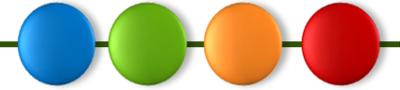




HR Realities In The Time Of COVID-19





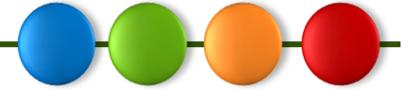
Presenter



Lynell Meeth, MSHR, SPHR, SHRM-SCP

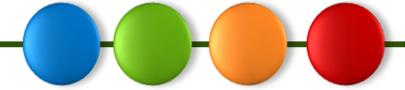
Director, HR and Content Strategy

Lynell.Meeth@mranet.org

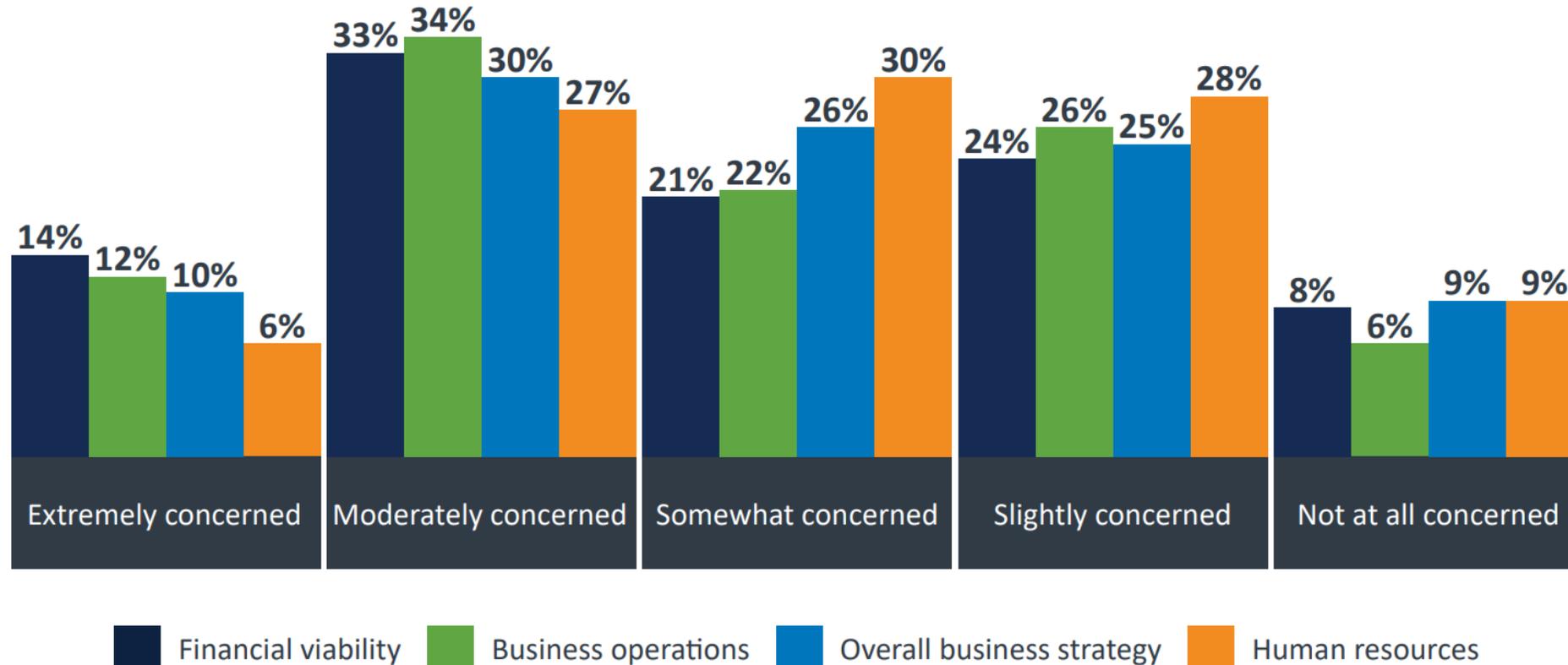


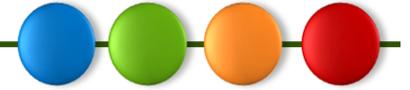
What We Will Cover

- Effectively communicating to employees to minimize uncertainty/fear
- Encouraging organizational strategies that focus on employee well-being
- Evaluating pros and cons of temporary policies related to attendance, vacation, pay, and more
- Resources and documentation for employers



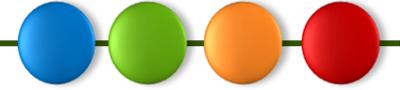
What's on the Minds of Leaders Today?





Key Actions for Organizations

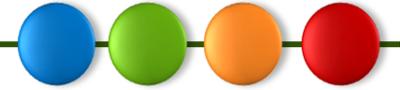
- Communicate, communicate, communicate
- Have a plan and focus
 - COVID return to work plan
 - Business Plan
 - HR Plan
 - Well-Being Plan



Continue leader listening sessions

Ask questions (pulse surveys)

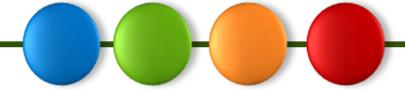
Communicate new policies, rationales, expectations



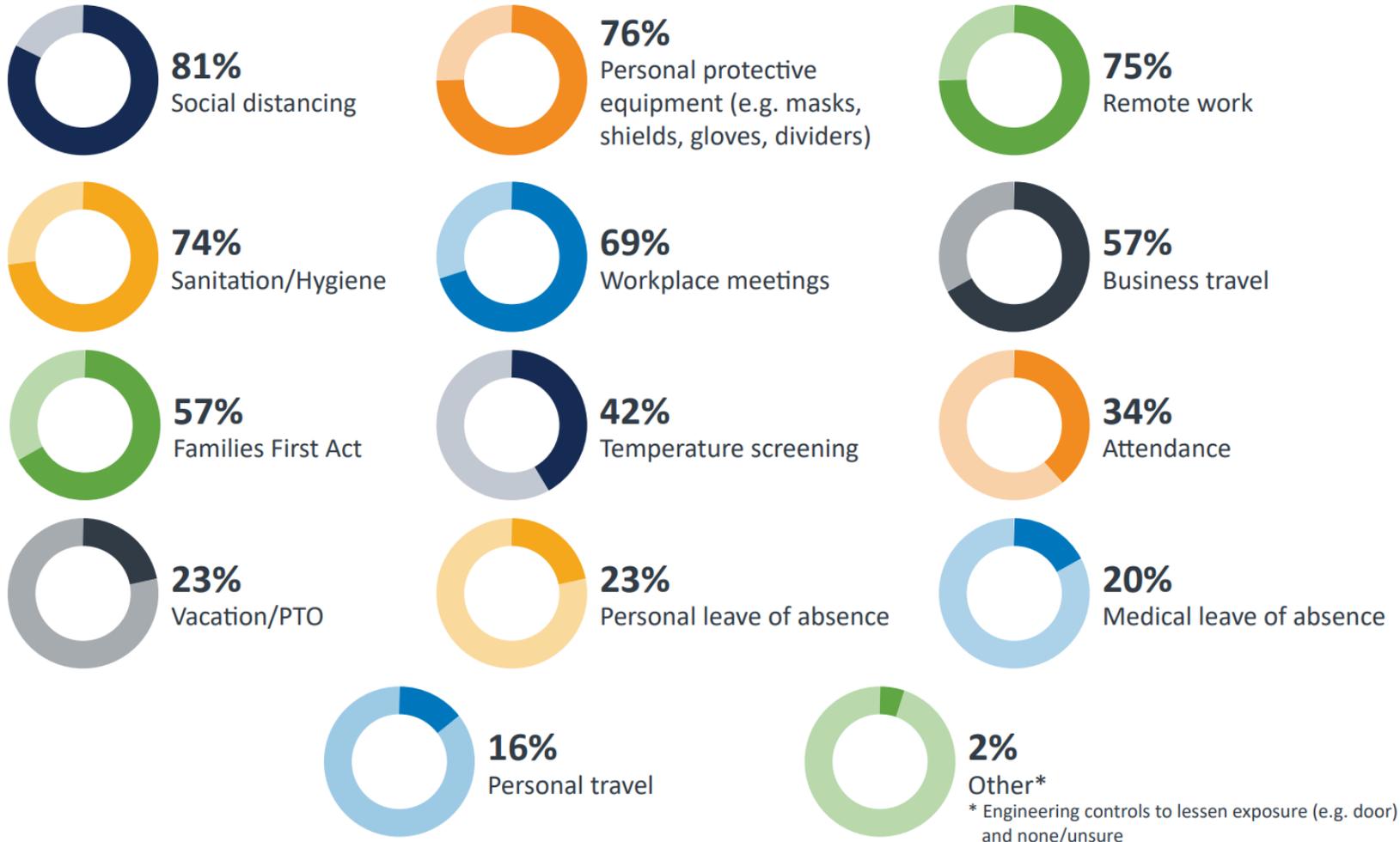
Transitioning to a Future State of Work

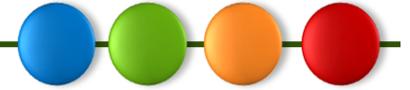


- 57%** Reassessing continuation of remote work options
- 53%** Considering how attendance, remote work, travel and other policies may be relaxed in the coming months to allow employees flexibility
- 46%** Reviewing jobs that can (and should) be done from home to maintain physical/ social distancing



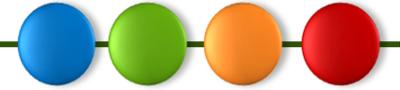
New or Updated Policies





Temporary or Permanent

- What's working?
- What fits your culture?
- What's financially doable?
- What does each state require?
- What will be best for employees AND the organization?



HR Challenges Now

Aligning to the
new normal

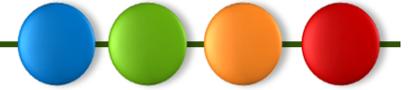
Looking ahead to
workforce
planning

Communicating
difficult decisions

Managing
change

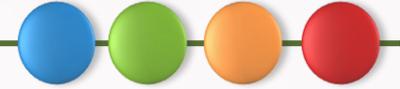
Handling mental
health concerns

Keeping
employees
engaged



HR's Role With Mental Health

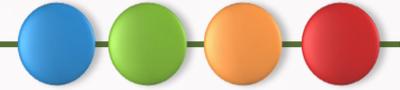
- Employee well-being is a top focus for employers
- The past notion of “leave your personal issues at the door” is gone
- Addressing of stigma of mental health
- Partnering with an EAP



MRA's HR Hotline Question

We have a plan in place to bring our employees back to the worksite. We are getting a lot of push-back that they don't want to come back.

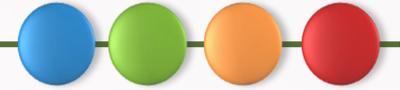
What do we do?



MRA's HR Hotline Question

One of our employees is working remotely and has school age children at home. Now that it's summer, does that mean he has to come back to work?

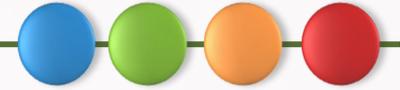
What do we do?



MRA's HR Hotline Question

We have an employee that is considered a high potential, however lately she has been showing up late to meetings, not prepared, and turning off her camera. I'm not sure what's going on?

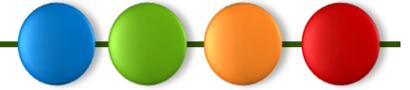
What do we do?



MRA's HR Hotline Question

As an organization, how can we minimize overall liability related to COVID-19?

What do we do?



Navigating Workforce Recovery

Conduct a Business
Needs Assessment

01

Evaluate Employees/
Human Resources

02

Communicate to
Employees

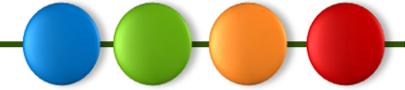
03

Assess Workplace
Safety

04

Measure Employee
Engagement

05



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[Resources](#)

[Membership](#)

COVID-19 UPDATE

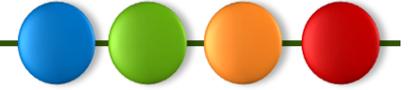
"Live Remote Training" is available through the end of June. We plan to resume our premier classroom offerings as soon as possible, and will post rescheduling information here.

[View Online Training](#)

Dedicated Coronavirus Resources

[Read More](#)





Guides, Sample Letters, and Policies

[FFCRA](#)

[The CARES Act](#)

[Hot Topic Surveys](#)

[Hotline Video Series](#)

[Workforce Planning and Recovery](#)

[COVID Peer Learning Circles](#)

[Related MRA Services](#)

Guides, Sample Letters, and Policies

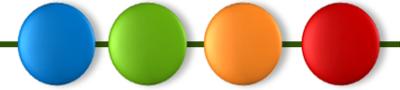
Preparing Workplaces for Coronavirus (COVID-19) Impact:

- [Contagious Diseases and Pandemic Toolkit](#)
- [Coronavirus Q&A for Employers](#) *(updated 5/26/20)*
- [Paying Employees During the Coronavirus Pandemic](#) *(updated 4/6/20)*
- [Confirmed Positive COVID-19 Test – 10 Steps for Employers](#) *(updated 5/15/20)*
- [Letter to Employee – Potential Work Exposure to COVID-19](#)
- [Health Screening Questionnaire Related to COVID-19](#) *(updated 5/8/20)*
- [Emergency Military Leaves - Get the Facts](#)
- [Top Questions from Union Employers During COVID-19](#)

Responding to the Coronavirus (COVID-19) Impact:

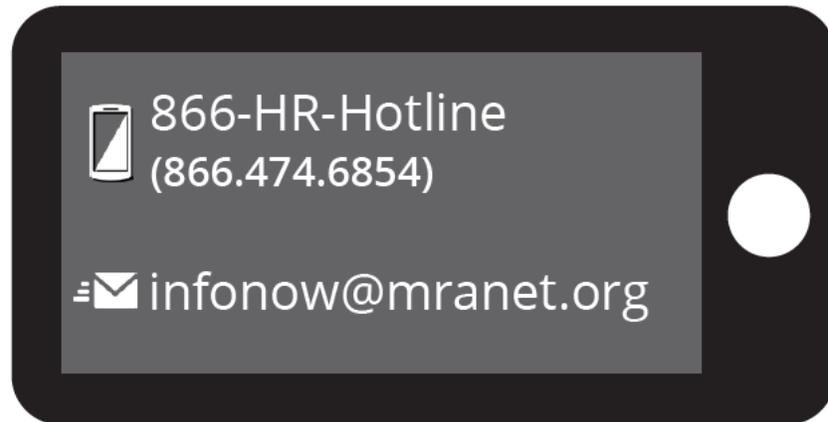
- [Notice to Rescind Job Offer Due to COVID-19 Business Impact](#)
- [Employee Acknowledgement of COVID-19 Protective Measures in the Workplace](#)
- [Return to Work Pulse Survey During COVID-19](#)
- [Pay Freeze or No Merit Increase - Communication to Employees](#)
- [Taking Employee Temperatures During COVID-19 Pandemic](#)
- [Employees Wearing Facial Coverings or Masks in the Workplace During COVID-19 Pandemic](#) *(updated 5/15/20)*
- [Communication Sample Memo to Employees](#) *(updated 4/6/20)*
- [Q&A for Employers on Stay at Home Mandates](#)
- [Letter to Essential Employee to Authorize Travel During Stay at Home Mandate](#)
- [Remote Working Arrangement](#)
- [Leading From Afar: How to Be Successful With Remote Teams](#)
- [The Keys to Managing Remote Work](#)
- [Engagement Activities for Remote Workers](#)
- [Tech Tips for Working Remotely During COVID-19](#)

MRA offers complimentary access to over 100 resources to help employers during this time.



24/7 HR Hotline

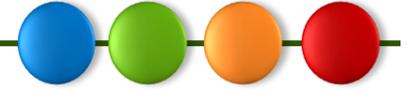
You have questions.
We have answers.™



www.mranet.org

Thank You





Questions?

