SAFETY
Nebraska Building Chapter

AGC Safety Initiative E-News
July 1, 2020

OUR Safety MISSION: Help each other enforce safety rules to ensure that every person on construction site goes home safe and healthy at end of the workday.

AGC Construction Safety, Health & Environmental Conference goes Virtual
AGC's Construction Safety, Health & Environmental Conference is the industry's foremost annual conference regarding the most critical safety, health and environmental compliance and risk issues impacting the business of construction. As a leader in construction safety, health and environment, our top priority is the safety and health of our members, attendees, speakers and staff. We have been closely monitoring the progression of the COVID-19 pandemic and, due to phased re-opening restrictions in our host city, Louisville, Kentucky, we will be pivoting to a completely virtual experience for our **July 14-16** schedule of events. Learn more.

DOL Adds Summer School and Camp Closures to Emergency Paid Leave Qualifications
Provides Online Tool to Help Workers Determine Eligibility

The U.S. Department of Labor's Wage and Hour Division (WHD) recently issued a Field Assistance Bulletin addressing paid sick or expanded family and medical leave eligibility under the Families First Coronavirus Response Act (FFCRA). Specifically, Field Assistance Bulletin 2020-4 provides guidance on when an employee qualifies to take paid leave under the FFCRA to care for his or her child based on the closure of a summer camp, summer enrichment program or other summer program for coronavirus-related reasons. Field Assistance Bulletins (or FABs) are written by the Office of Regulations and Interpretations to the Director of Enforcement and Regional Directors to provide guidance in response to questions that have arisen in field operations. FABs may also include transition enforcement relief that permits employers, plan officials, service providers and others time to respond to new laws or regulations. DOL promises to continue to provide guidance as new situations and issues arise.

DOL also recently launched an interactive online tool to help workers determine if they qualify for paid sick leave or extended family and medical leave to cover time away from work for reasons related to the coronavirus. The tool guides workers through a series of questions to help them determine if the paid leave provisions of the FFCRA apply to their employer. If the provisions do apply, the tool helps them learn whether they qualify for either paid sick leave or extended family and medical leave under that law. An employer tool is announced, but still pending release.

Help Your Employees Manage Their Reentry Anxiety
1. **Make employees' well-being your top priority.**
   Employees want reassurance that their companies will put their people first whenever possible, especially in difficult times. Costco's decision to institute hazard pay for frontline workers, Apple's move to offer paid sick days, and Delta CEO Ed Bastian's choice to forgo his salary for six months are early examples of corporate values in action that helped relieve employee concerns.

   Most employers receive good marks from their people for the way they've responded to the pandemic thus far. Large majorities in our survey said that their employer is putting safety above profits (72%) and taking care of employees as best they can (74%) and that their employers' response is "exactly what it should be" (72%).

Companies must continue demonstrating commitment to their values during the reentry phase. They would do well to take a cue from Jane Fraser, president of Citi & CEO of Global Consumer Banking, who made Citi's reentry priority abundantly clear when she wrote on LinkedIn:

"As #Citi plans for the future — re-opening our offices and determining what our new workplace needs will be — one thing is very clear to us. We will continue to prioritize the safety of our employees, customers and communities. That may mean being more cautious than the guidance of a city, state or country. We have a senior and seasoned team working on our return to the office to ensure that when we do so, it is done intelligently and with the health and well-being of our people at the center of our decision making."

2. **Share accurate, timely, and transparent information.**
   A consistent cadence of communications from your CEO or other trusted leaders is key to managing employee anxiety. New York Governor Andrew Cuomo has become one of the most trusted sources in the country for Covid-19 guidance because of his transparent and regular briefings.

   Not surprisingly, our research shows that employees who regularly receive updates from their companies are more likely to have positive views of their employers. They are more likely to be proud to work for their companies (by 55%) and to look forward to going back to work (by 43%).

   A pattern of open two-way communication is especially critical as employers take actions to deal with the pandemic's economic impact. Organizations that have kept employees abreast of business performance and engaged in ongoing dialogue with their people will be better prepared for difficult conversations.

3. **Take swift action to implement recommended public health measures.**
   Our research found that employees trust top public health experts, such as the Centers for Disease Control and Dr. Anthony Fauci, on reentry timelines. Fewer than one in 10 would feel safe returning to the office when only their employer says it's safe.

   Employees' top five safety requests closely match CDC and others' recommendations. Employees want their employers to:
   - Extensively clean and sanitize work areas (55%)
   - Encourage sick employees to stay home and institute flexible sick leave policies (52%)
   - Promote ongoing personal hygiene (40%)
   - Provide personal protective equipment (33%)
   - Screen all employees before they return to the workplace (31%)
   - Employees need to know how these measures are being implemented, what the timeline is, and how the measures will be monitored and enforced. They also need assurance that steps are being taken to update protocols and processes as the situation evolves.

4. **Train leaders, managers, and colleagues on how to support employees.**
   Leaders and managers will shoulder much of the responsibility for ensuring a smooth return to the workplace. Some of our clients are considering holding mandatory virtual "reentry boot camps" for them, focused on topics such as dealing with ambiguity, building personal resilience, developing emotional intelligence, and leading hybrid teams. Armed with insights into these areas, managers can model needed behaviors and share them with their teams to support new ways of working.

   People managers will need to take greater responsibility for employees' well-being. This includes familiarizing themselves with the warning signs of emotional distress, factoring more time into their days for checking in with staff, helping team members understand what is and isn't within their control, and learning how to triage real-time issues while other resources are called upon to help.

Anxiety will be further reduced as employees reengage with their colleagues through informal and formal support networks. Quarantining and social distancing have meant that people have lost the very support systems and coping mechanisms that would otherwise have helped them weather the storm. All employees can initiate forums for reconnecting with one another (virtually or physically, from six feet away) with empathy and compassion as they adapt to their new normal.

5. **Offer flexibility.**
Our large-scale work-from-home experiment has shown that at least for some industries, it is possible to get work done not only remotely but on a variety of schedules that best accommodate people's preferred working hours and personal commitments. As workplaces reopen, employers can expect pressure to maintain this flexibility, particularly from team members caring for children or sick loved ones. Many may wonder, "If I can't return to a pre-Covid work situation, will I be viewed as not fully committed or, worse, lose my job?"

Read the full article

Supplement your safety program with AGC Nebraska Building Chapter Safety Resources. The site offers on-demand, online or on-site training opportunities on a variety of topics; services; regulations and news within our industry. Share this link with team members!

FREE SAFETY TRAINING VIDEOS--ON-DEMAND located **under the** *Training* **tab at** agcnebuildersSafety.com**.** Members are provided complimentary day-passes, which allows unlimited usage of a selected video for a given day from 12:01am to 11:50pm. Click here to preview the construction video catalog. Click on the iTrainStation logo to set-up an account. You need to be approved as a user during Nebraska Building Chapter office hours, (Monday-Thursday, 8:00am-5:00pm and Friday, 8:00am-12noon) before adding videos in your library for convenient access. If you have any questions, please contact: Vicki, 402-438-0400.

Calendar of Events – Visit for programming updates. Learn more

Safety Initiative Goals:
As an AGC Nebraska Building Chapter member, are you participating with:
- 100% of all AGC members and other contractors on AGC jobsites enforcing OSHA standards as they apply to falls, electrical safety and possible another topic.
- 100% of all AGC members will have set their own company goals to improve safety in their firm and have a way to measure progress towards the goal.
- 100% of all AGC members will encourage and support all contractors on their jobsites to set their own company goals for improving safety.

Have a safe and Happy Fourth of July holiday!