



## Construction Industry Workplace Examples

### National Production Builder

- All field personnel are working
- Welcome Home Centers are open by appt. only and after a series of questions are answered favorably
- All other staff back in stages. Those first will likely be our top leaders as they are positioned in offices and able to be apart from one another. From there we will bring in a few at time and ensure that nobody is in close range of one another (every other cubicle or so).
- We have a daily health screen that every Associate must answer 7 days a week by a certain time and if they do not, there is a call that they get.
- Depending on where we are, a mask may be required and no sharing of food or other items will be permitted.

### National Production Builder

For returning to full-service levels we are looking and considering the following procedures:

- For office staff, placing employees into three categories based on health risk and their role's ability to work remotely.
  - A. People of low risk with roles that suffer severe productivity restrictions when working remotely.
  - B. Low risk people in roles that can work remotely, but are more productive in office.
  - C. People with high risk profiles and roles that can operate at full capacity while working remote.Group A will/can ideally return full-time to the office as soon as possible.  
Group B will return in staggered shifts whether AM/PM or rotating days so that proper social distancing can/still be had amongst the people at the office.  
Group C will continue to work remotely as much as possible, and if required to come into the office, would do so only at scheduled times where there are few people at the office.
- We are looking into precautionary steps that can be taken to reduce risk. These include requiring masks to be worn, closing shared spaces such as the kitchen, break room and gym, requiring employees/customer's temperatures to be taken when at the office, ensuring all desk spaces are appropriately distanced from other employees, and asking customers to confirm they have not traveled by air or been exposed to the virus in the last 14 days.
- We are looking into Plexiglas dividers to separate our sales managers from customers in their offices as well as encouraging customers to schedule appointments to visit our models so that we can limit access to a single customer or family at a time.
- Continuing to postpone large meetings and encourage meetings to take place virtually whenever reasonably possible.

### **Concrete Construction Company (250 Employees)**

- Fact that residential construction has been identified by Governor Holcomb and his administration as a vital industry is very appreciated by our more than 250 employees.
- We are providing any PPE requested by necessity or by a builder when on a site.
- We are staggering our start times for employees on to a job, we have spaced our men at wider distances than ordinarily prescribed and have hand sanitizer and paper towels and masks wherever they are needed.
- Our employees take rotating breaks and do not sit together at lunch.
- Our office staff has staggered start times and has gone to Zoom meetings vs. using our own training or conference rooms.

### **Custom Home Builder (15 Employees)**

- Thankful to the Governor for classifying our industry as an essential business. Critical to stay fully-employed. Our company has implemented the following steps to address COVID-19.
- On the jobsite: maintaining a minimum of 6' or more apart, which applies to homeowners as well
- Minimize trips to supply houses and clean hands after each trip – Clorox wipes, etc.
- Any minimum sign of coughing, temperature issues, no taste, no smell, must go home! Minimum of 2 weeks or release from doctor
- No subcontractors are to be on site, unless they are able to maintain same separation of 6-8 feet from all parties involved on site.
- No handshaking
- Office is cleaned twice daily, doorknobs, light switches, copy machines, computers and all essential items

### **Regional Production Builder**

- Limited jobsites to one trade at a time to reduce number on a jobsite & encourage social distancing
- Require trade partners to vacate the job site for all interior municipal inspections or if social distancing is difficult to achieve
- Once allowed to resume face-to-face meetings, we plan to restrict model home visits to one customer at a time and limit to only those essential to the purchase decision (i.e. Buyer/Co-buyer and Realtor)
- Company has set-up an online portal for all of employees to be able to purchase PPE and direct billed back to the company. This will allow our offices, jobsites and model homes to be adequately supplied with disposable face masks, N95 masks, hand sanitizer, alcohol wipes, gloves and thermometers
- Staggered work days in the office for most of our office staff to reduce proximity to co-workers.
- Enhanced janitorial and cleaning services for our model homes and offices.
- Increased service frequency for portable toilets used on jobsites
- Prohibition on promotional or education events with prospective buyers or realtors – limit to less than 10-people in any meeting
- We have reduced the number of face to face meeting during the building process and moved almost all to virtual meetings via Zoom, Facetime or Skype.
- At a Corp level our sick policy is being revised to make it easier for Employees who feel ill or who are caring for someone who is ill to stay home. We do not want people choosing between getting paid and staying at home to prevent the spread. This includes time which may be required to quarantine after being exposed.

## Construction Industry Suggestions/Solutions to Open Up Indiana

- It is impossible to come to solution that satisfies everyone. It will be impossible to identify a one size fits all plan that will work for all businesses. Thus, I'd hope any plan rolled out by the Governor would include both requirements for opening that cannot be broken as well as recommendations that are encouraged whenever appropriate or reasonable. While I think we can and need to get things moving, the reality is we likely won't be able to go back to the way things were until there is a vaccine or testing readily available. However, there is a middle ground where we can help people get back to earning paychecks, and businesses generating revenue without causing a further outbreak of the virus.  
**(National Production Builder)**
- Concerned about the resources for health screenings and testing but these are certainly measures which are worth considering if they can be done efficiently. **(Regional Production Builder)**
- In regards to new construction, something to help try and kick-start the buying pool again as a statewide movement, "Open House Indiana" similar to "Basketball Day Indiana" where basketball is promoted all throughout the state. "Open House Indiana" could occur on a Sunday several weeks in to the re-opening of the state where the Governor's Office in conjunction with the IBA and Realtors promote visiting open houses at a builder model/spec home on a Sunday from 1-4 pm. Social distancing and safety considerations could be implemented in the houses. Now more than ever, having a place to call home where we feel safe, work, play, etc. is so important. This idea would help promote the building industry and jump start new construction that could go a long way in keeping the hundreds of thousands of employees our association has under its umbrella secure. **(Northeast Indiana Custom Home Builder)**
- Consideration must be given to open up some restrictions as soon as possible to allow more men and women back to work when it has been shown we can do the job in a safe and responsible manner. Whatever is needed we will do and will support the IBA and Governor Holcomb at this particularly difficult and unusual time. **(250-Employee Concrete Construction Company)**
- Indiana needs Covid testing for asymptomatic people. Up to 50% of the people transmit the disease without knowing it. Without community surveillance we are flying blind as business leaders. We have no idea where there are outbreaks and cannot make good decisions for employees. The state must identify the outbreaks, contact trace, and quarantine like other countries did in January to stop the virus and like America has done for other viruses. I am not aware of any asymptomatic testing to date in Indiana and doctors are still tentative to test anyone without severe systems. Indiana needs antibody testing. A study in Santa Clara California suggests that 40-80% of certain population groups already have the antibodies. If this is true, we need to know immediately. If not, we need to make appropriate decisions for employees. If we know that employees are immune then we can

immediately open at least portions of our businesses again. Indiana need hundreds of thousands of these tests made available immediately.

- Employers need masks for employees. Employers are receiving information that OSHA is requiring masks. Employers would love to supply certified masks to our employees and subcontractors, but the supply chain is broken while states try to outbid each other for PPE. Currently, we are making masks for employees and subcontractors that we do not know are effective. Important to keep our employees and subcontractors safe, which means we need to be able to purchase the equipment. To date, I am not aware of any distribution system for masks for businesses in Indiana.
- If the above-mentioned items were accomplished, business leaders could take the data and make informed decisions on how to put people back to work. Alternatively, if business leaders are blind to the data, they will be forced to make the most conservative business decisions to protect their employees, which will prolong the economic devastation. **(Large Residential Builder)**
  
- Require everyone in a public place to wear a mask (both customers and employees). One can argue that most masks do not provide complete protection but something is better than nothing.
- For restaurants, Indiana could allow people to remove their masks once their food arrives at the table and require all the food is served at once rather than in courses. Set a maximum time of one hour for a meal. Limit the parties to four people. Set the restaurant capacity to a percentage of the fire code mentioned below.
- Allow retail stores to open under by "appointment only" basis. Walk-ins allowed only if there are no appointment customers in the store. Maximize the number of people in the store to 1 or 2 customer groups per sale person. Front doors must remain locked to prevent people from just walking in.
- Use the established fire code to limit the number of people in a public place at one time. Take a percentage of the code as the new max limit i.e. only 50% of the established code is the new maximum for a period of time.
- Provide as much ventilation as possible to the area. Have buildings run their furnace/air conditioner fans continuously to circulate air through the filter system. Take advantage of the warmer weather to open windows and doors with limited access. Provide incentives to use outdoor spaces (i.e. outdoor seating at restaurants). **(Product Supplier to Residential Construction with Retail Storefronts)**