New Normal
Manufacturing in the Age of COVID-19

Fairfield County
May 1, 2020
A New Phase in the Pandemic

- Decisions made now will determine how the easing of restrictions goes
- We have the information we need to have agency
- You are not alone, you have resources in this county, state, and country

Resources:
- Larry Hanna, Administrator, The Fairfield Department of Health
- Rick Szabrak, Director, Fairfield County Economic and Workforce Development
- Dr. David Stein, Senior Analyst, MEP at Columbus State
- Thom Rogers, President, Mainspring Solutions
- Jeff Spain, Director, MEP at Columbus State
- Brent Maurer, Business Relations Manager, MEP at Columbus State
COVID-19 Health Insight

Larry Hanna
The Fairfield Department of Health
Definitions

Coronavirus
Family of Viruses

SARS-CoV-2
Specific Novel Virus

COVID-19
Disease caused by SARS-CoV-2

Image captured and color-enhanced at the NIAID Integrated Research Facility (IRF) in Fort Detrick, Maryland. Credit: NIAID

https://www.health.harvard.edu/diseases-and-conditions/if-youve-been-exposed-to-the-coronavirus
The Early Infection

How Does it Spread:
• droplets from the nose or mouth of infected person - by coughing, sneezing, talking
• Inhaled or touched on surfaces
• Hand to mouth, eyes, nose

Incubation Period
• 5-6 days on average, can be 1-14
• Children & Adolescents typically have milder symptoms
• Causes pneumonia and respiratory distress in more severe cases

Contagious Period
• Starts 2-3 days BEFORE symptoms
• According to CDC, ends:
  • No sooner than 7 days after first symptoms
  • Non-fever symptoms have improved
  • No fever for 72h without medication
Symptoms

Most Frequent:
- Fever
- Dry Cough
- Shortness of Breath
- Muscle Pain
- Headache
- Sore Throat
- New loss of Taste or Smell

Less Frequent:
- Trouble breathing
- Persistent pain or pressure in chest
- New confusion or inability to arouse
- Bluish lips or face

Be aware that these symptoms overlap with other illnesses
Transmission Pathways

- Respiratory Droplets
  - Large Droplets (>5µm)
  - Small Droplets (<5µm)
- Contamination of Surfaces
  - Mouth-Hand-Surface
  - Large Droplets
Mitigation Strategies

Dr. David Stein
Senior Analyst – MEP at Columbus State

Thom Rogers
President - Mainspring Solutions
Strategy 1: Keep the virus out of Facility

- Enable remote work
- Control Access to Facility
  - Only essential staff and visitors
  - Daily symptom assessment
- Stay/Go home when symptomatic – No time for “Toughing It Out”
- Reinforce culture through communication (signage/training/emails)
- What happens outside of work is important
Strategy 2: Enhanced Hygiene Measures

• *Proper handwashing:* 20s, soap & water, 6-7x a day
• Hand Sanitizer available in key areas
• Avoid touching your face
• Cough & Sneeze into tissue or elbow
• *Disinfect high contact surfaces frequently (throughout day)*
  • *Includes desks and workstations*
• Don’t forget ‘transient’ surfaces: raw materials/WIP
Strategy 3: Social Distancing

- Highest Risk: <6’ for longer than 5m
- Low Risk Interactions: Passing in Hallways/Walking Past Desk
- Avoid putting people in enclosed areas for extended periods
- *Limit personnel in common areas: Breakrooms, entrances, etc.*
- *Move desks and workstations more than 6’ away from each other*
- *Establish maximum capacity (e.g. 50% of fire code)*
- Ventilation is good, especially with filtering
Strategy 4: Engineering Controls & PPE

• *Physical Barriers for workstations that need to be close*
  • Barriers need to be cleaned
  • Temporary barriers are effective in short term
• HEPA Filters
• *Highly Recommended Mask Use*
  • Even homemade masks catch some droplets
  • Face shields can be preferable in some situations
Strategy 5: Managing Morale

• Employees want to feel safe
• Communication is key to compliance with new measures
• Think about new communication forms
  • Electronic communications (video)
  • Timeliness is more important than polish
• Remind employees about mental health benefits
• Flexibility with respect to family care responsibilities
Strategy 6: Stay Up To Date

• As new data is analyzed, guidelines may change
• MEP will be monitoring the major sources of info
Strategy 7: Don’t Forget the Basics

• Tendency to focus on new information and procedures
• Factories coming back from shutdowns is well studied
  • After time off, more likely to have safety incidents or quality issues
• Re-emphasize safety and quality procedures
PPE Resources

Ohio Manufacturing Alliance Marketplace
https://repurposingproject.sharetribe.com/
PPE Resources

**Cloth Masks**
Carriage House Printery
Shannon Frankhauser
shannon@carriagehouseprintery.com

**Hand Sanitizer**
Lubrication Specialties, Inc.
Mindy Groves
mindy@lubricationspecialties.com
800-341-6516

**Watershed Distillery**
Kit Meager
kit@watersheddistillery.com
614-357-1936

**AMG Industries (Hand Sanitizer Brackets)**
740-397-4044

**Face shields/Gloves**
See site for multiple options

**Signage**
See site for multiple options

**Sneeze Guards/Partitions**
Replex
www.replex.com
740-397-5535

**Shamrock Plastics**
http://shamrockplastics.com/
740-392-5555

https://repurposingproject.sharetribe.com/
You Are Not Alone

Rick Szabrak
Director, Fairfield County Economic and Workforce Development

Jeff Spain
Director – MEP at Columbus State
Fairfield County Resources

- Fairfield County Economic and Workforce Development
  - www.Fairfield33.com
  - 740-652-7160

- Fairfield County Ohio Means Jobs
  - https://www.fcjfs.org/services/jobs
  - 740-652-7856

- Lancaster Fairfield County Chamber of Commerce
  - https://www.lancoc.org/
  - 740-653-8251

- Fairfield Department of Health
  - https://www.myfdh.org/
  - 740-652-2800

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[Logos and links to other organizations]
The Fairfield County Revolving Loan Fund provides low-interest loans to businesses to help with expansion and employee retention. **Fixed rates, long terms, and quick turnaround!**

Fairfield County adjusted the Revolving Loan Program to provide immediate relief to local businesses

- Minimum $5,000 Loans Available
- Interest Rates as Low as 3%
- 5-Year Term for Working Capital Loans (Extended Term for Machinery and Equipment)
- Repayment Deferral Options Available

**APPLY TODAY AT FAIRFIELD33.COM**
State Resources

- **Office of Small Business Relief**
  - [https://businesshelp.ohio.gov/](https://businesshelp.ohio.gov/)
  - 1-833-BIZ-OHIO (1-833-249-6446)

- **SBA**
  - [https://www.sba.gov/offices/district/oh/columbus](https://www.sba.gov/offices/district/oh/columbus)
  - 614-427-0407
MEP at Columbus State

- MEP at Columbus State is a member of Ohio MEP and National MEP Network
- 12 central Ohio counties
- Focus on driving profitability, productivity and innovation in manufacturing with a primary focus on small and medium sized manufacturers
- Once Partner. Multiple Service Solutions.
COVID-19 Related Services

- Self-assessment checklist
- Free Assessment by our team
- Methodologically-rigorous production cell redesigns
- Supplier sourcing
- Implementation of physical barrier projects
- Cybersecurity assessments
- Training Opportunities for workforce
- Workforce strategies
Virtual Manufacturing Training

LEARNING PLANS FOR MANUFACTURING JOB ROLES

Online training from Columbus State Community College and Tooling U-SME offers a quick-start, progressive road map that allows manufacturers to build career paths for employees. This online training is intended to enhance your existing on-the-job training, to create a job progression plan and requires minimal preparation. It is efficient, effective training that has been...
Workforce

Brent Maurer
Business Relations Manager – MEP at Columbus State
Employees are your most valuable asset

- How you interact with the employees will have a lasting impact on your company
  - Have you talked to each employee
  - Conversation about their concerns
  - Accommodations

- Policies in Place for Protection
  - Distribute to employees
  - Outline steps
  - Have them sign off
Who is coming back – where are the gaps

- Develop a COVID-19 staffing plan
- Prioritize Positions
  - Essential Operations
  - Nice to have
- Cross Train or Shift Employees to fill gaps
Be ready to hire!

- Consider Sources of Talent
  - Referrals
  - Job Boards
  - Ohio Means Jobs – Free Monster Postings
  - Virtual Job Fair
  - Newspaper/Media Coverage – Press Release We Are Hiring!

- Hiring Process
Remain Flexible – You Are Not Alone

- Challenges will arise
- Partners in this Pandemic
  - Area Development Foundation of Fairfield County
  - Fairfield County Chamber of Commerce
  - MEP at Columbus State
  - Fairfield County Ohio Means Jobs
  - SBA
  - Office of Small Business Relief
  - Ohio Manufacturing Association
Fairfield County Hiring Resources

- Career Readiness Program
  - 180 seniors looking for jobs
- OhioMeansJobs Center
  - Hiring Events
  - Resume Mining
  - Rapid Response
Questions
Looking Forward: a steady state

- Can’t stop focusing on COVID-19 until vaccine or treatment
- An uneasy steady-state
- Budgets are busted – Need to Improve Competitiveness
- Acceleration of longer-term trends
  - Remote Work
  - Industry 4.0, adoption of digital tools
- New trends: Resiliency & hygienic technology

Silver lining: the value of local manufacturing is more apparent than ever
Key Contacts

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Thank You