Ways Manufacturers are Reassuring Essential Employees During COVID-19

Manufacturing is on the front lines of the nation’s response to COVID-19. They are also taking measures aimed at reassuring their employees about safety as they continue to report to work. As shared on recent MLC and NAM webinars, these are actions that companies are taking to ease employees’ fears. This is not guidance from the NAM or the MLC, but rather a report on examples of what companies are doing in response to the coronavirus pandemic.

1. Protocols for wearing masks and other PPE
   Some companies are requiring all employees to wear masks or other PPE. Local government regulations may also require the use of PPE.

2. Temperature checks
   Manufacturers say they are taking employees’ temperatures using non-contact or walk-through thermometers. Employees report that it eases their anxieties about ill coworkers. Temperature checks or any other type of testing is subject to privacy laws and local regulations and companies should check with their legal counsel before commencing any testing program.

3. Increased cleaning and disinfecting
   Companies have implemented ramped-up cleaning regimens and thorough deep cleanings of shared areas like break rooms, restrooms, and any touch surfaces throughout their facilities. Consult CDC guidance on cleaning procedures and the EPA’s list of recommended disinfectants.

4. Labor conversations
   Manufacturers are working with union leaders to discuss worker safety. They are also giving employees opportunities to ask questions and voice their concerns.

5. Expanded employee communication
   Manufacturers are communicating with employees more frequently and through additional channels, including email, social media, and company apps. Some companies have built online resource centers for employees and their families, especially to point out financial, wellness, or confidential mental health programs and benefits that can assist during the crisis.

For additional COVID-19 resources for manufacturers, visit nam.org/coronavirus or https://www.manufacturingleaderscouncil.com/covid-19/.

Please note that these are intended as a helpful reference point and this is not legal advice. We still recommend consulting with your appropriate regulators and key stakeholders, including legal counsel, before deciding on how to best proceed with your company’s operations. These are simply “examples of what others are doing” not guidance from the MLC and NAM.

Source: NAM/MLC webinars