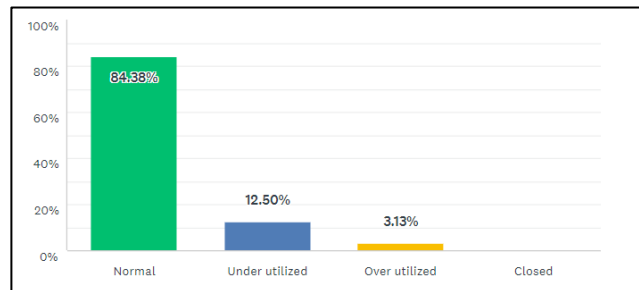


Thank you for attending the SOCMA Operational Best Practices Forum on April 9. Below is a summary of the data presented and key takeaways from the discussion.

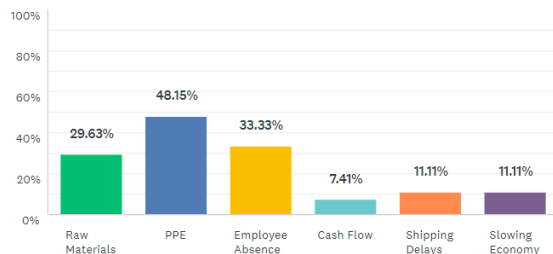
If you would like to share any additional feedback or resources, please contact Emylyn Noma at [enoma@socma.org](mailto:enoma@socma.org).

## STATE OF CURRENT OPERATIONS

Based on the information collected during the registration process, we see that all facilities are currently operating. No facilities have closed, and nearly 85% are operating under normal operations. A few organizations are underutilized, which we have heard comes from limited staff or demand. For organizations that are currently over utilized, companies have shared they are trying to shift some of the business to other facilities.



## CURRENT BUSINESS STRAIN FACTORS



Registrants were asked about factors impacting business strain. Access to and availability of PPE is the biggest consideration followed by employee absences as a result of COVID-19.

While those are immediate concerns, SOCMA has noticed a shift. Companies are starting to look ahead at the economy and any kind of anticipated slow

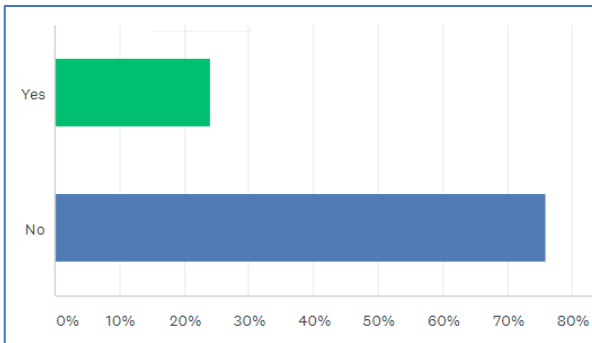
down. Currently, many organizations are not experiencing this but will look at the housing and auto industries and its impact chemicals.

## WHAT CAN BE DONE TO MITIGATE EXPOSURE TO ANYONE WHO CURRENTLY MONITORS EMPLOYEE TEMPERATURES?

- Individuals are asked to fill out a questionnaire prior to entering the building for a shift.
- Thermometers are being provided for self-check at the door.
- In addition to self-checks, one employer has their employees take their temperature at home and sends a picture of the temperature check, so it includes a time stamp.
- One employer has started using infrared guns, which allows the monitor to stand back the recommended CDC 6 feet.

**HAS YOUR COMPANY INSTITUTED A MANDATORY MASK PROGRAM?**

- Many companies have started to require all employees to wear masks, which has been met with success.
  - Unless there is a regulation need, N95 masks are reserved for critical operations.
  - Employees are using reusable cloth masks and have recruited some of their families to help make them, which made them feel a part of the effort.
  - Masks used in the facility are not to be taken home or brought in.
  - Companies provide individuals with labeled individual storage to place the masks in when not being worn.
- 

**HAS YOUR COMPANY CONDUCTED SIMULATIONS OF YOUR COVID-19 POLICY?**

Though all companies have a plan to sanitize their facility, if there is a reported positive case, nearly 80% have not yet conducted a simulation.

One company completed a tabletop exercise of having an infected employee utilizing CDC guidelines. While they were nervous that it would cause anxiety among the staff, they found it was just the opposite. The tabletop exercise actually relieved employee anxiety over the situation.

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**WHAT ADDITIONAL BENEFITS OR COMPENSATION, IF ANY, ARE YOU CONSIDERING PROVIDING FOR ESSENTIAL EMPLOYEES?**

- Creation of flexible work schedules are limiting face-to-face exposures. They are also looking at rotations should one part of the plant have to close for cleaning.
- Increasing the rate of hourly pay, with some prepared to pay time-and-a-half for special circumstances such as a lock-in.
- Paying \$100 per week vs. adding it to their hourly pay. Remote workers are not getting this pay, although they did explore that as well, but at a lower amount.
- Providing employees additional sick leave.
- Providing meals.