

April 21, 2020 - 10:00am ET

Georgia Manufacturers Alliance - Roundtable HR and Safety

Host: Jason Moss, Founder and Executive Director GMA

- Guests:
- Mike Fisher, Professional Geologist at Terracon - GMA member
 - Roger Grabman, Professional Engineer, Grab Innovations - GMA member
 - Keaton Smith, Chief Idea Engineer, Country Innovation & Supply - GMA member
 - Michele Murphy, Benefit Resources - GMA member
 - Hadden, OSHA specialist and retired army Colonel, finding jobs for Vets

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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!

***** NEWS *** Governor Kemp held a press conference** yesterday, starting to open up the State of Georgia again but in a limited capacity, as follows:

- Shelter In Place order still in place, will expire at 11:59pm Thursday, April 30th, for most Georgians.
- Hospitals can now resume elective surgeries.
- Cosmetologists, barbers, massage therapists, estheticians, and tattoo parlors can resume business Friday, April 24.
- Theaters, Private Clubs, Restaurant dining rooms may open Monday, April 27 with strict social distancing enforced.
- Shelter in Place advised through May 13th
- Churches can resume worship services following strict social distancing guidelines. Drive in services, live streaming services advised.
- Amusement parks and night clubs will remain closed.

Feedback on my various social media posts about this news has been interesting. At GMA we don't include politics but I'd like to hear your opinion based on facts. Bottom line is how you respond to this news, it is all about what level of risk you are comfortable with.

About GMA:

- GMA office will reopen Monday, April 27 but please call us before you come over!
- Will resume manufacturing tours when companies allow it and when it is safe to do so.
- GMA provides opportunities to build relationships, but only with safety protocols in mind.

Mike Fisher, registered professional geologist:

It is too soon after Gov Kemp's announcement yesterday to comment on the new relaxed Shelter In Place rules. Not sure how much it will impact Terracon, we have been busy, we are an essential business.

- We maintain an intense safety program
- We do safety inspections by engineers on construction sites or at facilities.
- Have to stay focused on the general safety precautions as well, we have seen relaxing safety behavior in this area on some inspection sites, however, these still need to be followed.
- Also implement COVID-19 social distancing and PPE precautions.
- Companies get daily COVID-19 reminders so it is more up front for employees versus the OSHA practices which are required during the course of the daily job. Some companies are seeing an uptick on OSHA non-compliance.

Jason: do you see any long term changes in the way you do business because of COVID-19?

- The social distancing is difficult for the engineers and project managers in our line of business. Think building inspections and job site inspections, it needs to go back to the old normal.
- We will see more Zoom calls but face-to-face networking cannot be replaced, it doesn't take the place of a handshake or in person relationship building.
- We did a lot of video conferences before COVID but have improved the capability now. We may do more video conferences between other offices and with other states. It is better when everyone has their camera on, it is more personal and you get a feeling of people through their expressions.

Roger Grabman, registered professional engineer and the State president of the Georgia Society of Professional Engineers. I conduct audits of OSHA compliance for machinery.

- Social distancing pandemic condition hazards and touch pandemic condition hazards should be added to my compliance categories!
- The Engineering Society met one week ago and made changes to the electrical code over YouTube LIVE. We are considering how to move forward even if we are meeting in a restaurant, to broadcast our meetings.
- YouTube Live increases potential audience. Should we have another isolation then we have the infrastructure in place. We may have another situation: flu season!
- As far as the new normal, Zoom meetings may intrude just as much as cellphone on the beach, and employees are going to have to accept it.

Jason: regarding Shelter In Place, how has it impacted?

- I don't have much feedback yet. Right now a proposal involves a field visit.

- One factory with several hundred employees had to be shut down for two weeks. The new protocol stipulates who can enter. It used to be a guard had to let you in and you were escorted to the worksite inside the plant but now they added additional criteria for people entering the plant.
- On the other hand, if people know they are not being watched, they relax on safety issues of any kind.

Keaton Smith, Label and Packaging Expert.

- Label manufacturing is way up, companies are afraid of shortage of materials and logistics.
- Orders have slowed down now, many companies work with skeleton crews.
- PPE and Hand Sanitizers are in big demand.
- Hand Sanitizer manufacturing is in a pinch now because they need bottles.
- We are looking into 4x6 sanitizing towelettes.
- Towelette packaging offers a great advertising opportunity.
- Received a big order last night for hospital PPE.
- Big demand for PPE, but FDA approval and certification items are being held up in customs.
- PPE for civil use is getting shipped
- About China: there are three regions with different levels of communism so it matters where you are doing business.
- China does not allow payment terms. 50% deposit with order, balance due upon shipment, FOB China. China is putting pressure on suppliers. The rules and pricing change weekly, it is a big mess and very risky.
- Bottom line: we need more domestic suppliers. In my business: more domestic sewing equipment and fabric
- If you were manufacturing hand sanitizer before COVID-19 then you have raw materials.
- Manufacturers who are trying to convert have to depend on distilleries who are now providing hand sanitizers to First Responders.

Michele Murphy, Benefit Resources:

My concerns are for the unemployed who *can* return to work if they so choose. They are not obligated if they do not feel safe at work.

- However, if they stay home they may not have a job.
- There is no guarantee customers will come if a business reopens.
- If an employee shows up for work and there are no customers, then what?
- "Not obligated" means you cannot collect unemployment
- "Not obligated" creates questions and uncertainty.
- Some essential workers have to hire others to homeschool their kids.
- Let's do branded GMA face masks when plant tours resume!
- People will attend networking events when the host is respectful of attendee safety.

Comment Jason: employees want access to benefits. On the flip side, Amazon is paying more money and includes benefits for people to work! Michele noted that Amazon is not stocking everything anymore, some orders have to ship from the manufacturer who is closed or is working in limited capacity.

Hadden: retired army Colonel. Is looking to put Vets to work.

- Working with the U.S. Department of Defense (“DOD”) since 1962
- Everything DOD buys has to be made in USA or a by a U.S. ally.
- Healthcare was never included.
- DOD is going to add healthcare related components to buy USA made, same as VA.
- This idea of items with civil codes vs FDA standards, see Keaton’s comments, this crisis has re-educated us more than any other. As a result, you will see significant shifts.
- DOD has acquired several hundred thousand laptops with at home technology, working around security elements which saves on face-to-face meetings and travel expenses.
- In the case of fluctuating organizations, we don't have to build capacity and space, we can take advantage of technology.
- Regarding Governor Kemp, those industries have 1 on 1 contact versus distance spacing.
- DOD allows only critical personnel in order to reduce spread. Maintain social distancing and restrict travel to let this virus run its course.
- My job is to find jobs for those Vets who come out of medical separation. Jason, thank you.

Jason: prior military folks who work in manufacturing are a perfect match. They know about goals, consistency etc. It is a great opportunity to engage veterans after this crisis, or any time. Anticipate more US manufacturing after COVID-19.

- Short conversion is happening now, but when we get back to normal, there will be lots of opportunity for small businesses and startups to build products and sell to the government in small quantities.
- There will be new supply chain logistics revamp. Small businesses are great for restocking supplies.

Comment Jason:

Learning how to retool to meet (new) demand is a great lesson. More opportunities will surface for the U.S. GMA wants to connect those dots, increase manufacturing in Georgia! Our revenue went down to zero as well but we are still as committed as before, and perhaps even more so now!

“What did you like the most about this call?”

Brian Weber: love this roundtable, nothing to add. Michele, Hayden, Keaton, Mike, Hadden, all great contributors. About reopening: in my Emory/CDC world, it’s all about the numbers! One employee had to go back to work because the company received PPP cash, he is the PA to an

anesthesiologist for elective surgeries. Nail salon openings, they are a non- 6ft relationship so it is a choice for people whether to go.

Brittany, GMA staff: Well said everybody. Is it too soon, but when is it? What are you comfortable with? Home Depot is taking precautions, same with nail salons. Businesses are taking the right actions but it is up to the individuals.

Heather, GMA staff: great input. I'm opposite of Brittany - do not hug me! Not ready yet. Will not go to Home Depot yet!

Cokkie: I'm in between Brittany and Heather, I like to see the numbers for myself and then decide. I like the economy to get back up & running but not to the expense of people's health.

Closing comment from Jason:

Please share your favorite part on our Li post. Tomorrow, we are hosting a 10am networking call and Thursday we will be hosting the "Recover" round table: share what you are doing to get back up to speed. Thank you all for participating!