In one word, what is your largest concern surrounding reopening?
Today’s Town Hall

Continuing the Conversation
Overview of Trends and Concerns
Overview of Resources
The Nonprofit Reopening
Upcoming
Questions

Visit MNA's Reopening Website for Current Information

https://www.mtnonprofit.org/reopening/
<table>
<thead>
<tr>
<th>Reopening Reality</th>
<th>Challenges</th>
<th>HR Issues</th>
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</thead>
<tbody>
<tr>
<td>• Covid-19 is NOT gone</td>
<td>• Staffing issues</td>
<td>• High Risk employees now meet ADA standards</td>
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<tr>
<td>• Adherence to guidance is mixed</td>
<td>• Funding issues</td>
<td>• Some employees refuse to come back to work</td>
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<td>• Organizations are trying to reopen yet face</td>
<td>• Supplies to comply with health guidelines are tough to procure</td>
<td>• Navigating leave rules is complex</td>
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<td>challenges</td>
<td></td>
<td>• Teleworking presents its own issues</td>
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<td>• Lawyers are indicating a huge influx of lawsuits</td>
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Concerns

Safety
• Vastly different work environments
• Staff vs Client
• OSHA/CDC/Health Dept/State

Resources
• Disinfection
• PPE
• Personnel and Consultant Costs

Liability
• Risk to Employees
• Risk to Clients
• Risk to Organization
MNA’s Resources

A dedicated webpage, Town Halls, and informative eNews to provide you with:

• the best reopening information possible,
• connect you with logical partners,
• offer resources for a measured approach,
• and support healthy, sustainable decision-making processes.

*How to sift through it all? Choosing the right resources for you and your team.*
Primary Resources for Reopening

**US Centers for Disease Control (CDC)**
- Worker Safety and Support
- Workplaces During the COVID-19 Pandemic

**Occupational Safety and Health Administration (OSHA)**
- Guidance on Preparing Workplaces for COVID-19

**World Health Organization (WHO)**
- Guidance: Getting Your Workplace Ready for COVID-19
“What happens if we do our best and yet someone gets sick?”

“What then?”

Congress is wrestling with these same questions. MNA will not be able to offer certainty, but we can provide you with information that supports informed, judicious decision-making such as:

- **COVID-19: Five Things to Know and Do** by Nonprofit Risk Management Center
- **Legal: Considerations for Employers** by Sullivan and Cromwell LLP
- **A COVID-19 Business Risk Assessment Tool** by Pennsylvania Department of Health — *MNA is building a navigator tool similar to this for MT nonprofits. Look for it next week.*
What guidance is available for making the decision to reopen?

Executive Decision Making in the Time of COVID-19 from Gartner Research

A Compass for the Crisis: Nonprofit Decision Making in the COVID-19 Pandemic from The Bridgespan Group

Holistic Decision-Making in the COVID-19 Coronavirus Pandemic from Savory
What workplace policies and protocols exist for reopening?

- **HR Considerations for Returning to Work After COVID-19** by CliftonLarsonAllen
- **Reopening the workplace: A Preliminary Guide for US Employers** by Morgan Lewis
- **Return-to-Work Best Practices During the COVID-19 Pandemic** by JD Supra, LLC
- **Return-to-Work Checklist - Considerations and Emerging Best Practices** by FENWICK
- **What Should Employers Consider As They Draft A Return To Work Policy?** by Forbes
- **Return to Work Checklist - Posting and Policies** from ThinkHR
- **Operation Open Doors Checklist** from National Retail Federation
What disinfecting and Personal Protection Equipment is needed?

**How to clean and disinfect** from CDC

**Covid-19 Basics: Disinfecting Cultural Resources** by National Center for Preservation Technology and Training

**Office safety checklist – Creating healthy spaces with an office cleaning plan** by Robin Powered, Inc

**General Guidance for Cleaning and Disinfecting for Non-Health Care Settings** by NYC Health
What additional state and national guidance is available?

1. OSHA: Hazard Recognition: What is the risk to workers in the United States?
2. CDC: Reducing the Spread of COVID-19 in Workplaces
Visit MNA’s Reopening Resources webpage for more information.

We at MNA believe one of our primary roles is to help nonprofits identify and secure your own directional compass, and that’s how we’ll be spending our time as Montana reopens.
The Nonprofit Reopening

- Messaging
  - Employees, Visitors, Clients, Donors, Community Partners
- Safety
  - Physical, Social, Emotional

Consider your mission, values, and audiences as you phase into reopening.
Upcoming

• MASS Town Hall in June – Designing Your Reopening

• MNA Risk Assessment Reopening Navigator

• Messaging Templates that you can use with your staff and clients
Questions and Considerations

What is most helpful for you right now?

Reach out to mna@mtnonprofit.org