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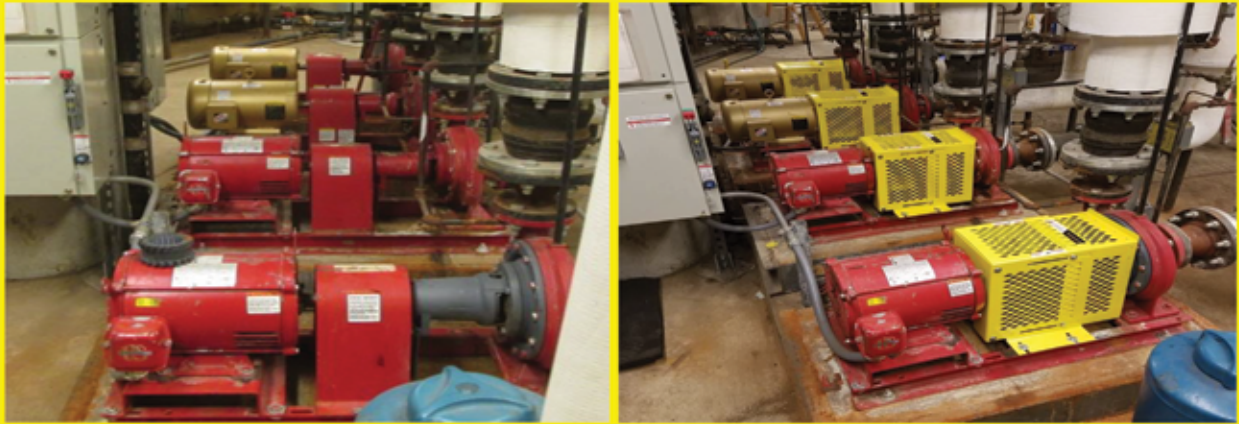
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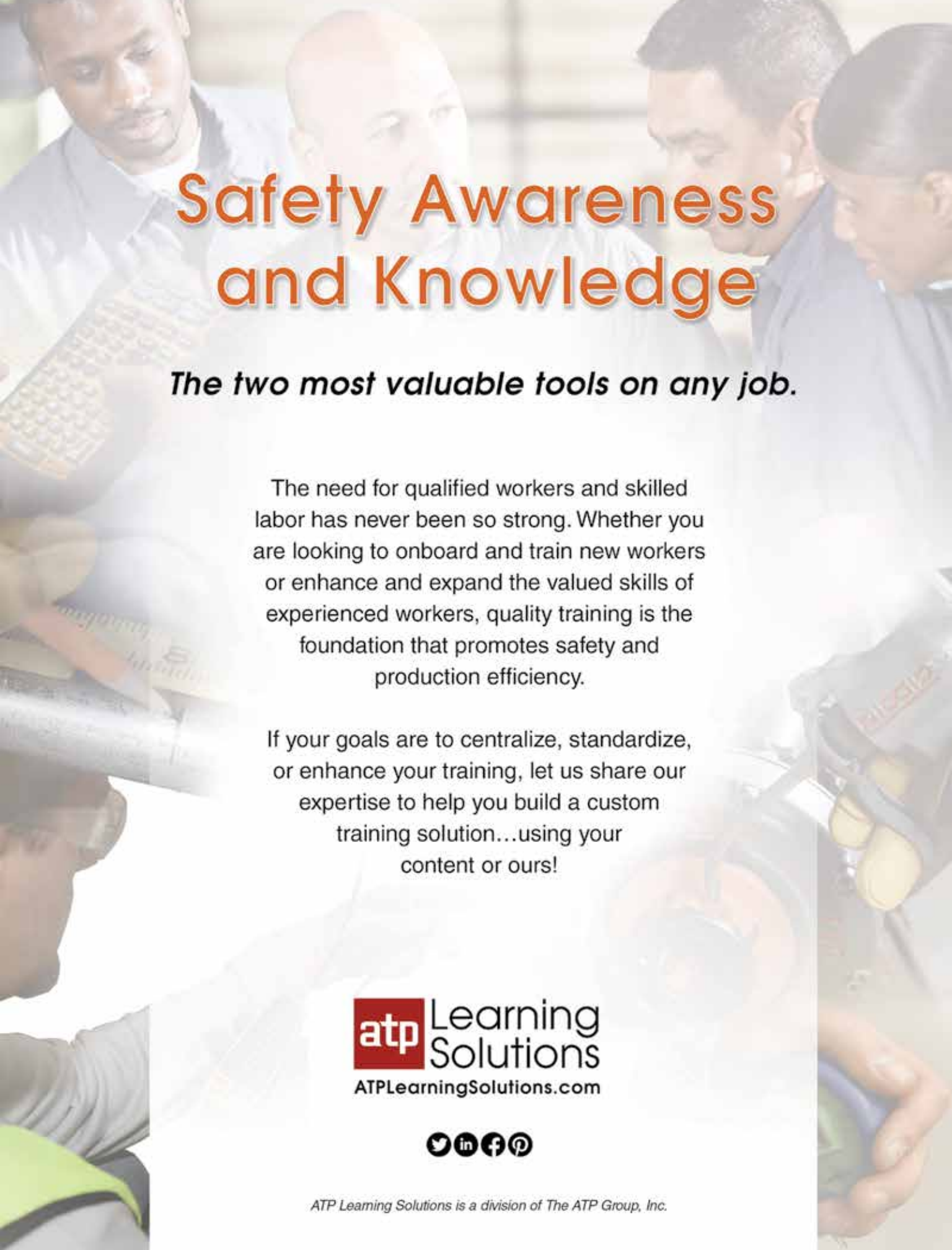
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Keep Your Facility Safe During COVID-19



By: Brenda Stolz, Managing Director,
Alpine Supply Chain Solutions

“Unprecedented times” is a phrase we’ve all heard too often over the past couple of months. However, these words truly sum of the reality of what we are facing today. What we did yesterday – the routines we followed, how we led and how we protected our teams – is simply just not good enough.

Most businesses have come to that realization and adapted well to the new norm. Others, haven’t had the opportunity as they are either just restarting operations, have a smaller team and constrained resources that has hindered the adjustment process, or are they got off to a late start and are just now trying to formalize new routines. If you fall in the latter group, we hope this article will provide you with some guidance to get you started and/or formalize the additional needed routines. We be focusing on tips and tricks to ensure you are communicating, managing exposure, and following state and federal guidelines as you navigate this challenging environment.

Communication

Frequent, effective, and strategic communication plans are one of the most effective ways to keep your employees safe. This has always been the case, but communication is now more important than ever before when it comes to managing the new challenges posed by COVID-19. We are all overwhelmed with information and ever-changing guidance on how to protect ourselves and our loved ones. Due to this, your employees may find themselves anxious, worried, and a bit confused about their current situation. As an employer, you cannot control everything they are being exposed to, however, you can control how they feel about your ability to navigate through this challenge in their work environment. Providing the right amount of information, direction, and empathy will give your employees the confidence to make the decisions that are right for them and your organization.

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Information

- COVID-19 Awareness/Training: Ensure that you are communicating with and training employees on the following:
 - How does COVID-19 spread
 - How to protect themselves and others
 - How to recognize COVID-19 symptoms
- Workplace Preventative Procedures: It is important for your employees to understand what measures you are taking to keep them healthy. Be sure to communicate any and all efforts whether or not they require any action from them. Examples include:
 - Social distancing efforts – guidance on maintaining a distance of 6 feet between co-workers, this includes what you are doing to rearrange of workstations, stagger break times, and more

- Risk mitigation efforts – preventative measures being taken such as limiting or restricting visitors
- PPE (Personal Protective Equipment) and employee hygiene tools on offer – available resources such as sanitizer, soap, disinfectant spray, etc.
- Workplace sanitation – routines and efforts

Direction

- Ensure you are providing clear direction on what employees should do under various circumstances. Workplace COVID-19 specific guidelines:
 - What should they do if they start to feel ill
 - Call off work procedures – will you provide paid or unpaid time off, are you offering leave of absences for those individuals that do not feel comfortable working, what time off options can your employees expect, etc.

- Who should they notify should they test positive for COVID-19

- Employee tests positive for COVID-19:

- Stay home immediately for at least 14 days and consult their health care provider

- Identify who has been in “close contact” with sick employee within the last couple of weeks

- Alert those who have been in close contact with the positive employee as soon as possible. Ensure to maintain confidentiality. You should tell everyone who was possibly exposed to the positive employee without revealing that employee’s identity



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- Communicate to all other employees
- Work with your local and state health departments to ensure appropriate local protocols and guidelines are followed, such as updated/additional guidance for cleaning and disinfection. Develop process for identification of new potential cases of COVID-19
- Consider asking the positive employee to produce medical documentation certifying that he or she is fit to return to work once they become better

Empathy - As employees find themselves overwhelmed with the emotions that these unsettling times cause, an empathetic employer makes all the difference. Ensure that you are taking the time to check in, connect, and truly listen to your employees. You may not have all the answers, but taking the time to listen and follow up regardless will truly make a difference in their engagement and loyalty to you as an employer. Knowing that you care about them as people first and employees second will long be remembered and valued.

Exposure Management

You cannot eliminate the risk of one of your employees contracting COVID-19. However, you can limit the exposure a contagious person may have on your team and thus reducing the risk of your employees becoming ill. Reducing the risk takes active management of the following:

- Facility Management:
 - Review/analyze everyone entering your facility and consider options to limit visitors to just essential vendors
 - Manage timing of visitors to limit exposure to others by scheduling them during off hours
 - Keep detailed records of people coming in and out of the facility
 - Consider adding additional procedures such as health screenings to include temperature

checks before entrance to your facility

- Social Distancing:
 - Allow employees to work from home if possible
 - Re-arrange work stations to allow for 6 feet in between employees
 - Review shift schedules and update to allow for time in between shifts to disinfect common/high traffic areas if needed
 - Analyze employee daily routines to look for and eliminate areas of high congestion – such as time clocks or equipment assignment areas
 - If possible, eliminate beginning of shift meetings or shorten them. Hold meetings in well ventilated areas
 - Limit the amount of people in the same breakroom at the same time and stagger breaks with enough time in between for cleaning and disinfecting between breaks
 - Re-arrange furniture in breakrooms to reinforce distance between people (remove chairs and tables)
- Employee Personal Protective Equipment (PPE) and Training:
 - Evaluate your employees' risk/exposure level by job function and consider providing PPE such as masks, gloves, face shields, etc.
 - Gloves have not been recommended for COVID-19 safety specifically but are a good safety standard in some environments
 - Face Coverings – the CDC recommends wearing cloth face coverings in public settings where social distancing measures are difficult. They are meant to protect other people in case you are infected. Cloth face coverings should:



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- Ensure cleaning and disinfecting is happening periodically throughout the day and include frequented visited spaces such as counters, tables, time clocks, break areas, etc.
- Also consider reception areas, cafeterias and vending machines as transmission hot spots and adjust the frequency and timing of cleaning according to use
- All areas and objects touched by anyone showing signs or is suspected of COVID-19 infections should be disinfected as soon as possible
- All electronics and hard surfaces should be cleaned at the end of shift
- Educate employees on the use and storage of cleaning/disinfecting chemicals. Everyone needs to be aware of this information, but extra education should be provided to workers performing cleaning, laundry, trash pick-up, etc.

- Take an inventory of all cleaning and disinfecting products in the facility and create a fact sheet of each one's warnings and directions for use and review with all associates who will use each product

State and Federal Guidelines

CDC, OSHA, State, and Federal agencies are all doing their best to support businesses through this ever-changing environment. However, as more knowledge about COVID-19 becomes available every day, guidelines and advice changes frequently. Stay informed by visiting these websites frequently and coordinate with state and local health officials to ensure you are being guided by the most timely and accurate information.

In Summary

Constant and strategic communication with your team, managing exposure, and following state and federal guidelines will go a long way in keeping your team healthy and safe. However, it can be a lot to manage as you continue to strive for operational excellence during challenging times. Do not hesitate to look for support, tools, and resources if you feel that you or your team are stretched too thin. We are all figuring out what this new normal will look like together and must support one another.

Need help?

If you're overwhelmed by the amount of information available on how to keep your warehouse team safe in the midst of COVID-19, check out Alpine Supply Chain Solutions' COVID-19 toolkit available at: www.alpinesupplychain.com.

About the Author:

Brenda Stolz is a Human Resources Leader and an experienced Operations Manager with deep practical knowledge of strategic leadership and management. She quickly assesses business objectives and strives to develop a positive culture that promotes constructive growth. As a dynamic leader with robust interpersonal skills, she's an expert at leading highly proficient teams comprising of HR Specialists, HR Business Partners, and Operations Managers.

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Terex Utilities Joins Community Effort to Supply Face Shields to Health Care Workers

Terex Utilities recently acted on a request by Lake Area Technical Institute (LATI) to 3D print parts for face shields. The Electronic Systems Technology and Robotics departments at the technical college are leading the effort.

"Because it takes up to 13 hours to print four face shield bands, they sent a request out to local businesses to lend a hand by printing parts needed for a completed shield," said Dan Brenden, Director of Engineering for Terex Utilities. Two other companies and more than a dozen individuals are also assisting the effort.

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Terex Utilities initially started printing mask parts but switched to printing the bands needed for the face shields, as there was higher demand for that to protect workers from exposure to the coronavirus. With its in-house 3D printer, Terex Utilities can produce eight bands every 20 hours, and is running the printer 24 hours a day, 7 days a week. Terex Utilities usually uses its 3D printer for rapid prototyping of small parts for digger derrick or aerial device product design, explained Brenden.

With students sent home to work remotely, the technical institute's 30 3D printers were sitting idle, which gave Brooks Jacobsen, Department Supervisor for Electronics Systems Technology and Robotics at LATI, the idea. To date, about 800 face shields and 100 masks have been distributed to health care providers in South Dakota and Minnesota.

"We have had tremendous community support for the effort. In addition to those using their 3D printers, we have also had material donated," said Jacobsen. "It's been a good thing."

Terex Utilities has a long relationship with LATI, which also has programs for Diesel Technology, Precision Machining, Welding, and Energy and Heavy Equipment Operations. Several Terex team members participate on advisory boards at the school, and the company supports the

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Build South Dakota Scholarship program.

Through this program, Terex Utilities provides internships for students, followed by employment opportunities. In addition, Terex Utilities holds its annual service training school on the institute's campus.

"During times of crisis, it is especially important to support the needs of our local communities, as well as those of our customers. We are glad we could contribute a small part to the effort to produce the face shield bands needed by health care professionals near and far," said Joe Caywood, Director of Marketing.

About Terex

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