

Anonymous Construction Safety Organization

Sector: Construction | Size Range: 100-249 Employees | Interviewed: 6/26/2020

The Company

The company provides consulting, safety training, and safety audits at construction sites across the country.

Staffing

The vast majority (about 80%) of the company's employees work at construction sites and ensure general contractors and sub-contractors adhere to safety regulations. Outside of company executives, the remaining employees provide back-office support, serve in customer-facing roles, or work in areas such as sales, HR, finance, and business development. They operate a headquarters in New Jersey and a smaller office out of state. Their workload has taken a hit as clients have halted and put holds on projects their employees have worked on. Company leadership decided to lay off people whose projects had been shut down due to the pandemic and who were in between projects. Normally, when employees are in between projects, the company will continue to pay these "benched" employees to stay available and work on professional development. They brought these employees back on board after they were approved for a PPP loan. Almost all employees have returned, and they kept some inactive employees on staff even after they reached the end of their PPP period. Many of their halted construction projects picked back up again between mid-May and mid-June.

COVID Task Force

The company's COO, HR Director, Finance Director, and managing partners (including their Corporate Safety Director) serve on the COVID task team.

Safety Measures On-Site

Because they are in the business of safety, the company has developed COVID response plans for many of their clients. Their clients generally determine which safety measures are in place on their sites. At sites where their employees are stationed, the company has pushed their clients to implement safety measures and include proper wash stations at each site. On top of the hard hats, colored vests, and safety manuals normally included in new employees' go bags, employees are now provided with PPE including sanitizer, masks, work gloves, and surgical gloves to wear underneath their work gloves.

Safety Measures at Headquarters

Employees must to enter an access code using their phone prior to accessing the building and are required to complete a self-assessment. This is done the first time they enter the building each day. The Corporate Safety Director reviews the responses daily. Office

staffing has remained limited. Their HR Director, receptionist, office manager, and Finance Director have gone into the office, where they maintained their distance from each other. Masks are available on-site. When the office reopens it will operate at $\frac{1}{3}$ of its pre-COVID-19 capacity. Employees must wipe down their phones and keyboards with sanitizing wipes when they arrive and leave each day in the office. The building is cleaned at least twice per week and more thoroughly than in the past. Employees based out of the corporate headquarters attend all-hands Zoom meetings twice per month.

Telework

Only one corporate employee worked remotely prior to the pandemic. The company's experience with the pandemic has demonstrated that they can telework efficiently and effectively. Their telework situation will likely continue through the rest of 2020. As employees begin to come back into the office, the plan will likely be to have employees working remotely $\frac{2}{3}$ of the time to ensure the office is lightly staffed.

Safety Training

The company has started to develop virtual safety training to meet the needs of their clients. They previously conducted orientations and training face-to-face at construction sites. They were able to transition to remote training without making any major changes to the format and content. The company put together a studio at their headquarters where they could record trainings, which are conducted over Zoom.