

**April 14, 2020 - 10:00am ET**

**Georgia Manufacturers Alliance - Roundtable HR and Safety**

Host: Jason Moss, Founder and Executive Director GMA

Guests: - Jamey Jackson, Malone Workforce Solutions, GMA member  
- Sloan MacKarvich, TieDown, GMA member

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**Welcome by Jason Moss - Today's topic is HR and Safety Roundtable**

The purpose of this call is for industry leaders to share best practices so we can learn from each other, it is a great way to build and grow relationships during this unique time even though we are doing it digitally. Today we are sharing best practices, what's working in the HR and Safety arena. We're glad you are here!

**TAKEAWAYS:**

**TIP:** There is a lot of unemployment right now so the best time to advertise for jobs. Why? Your company will gain a new database of contacts and applicants!

**TIP:** Someone started an ongoing Questions And Answers forum for their furloughed employees. Every 24 hours answers to questions are posted!

**TIP:** CARES Act loans for mid-size companies (500 - 10,000 Employees), if they accept the loan, they have to agree to 10 stipulations, 3 of them are labor related and may affect a lot of Georgia employers:

1. No outsourcing or offshore jobs for 2 years
2. If in collective bargaining agreement, no aggregate for duration of the loan + 2 years.
3. A neutrality statement in an union campaign for the duration of the laon

\* Note from Cokkie: Jamey initially referred to it as a PPP loan and later corrected that.

Article: <https://www.jdsupra.com/legalnews/employers-beware-union-neutrality-41970/>

**TIP:** Masks. The original N95 masks from 3M are very different than the ones being manufactured in China. There is no nose guard, it wont fit properly. The 3M industry ones are what our employees are used to so they may not even wear the China-sourced ones. Buyer beware, no guarantee they work. They are just 3-ply masks, not good. All monies are required

up front, payment to China never flows back; only 1-way. Watch out for rip-offs. We cancelled a big order.

**\*\*\* First speaker:**

**Jamey Jackson, executive Vice President at Malone Workforce Solutions.** I live in LaGrange, GA. I spend most of my time on direct hire but also on client management on the staffing side. I am the GMA Director for the West Central Georgia chapter, serving the Troup and Carroll counties, and anywhere from Columbus to Newnan.

- Except for automotive, most manufacturing are still running production
- All manufacturers are doing crisis management, updating sanitizing protocols

What are critical operations and labor needs:

- Automotive is slow, KIA Motors closed until April 27, which impacts their suppliers.
- GM and Ford are down, getting parts is difficult
- Mexico cannot ship to USA

What's coming back:

- Staffing always precedes recession and is slow to recover on the temp/hourly side.

**TIP:** There is a lot of unemployment right now so the best time to advertise for jobs. Why? Your company will gain a new database of contacts and applicants! There are employees who are considering a change.

- We are always looking for new customers. Companies will fill direct hire and full time first before bringing in temps.
- How could that change? We dont know whether COVID-19 is seasonal.
- Staffing is a seasonal business.
- Your safer bet is to go to an hourly staffing model in case of another layoff in the future.

Jason: We strategized this morning about keeping what works and looking at what works right now. Yesterday, Governor Kemp said that GA is expecting to reach peak on April 26, 2020.

- We need guidance from State, Federal and Local municipalities on how to ease back into business.
- Crisis management teams in sanitation
- How do employees report suspected or confirmed cases
- Communication is key, develop your own method for training and guidelines.
- New signage and posters for distancing

**TIP:** Someone started an ongoing Questions And Answers forum for their furloughed employees. Every 24 hours answers to questions are posted! Great way to stay in touch.

- More social distancing when production resumes
- Perhaps go from 5 to 7 day operations/production in order to space operations.

Jason: Transitioning back will be different. Hopefully there wont be a resurgence of COVID-19. Social distancing may become the new standard, a new normal. What else is working?

- Larger workforces are looking to establish zones to separate employees and isolate work groups.
- Tele conferencing may be done more often

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See recording of this call for Jamey's explanation on neutrality.

**\*\*\* Nex speaker, Sloan MacKarvich, TieDown:**

- Jason, thanks for the GA Tech video on how to prepare stations for employees returning to work, per OSHA guidelines. Sloan has OSHA experience, call him!
- We had our first Coronavirus employee, infected outside of TieDown, however we took immediate action when we first learned about it
- Expected less employees to come to work today but more people showed up!
- HIPAA law, we cannot disclose who was infected.
- We were made aware on Thursday and immediately shut down that entire department without having a confirmed case.
- Sanitized that entire area.
- Five day mandatory quarantine for the employees who were exposed
- Listen to the recording of this call for more details

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**Roger Grabman, counterfeiting?**

Sloan: yes! We need to run a test first to see if they work. Established vendors from China but what we have at 3M is good. Be cautious to establish a source. Roger, thank you for your tips last week that your last mitigation to be safe is PPE.

**Jason: how long does Coronavirus stay live on fabric?** We ordered plastic-like koozies from a manufacturer based in Houston, TX but when the shipment arrived, we noticed they were made in China. Notice how the company never stated they manufactured in Houston, they only said they are based in Houston. Jason quarantined the koozies!

Brian Weber: beer koozies: 2-3 days virus will stay on, double that to be safe. Anything vinyl, plastic, polyester, 2-3 days.

## **Roundtable discussions:**

**Roger Grabman:** Wrongful death lawsuits are being filed to bypass workman's comp.  
Jason: legal call tomorrow with Constangy, Brooks, Smith & Prophete, GMA members  
Thursday we will cover Finance and the legal side of finance by Taylor English Duma.

**Jamey:** Mark Cuban said how companies respond to this and how they treat their employees during this crisis is going to define your company's reputation and culture for a long time. Personally, my compliments to Sloan! Your employees will remember how you handled this crisis.

**Jason:** Pray for decision makers in local and state government as well as our President, they all need to make tough decisions right now, impacting a lot of lives. Support and communicate with your employees. Positive feedback from GMA members: there is a lot more great communication.

## **Closing remarks by Jason Moss:**

Jason closes with GMA mission statement. This call is being recorded and show notes will be available on our website. This is a resource, share it with someone you know. What would you like us to cover? Jonnell: How about a representative from OSHA - thanks, great idea!

## **What was your favorite part?**

**Brian Weber:** Trust between management and labor right now is key, re: safety. Labor market is going to shrink.

**Jamey Jackson:** check on your extravert friends, they are not ok! Miss face to face. The link to the legal article, it does state: a loan via the CARES Act!

**Jonnell Carol Minefree:** loved all facts from Jamey, especially new OSHA info

**Sloan:** Jamey, thanks for the info. Best news today: our employee with Coronavirus is doing better. Stayed home, feeling better today. Prayers answered.

**Jason:** GA Expo Manufacturing is no longer supplying field hospitals, now sewing masks, which is great news!

**Mac Fisher:** loved the stories, especially being in isolation. Thanks sloan for masks info. Great seeing variable perspective from others.

**Roger Grabman:** hearing about the effect on mid-size companies. Remember masks: it keeps the stuff contained. Most masks don't filter for stuff coming in.

**MA Goldman:** love personal stories, instead of the media

**Brittany Allen, GMA staff:** masks, taking the right action on how to be safe. Are masks washable or throw away. How about wear covers over shoes, as the virus lives on shoes. All these safety facts are great!

**Heather Rogers, GMA staff:** Sloan mask demonstration, I'm an impulse buyer, loved seeing samples to make better decisions.