



Home & Virtual Teaching



Good Labor Practices

COMPASS CAREER NAVIGATOR

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THOUGHTS & MEMORIES OF FALL

Though many are probably more than ready for the Fall Season and cooler temps with lower humidity, I imagine the majority of people are also wishing and hoping for this long Pandemic to be over. Of course, we dislike, if not hate, for the COVID-19 to cause people to be so ill, and are upset to have anyone die of this virus, though it is hard to understand why so many refuse to wear masks and insist on getting out in crowds, knowing it will only cause more harm and deaths.

In the past, the Fall Season would be the time for schools to resume, the gathering of good friends, and getting back into the routine of school days, football games, and the crisp mornings. However, now there is a mix of fear and anxiousness about going to classes and trying to social distance. It is hard to take pleasure in the fall festivities when the “virus” is lurking so closely. No one wants to lose any of their loved ones or friends.

Fall is also a time when we remind ourselves of how much we value and appreciate all of our hard-working Americans. The holiday of “**Labor Day**” is to commemorate the incredible and important contributions of our entire workforces. Employers everywhere are fully aware of how much we need and depend on our workforces. And during these unusual times, we should all be even more thoughtful and appreciative of every employee and employer in our nation.

For those employers, this would be an excellent time to relay your gratitude to those dependable, conscientious employees that keeps your business going, and for the customers to do likewise. All are encouraged to be kind and respectful to each other during these stressful times.

UNDERSTANDING DIFFERENT EMOTIONS

A topic that many avoid discussing these days is the different emotions being felt and yet can't explain or understand. Even those, who have not experienced the Coronavirus directly or even indirectly, may still find themselves feeling depressed, lonely, discouraged, unmotivated, tired, restless, etc. They can look around them and see many things to be done, and yet lack the drive to tackle anything. Why is that?

Some are also feeling irritable and impatient. Maybe tired of being with your spouse and family? Do you have trouble sleeping? Have you found yourself lacking focus, unable to concentrate? No doubt, your daily routine has totally changed. If you are one who likes to feel productive, you may sense this no longer is the case.

We are all to stay home and avoid socializing, but after weeks and months of this, the monotony and isolation is taking its toll. The same routine day after day can be tiresome or boring, and then we have had so many days and nights of thunderstorms that adds to the frustration, which easily wears out our patience.

In trying to stay busy and pass the time, you may have used activities to take your mind off of this situation. Some activities might include working puzzles, tackling house projects, reading books, experimenting with recipes (out of boredom), or learning a new skill or craft, etc.

Many of the emotions exhibited these days are normal, but if you become too agitated or can't sleep, you should see your family doctor. Exercise and fresh air can help. The important thing is to **take care of yourself**.

WHAT ARE YOU DOING TO PREPARE FOR THE RETURN OF EMPLOYEES?

We are all anxious to see a credible and effective vaccine for this COVID-19, though many of us feel anxious about the effectiveness of one. Since so many are still not following the precautions required by the government and medical organizations, the COVID continues to spread. Even with some cautionary measures (facial masks, gloves, sanitizers, disinfectant spray and wipes, etc.) some could still catch the virus, but those young adults (especially college age+) who insist on partying on beaches and college campuses, etc., still refuse to accept how they are spreading and circulating more of the virus. Therefore, employers must make every effort to utilize all credible safe-guards as possible. What is your organization doing to encourage a safe working environment for your workforce?



Clean Keyboard



Clean Workspace



Social Distancing



Protective Barriers

Designing and arranging a safer floor plan for your workforce is a good place to start, allowing for sufficient space between workers. In addition, there should be sanitizers positioned throughout all of the workspace, replacing and refilling regularly. And don't forget the disinfectant spray for the air.

How often does your employer replace the air-filters for your ventilation system? It would be wise to replace them more often now, PLUS check to see if there aren't better quality filters available for better results.

Temperatures should also be taken of employees and visitors as they arrive to avoid those who may just beginning the illness. Don't take any

chances, and be proactive to keep everyone healthy.

Use both disinfectant wipes and sprays to clean your desk and workspace. Any surface your hands touch should be cleaned often. When possible, consider wearing rubber gloves, and don't forget the masks. Plus wash your masks often and if made of cloth, a hot iron will be a good measure to rid the mask of any bacteria.

Having a cleaning crew to give the floors, window sills, door knobs, elevator buttons, light switches, etc. a good cleaning at the end of each day would be an excellent step. If an employee is feeling sick, send them home! Don't take any chances.

DETERMINING WHICH EMPLOYEES TO BRING BACK TO WORK?

As the COVID situation improves, and fewer cases are identified, employers will want to bring employees back who can help them resume their business. However, the demand may have dropped substantially, thus there won't be the need for the return of all employees. The question for the employer then becomes, which employees do they bring back to work?

You may first consider which employees can help with the initial demand. Perhaps certain skills may be required in filling the requests for the majority of products or services.

Then after these requests are filled, other related needs may follow, which require different workers to produce those items. It is also wise to bring back those workers who have been extremely loyal, as well as having been long-term employees, who provide the high-quality workmanship, exhibit excellent work ethics, and take pride in all their work, being responsible.

Employers should be cognizant of not letting a really good employee fall between the cracks. Be sure to keep record of who you bring back and why, so to avoid bad feelings with other valuable workers. Also, keep in mind that this is a period of time when you will also need others and can strategically increase the business development efforts in order to encourage the addition of new companies and clients. It is always good to keep customers engaged, plus adding "fresh blood". This is a time to be more creative.

REVIEWING THE STATUS OF OUR ECONOMY OVER 5 MONTHS OF COVID

Our economic situation has been a mixture of ups and downs in different industries and in different regions. Farmers have taken a big hit, not being able to sell much of their produce, though people need the food. In the local area for example, strawberry farms had lots of strawberries in May but unable to use many workers to handle the picking as COVID was so rampant. Too many strawberries went bad. What a waste!

In the month of June, the blueberries followed the same tragedy. In addition, there was such a lot of daily rain and thunderstorms that many farm fields practically flooded. In other areas the temperatures became so hot that produce was burnt and the ground became dry and hard.

Continuing with farmers and agriculture, people were racing to purchase beef, chicken and pork, though the feed became extremely expensive, and farmers had trouble selling their milk. That is when grocery stores announced a shortage of meats.

Certain manufacturers were requested to stop producing some products and focus on manufacturing ventilators, face masks, etc. Some car dealers have sold their existing inventory but were having trouble ordering new cars for people.

As most know, there are still shortages of certain cleaning supplies (i.e. Lysol spray, bleach, etc.), as well as toilet paper and paper towels. Early in the year there was a run on eggs, and occasionally those become unavailable.

The transportation industry (airlines) and hospitality industry (hotels and restaurants) have both been hit extremely hard. A huge number of restaurants have had to close, and hotels are struggling to stay operational. American Airlines announced they may need to alter the number of their hubs, plus a large number of planes have been parked for months, especially the larger ones. There are fewer flights, and most people do not like flying with the concern of the air filtration systems. Germs and bacteria seem to thrive and spread in such a confined space.

Though there is talk of a vaccine, until a credible one exists, our economy will continue to wobble. Wisdom says to be cautious and patient.

WHAT IS BEST FOR YOUR FAMILY DURING THIS COVID-19 PANDEMIC?

Each adult has his/her own ideas, opinions, and perspectives on just about anything, but especially those important decisions in life. And when it comes to those decisions that affects your whole family, i.e. where you live, what finances are needed to cover your family's expenses, what special needs might exist, and would you be able to handle an emergency if one would arise?

If you haven't taken a long look and reviewed your finances and checked to see if there are any expenses that could be reduced or eliminated, now is the time to do that.

Don't wait until something huge hits you or your family, when panic may take control. Take the time now to examine where your family finances stand, and even if ok, see if there are any items that really aren't necessary and needed to allow you some "cushion" if a big expense developed. This is especially true if you are on furlough, or could be downsized.

Though you probably don't want to think it could happen, should you or a family member be faced with the Coronavirus, you don't want to put off having this tested and confirmed, nor be unable to get the help needed.

It would be wise to have or locate a credible resource (medical, financial, and legal) who you would trust to walk you through such a situation. This illness not only devastates a person's health, but can wipe out a family's finances, plus you need to know what legal recourses are available.

In addition to these practical and critical resources, it should be mentioned that individuals and families could definitely benefit from a faith-based professional, who could assist the person and family to manage the emotional stress that can accompany such a serious illness.

There are some employers who have been known to provide even this personal and emotional support during extreme situations. When a person or family faces such an event, the more support and assistance they receive, the stronger they may feel with others demonstrating a sincere caring moral support. Though hopefully you won't be faced with such a dilemma, it is always wise to have a plan and be prepared.

THE IMPACT OF THE MENTAL HEALTH OF A COUNTRY DURING CHAOTIC TIMES

If the Coronavirus isn't enough stress for our country, add to it the devastation of multiple hurricanes, and the turmoil of a Presidential Election. Altogether it multiplies the stress level and elevates the blood pressure of most people. With so many becoming infected by the COVID19, and the concern of losing a loved one, citizens are facing high winds and flooding of multiple hurricanes, and then comes the mud-slinging ads, bashing one government candidate and then the others, leaving the citizens feeling there are no good choices for our country's leaders. Unfortunately, this keeps going on. How can anyone in the U.S. feel at peace with all this?



Community Disruption amidst COVID & Politics

The mix of emotions has so many unsure and confused as what to believe or to follow. It is no surprise that more and more are experiencing bouts of depression. This is very concerning and an unhealthy condition that seems to be growing. With this in mind, all are encouraged to be sure to eat healthy, get some form of exercise daily, get some fresh air, look for some comedy to watch, which will produce positive elements in your body, and to get plenty of good rest. the possibility of

Though it isn't easy to arrange meetings with good friends, still with sufficient social 6' distancing, it is possible for meetings of very small groups (3-4 people) providing a very healthy effort to strengthen your own mental health. This may not be very often, but to meet once every 2 or 3 weeks can boost your mental and emotional health, as well as your friends.



HUMAN RESOURCES NEEDS THEIR OWN COLLEAGUES FOR GROWTH & INSIGHT



"Gathering of Wisdom"

Human Resources is one area of business that touches and is connected with all other departments of a business, as HR is directly involved with the employees. In addition, Human Resources is the expert in all aspects of the employee, including the skills and abilities, education, performance, financial matters, benefits, etc. However, with this in mind, the HR Department and Leader can also find this overwhelming, as each new issue or concern connected with the people will require involvement and direction from them. Many of the new issues have been complex and have also had to involve some legal guidance or directions.

Though many companies have sophisticated resources for sensitive matters, ultimately their HR Leader will be expected to research and select the appropriate course of action, etc. Those HR professionals, who have had substantial experience with such issues, have also found that there are those in their lines of expertise, who can share their experience, including pros and cons, which can be very beneficial.

With this insight, I, CEO of Compass Career Management Solutions, responded to some of these experienced HR professionals in organizing the "**Senior HR Forum**" over five years ago, arranging and facilitating small venues of "decision-making HRs", who wanted to exchange information with other like-colleagues. This has been somewhat hampered by the Pandemic, though we have had one Zoom meeting to cover some topics and exchanged some emails re: recent matters. If interested in this venue, please contact rcrigger@compasscareer.com and let me know your name, job title, employer, phone and email address. There is no charge for this event. All exchanges are confidential.

Compass Career Management Solutions was established in 1994 as Outplacement Experts, & has worked in 35 states, using a professional processes serving numerous industries.

Some clients include Alcoa, Reynolds Metal, Proctor & Gamble, John Deere, Lane Construct., Barnhardt Mfg., Family Dollar, Carolina Panthers, Cadwallader, Smith-Turf, CVS, Concrete Supply Co., Atotech, Schaeffler, Aldersgate Retirement, Bestco, Dixon Hughes Goodman, Alston-Bird, Crowder Construct., Atotech, Midrex Tech., Lincoln Harris, Sharp USA, The Employers Association & others.

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