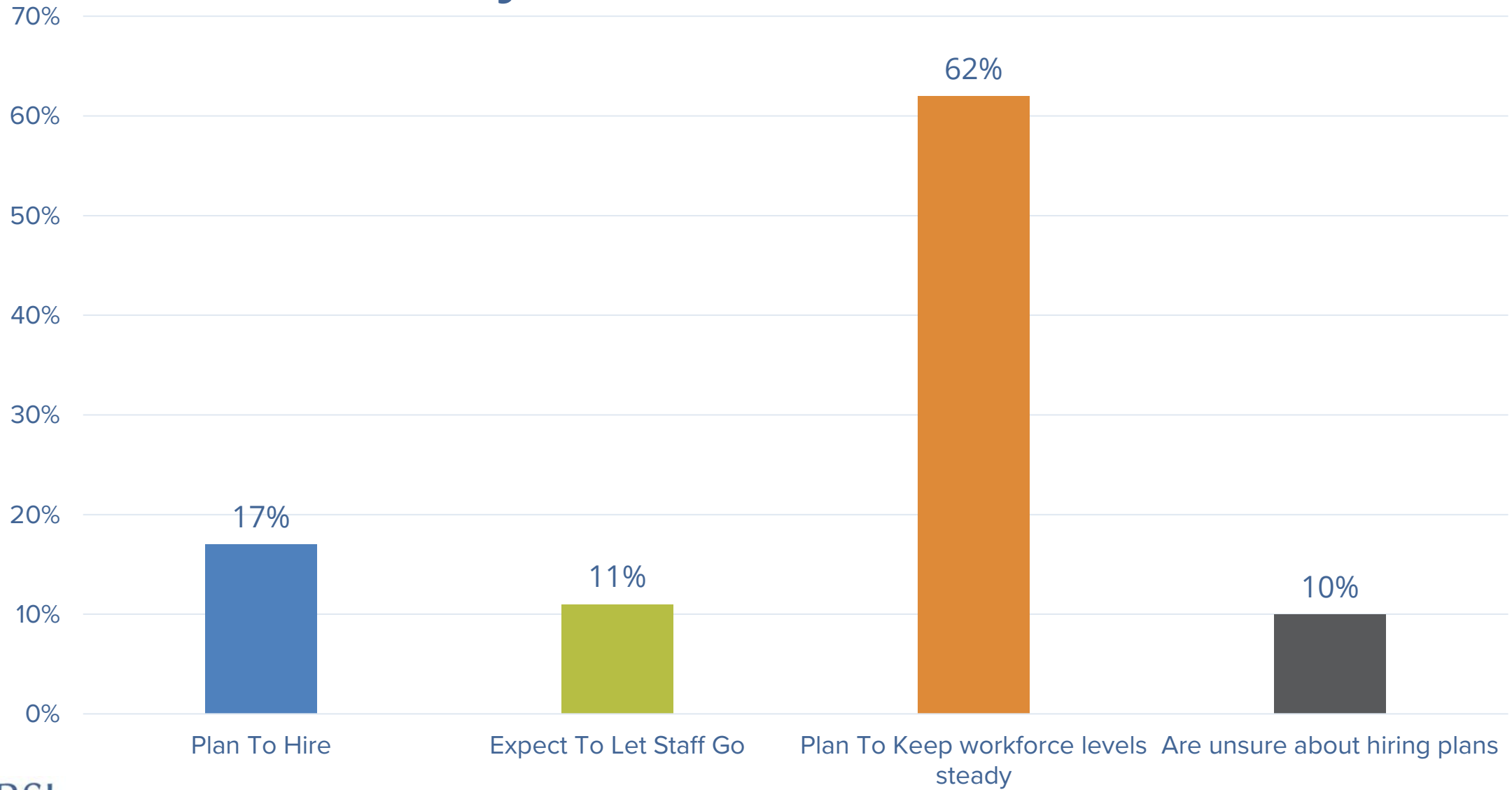
Above All, Empathy.

State of the Workplace

CEO Confidence Index in Current Business Conditions



Job Market Outlook



Sectors Expected To Hire During Q3

1. Leisure & Hospitality +7%
2. Transportation & Utilities +4%
3. Wholesale & Retail Trade +3%
4. Construction +2%
5. Government +4%
6. Education & Health Services +13%
7. Nondurable goods manufacturing +3%

Making The New Normal Work

- Communication.
- Policies.
- Stop assuming that the old ways will come back
- The transition to agility, digitization & automation
- Those who move earlier, faster & more decisively do best
- The “Return” is not a destination
- The Employer Advantage Right Now: Engagement vs. Wellbeing
- Quarter By Quarter

Above All, Empathy.

POLL!

INTRODUCTIONS



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SENIOR WORKFORCE
STRATEGIST



STEVEN SPRINGER
SENIOR HR ADVISOR SPHR-
CA, SHRM-SCP



DEVON DI CIAULA
SENIOR HR ADVISOR SPHR-
CA

AND NOW...

Previously Submitted Questions

Preparing To Open Questions

1. Do the current LA County orders only allow business offices to re-open if they can't work remotely? In Stage 3, what business are officially allowed to re-open?
 - www.publichealth.lacounty.gov
2. What are the best practices for a phase-in approach, to return employees to the office?
3. Are there ways an employer can ask employees for flexibility in working arrangements?
4. We are starting to rehire furloughed employees. How should we decide who can return first?
5. Some of our employees are already nervous about the second wave of COVID-19. What should we tell them?

Remote Work

1. What topics should be covered in a remote working policy?
2. What are some best practices for ensuring remote employees are compensated appropriately and adhere to meal and rest breaks given the rise in Wage & Hour claims?
3. How can we stay present with our remote employees?

Working On-Site

1. How should masks be worn in the office?
2. How do you handle a management official not wearing a face mask in the office, leaving some staff to not feel safe?
3. How should we treat employees 65 and older and those with pre-existing conditions? What about employees with compromised immune systems? Should we allow them back?

Working On-Site

1. Can employers require an employee to be tested for COVID-19?
2. What should you do if someone is sick with a fever?
3. What should we do if an employee has been exposed to an individual (outside the workforce) who has tested positive?

AND NOW...

Your Live Questions



WORKFORCE
WEDNESDAY™

Presented by Eric Swenson

 **RSJ**
SWENSON
Vision to Results Human Capital Solutions

THANK YOU!

For More Information, Our Websites:

www.rsjswenson.com

www.tanzaniteleadership.com