



# HR IN THE TIME OF COVID-19

**BAYWORK VIRTUAL TRAINING BUFFET 2020**

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CENTRAL SAN

# CURRENTLY

- Prior to COVID-19, we had no employees who teleworked.
- Post COVID-19
  - 15% are working remotely full-time
  - 25% in a hybrid remote/onsite capacity
  - 60% onsite. Majority of employees working onsite are those that cannot perform their duties remotely. (Operations staff, Plant Operators, Collection System Workers, and our Maintenance staff)
- Monitoring legislation, guidelines, local orders...constantly.
- Regularly updating our COVID-19 Exposure Prevention Plan
- Continuing to implement engineering controls
- Working on phased “Return to Office” Plan

# CHALLENGES

- Communication
- Balancing employee safety while continuing to maintain service levels
- Acquiring and deploying technology
- Wide spectrum of opinions on the severity of COVID
- Virtual Communication
- Pandemic Fatigue

# BENEFITS

- Technology
- Increased participation and engagement
- Accessibility



# QUESTIONS?

