



Milwaukee Area Compensation Association

Virtual Roundtable – 3

Covid-19 from a Benefits / Compensation Perspective

3.31.2020

Hazard Pay Survey Results

Five companies responded.

Results:

Three of the survey participants said that they are not implementing extra hazard pay due to the pandemic.

One company is considering:

Overtime paid at 2X vs 1.5X

\$50/shift incentive for picking up unstaffed shifts

\$100/shift incentive if covering shift where resident has confirmed positive for COVID-19

One survey participant noted that Chipotle in MN is paying 10% premium during the pandemic.

Additional information from Internet search last week (shared on March 25, 2020):

- 1) Found an article saying senators were urging Jeff Bezos/Amazon to pay his warehouse employees time and a half "hazard pay". Yikes! Article about Amazon: <https://www.cnbc.com/2020/03/20/senators-to-bezos-give-amazon-warehouse-workers-sick-leave-hazard-pay.html>
- 2) Safeway: national announcement from Safeway of hazard pay. And we are happy that our work with Kroger over recent days has led their announcement for hazard pay for workers as well. The additional Kroger benefits include:
 - A total Hazard Pay of \$300 for those working full time. A total Hazard Pay \$150 for those working less than full time. This hazard pay would be paid in early April.
- 3) Albertsons: thousands of grocery store workers in Southern California received good news: The Albertsons, Vons, and Pavilions supermarket chains agreed to pay employees \$2 more per hour.
- 4) Trader Joe's and Walmart employees have received bonuses, while Target, Whole Foods, Amazon, and the Texas grocery store chain H-E-B are offering \$2 per hour raises. The Southern California United Food and Commercial Workers (UFCW) local unions, which represent more than 60,000 grocery store employees, are also in talks with chains Ralphs and Stater Bros. to give workers "hazard pay" as they continue to interact with the public.
- 5) Several networking groups were throwing ideas around regarding hazard pay. The dollar amounts varied from \$1.00 - \$5.00 per hour, a flat rate (\$50+), or a percentage of pay. They are using a temporary or other code in payroll. Most seemed to follow shift premium policies. They seemed to agree that a sunset date should be transparent in the communications.

Complimentary Toolkit

<https://www.mranet.org/resource/contagious-diseases-and-pandemic-toolkit>



Complimentary Toolkit



Contagious Diseases and Pandemic Toolkit

This toolkit will help you inform your employees on best practices to help stop the spread of common illnesses such as the flu, as well as preparing for a pandemic.

Additional State links have been provided to help you stay on top of the current status of public health, along with resources on the latest Coronavirus (COVID-19).

Policy and Form Samples

- [Communicable Disease Policy](#) – MRA
- [Infectious Diseases Business Continuation Plan](#) – MRA

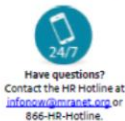
Responding to the Coronavirus (COVID-19)

- [Guidance for Employers to Plan and Respond to Coronavirus Disease](#) – CDC
- [Coronavirus Q&A for Employers](#) – MRA
- [Communication Sample Memo to Employees](#) – MRA
- [Coronavirus Disease \(COVID-19\): What You Should Know](#) - CDC

Preparing Workplaces for Coronavirus (COVID-19)

- [Hot Topic Survey: Coronavirus Impact: What Employers Are Doing](#) - MRA
- [Paying Employees During the Coronavirus Pandemic](#) - MRA
- [COVID-19: Wage and Hour Questions and Answers](#) – DOL
- [Guidance on Preparing Workplaces for COVID-19](#) – OSHA
- [Plan Now for Coronavirus to Avoid Disruptions and Promote Safe Practices](#) – CCH Wolters Kluwer

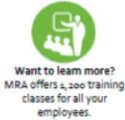
Additional Help



Have questions?
Contact the HR Hotline at
info@mrnet.org or
866-HR-Hotline.



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classes for all your
employees.



Complimentary Toolkit *Continued*

Layoff/Closing Plans Related to Coronavirus (COVID-19)

- [Letter to Employee: Layoff or Closing Due to Coronavirus](#) – MRA
- [Tips for Conducting a Remote Layoff](#) – MRA
- [Employee Reminders During COVID-19 Layoff or Shutdown](#) - MRA
- [Layoff Toolkit](#) - MRA

What To Do When Employee Tests Positive For Coronavirus (COVID-19)

- [Confirmed Positive COVID-19 Test – 10 Steps for Employers](#) – MRA
- [Letter to Employee – Potential Work Exposure to COVID-19](#) – MRA

Employee Informational Posters

- [Symptoms of Coronavirus Disease Poster](#) - GovDocs
- [Coronavirus Handouts and Posters](#) – CDC
- [Handwashing Posters](#) – CDC
- [Health Promotion Materials](#) - CDC
- [Cover Your Cough Poster \(Available in several languages\)](#)
- [Did You Wash Your Hands? \(English\) \(Spanish\)](#)

Preparing for a Pandemic

- [Workplace Safety and the Flu](#) - OSHA
- [Guidance on Preparing Workplaces for an Influenza Pandemic](#) - OSHA
- [What Employers Can Do to Protect Workers from Pandemic Influenza](#) - OSHA
- [Pandemic Preparedness in the Workplace and the Americans with Disability Act](#) - EEOC
- [Preparing for a Pandemic](#) - MRA

Preventing the Flu

- [Seasonal Flu Information](#) - CDC
- [What's New with the Flu?](#) - CDC

Midwest State Health Resources

[Wisconsin Department of Health Services](#)
[Minnesota Department of Health](#)

[Illinois Department of Public Health](#)
[Iowa Department of Public Health](#)

Midwest State Unemployment Benefits Related to Coronavirus (COVID-19) Layoffs

[Wisconsin Department of Workforce Development](#) | [Illinois Department of Employment Security](#)
[Minnesota Employment and Economic Development](#) | [Iowa Workforce Development](#)
www.mranet.org
800.488.4845

Wisconsin
N19W24400 Riverwood Drive
Waukegan, WI 53188
262.523.9090

Minnesota
9895 45th Avenue N
Flynnville, MN 55442
763.253.9100

Illinois
625 North Court, Suite 300
Palatine, IL 60067
847.963.9860

Iowa/Western Illinois
3800 Avenue of the Cities, Suite 100
Moline, IL 61205
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Newport Group affiliate Robert Harrington's Bullseye Consulting newsletter

<http://www.bullseye.consulting/>

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Thu 3/26

Comp Report

CompReport

241st Edition

[Recommendations for Compensation Committees During the COVID-19 Crisis](#)

[Senate coronavirus bill would cut pay for executives making more than \\$3 million if they take a loan from taxpayers](#)

[GOP senators warn they will oppose coronavirus bill unless 'massive drafting error' fixed](#)

[Coronavirus fallout revives talk of 'universal basic income'](#)

Venture Capital

If your Company is an early stage Company that is looking for an investment of capital for growth, contact Robert Harrington at rharrington@bullseye.consulting or call 770-315-6331. Desired industries for



executive compensation - variable compensation - base pay - news

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If you're 'essential' enough to work through a coronavirus pandemic, you're essential enough to be paid living wage

March 31, 2020

My first trip to Trader Joe's since the start of California's coronavirus lockdown had all the trappings of order and security. A polite line formed out front, with everyone keeping a respectful and socially distant 6 feet apart. No more than 50 people were allowed in the store at the same time. A worker squirted a dollop of sanitizer into the hands of each and every shopper entering the store. Another wiped down the handles of each shopping cart before use. [READ MORE](#)

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Coronavirus Stimulus, Executive Compensation, and Share Repurchase

March 30, 2020

If you're 'essential' enough to work through a coronavirus pandemic, you're essential enough to be paid living wage

Los Angeles Times • Matthew Fleischer, Los Angeles Times Opinion • March 30, 2020



An employee of the Trader Joe's store in Monrovia tells customers waiting in line that it would open doors to everyone at 9 am. (Los Angeles Times)

My first trip to Trader Joe's since the start of California's coronavirus lockdown had all the trappings of order and security. A polite line formed out front, with everyone keeping a respectful and socially distant 6 feet apart. No more than 50 people were allowed in the store at the same time. A worker squirted a dollop of sanitizer into the hands of each and every shopper entering the store. Another



What to Read Next



Organizer of Amazon warehouse walkout fired, Whole Foods sickout strike begins

USA TODAY



1611





Other Questions

Comments

- New Legislation questions/understanding
 - \$600 extra (thru July 31st) plus regular unemployment; will people want to come back to work. Making more unemployed. Possible 2 month period where people will not go look for jobs.
 - Could be until the money runs out.
 - Rena to find a speaker for next week.
 - Wisconsin is \$370/week maximum? Is this the additional or regular? This is the regular amount we think. Kirsten from Uline confirmed.

Uline is doing Crisis Pay Premium. \$5/hour

Walkouts? Should we do something? We can keep gathering the data. More employees will refuse to go to work.

Johnson Controls (Blake) – talked about the LOCATION SPECIFIC communication and actions.

Visual Meetings are becoming more the norm. Remote work weekly check-ins. Getting a pulse on the emotional side of it. People need to show productivity. How do we gauge this?

Daily communications are helping.

Rena Somersan, MACA President

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