



Future of (How We) Work Task Force Meeting #2: Workplace Safety 5/27/2020 Notes

We began our meeting hearing two presentations from the Broad Institute of MIT and Harvard and the CIC. Below are links to resources they shared as well as some highlights from their presentations.

Broad Institute

[How Broad Institute is Ramping Up Scientific Activity Article](#)
[Video of Broad Testing Process](#)

As Broad ramps back up scientific activity at the institute they are working to keep Broadies safe by implementing health screenings, physical distancing and a robust testing process. An internal survey showed that so far their efforts have gone a long way in making Broadies feel safe as they return to their labs.

Health Screening

Before scientists arrive at the Broad they use a self health assessment web based tool based on a tool created by Partners HealthCare for medical professionals. If a scientist reports through the app that they are experiencing any symptoms, they are immediately connected to Broad's EHS staff.

Physical Distancing

Broad has created visual cues that mark physical distances throughout their facilities. They will also keep occupancy low, making sure all meetings happen virtually and maintaining work from home policies.

Testing

Broad is providing and requiring free regular COVID-19 viral testing for all Broadies working on site, including contractors (such as for security and janitorial services). They have created a video of their testing process linked above.

CIC

[Workplace Safety Plan](#)
[Self Check App](#)

As the CIC prepares to support its members as they ramp back up their in-office activities, they have created and shared publicly their workplace safety plan. CIC describes their plan as a living document, adapting and improving as we all learn more about COVID-19 and the needs of their community. CIC has taken a layered approach to defending against the spread of COVID-19 starting with face coverings, then physical distancing, self checking, and ultimately testing. A major obstacle is the cost of testing and the CIC is leading the charge to help smaller organizations increase their purchasing power by buying jointly.

Small Group Discussion Takeaways:

Below are some highlights from the small group discussions.

- Kendall employers are focused on creating a safe environment for workers who must come into the lab or office to do their work. For workers who can work from home, they are encouraged to do so. Many employers do not foresee returning to the office employees who can work from home until 2021.
- Providing testing is a top priority for employers. However, cost remains a barrier for some. CIC is leading an effort to think about how companies can work together to create purchasing power.
- Employers also are adopting tools that help employees self screen and contact trace. Broad and CIC both shared examples of what their self screen tools look like.
- Many employers are also focused on creating a culture of safety by sharing publicly the new guidelines for physical distancing and face coverings.
- Employers also are thinking creatively about how they support their employees who are on site. Many have been bringing in pre-packaged meals from local restaurants and one employer even shared that they have been coordinating grocery pick up for employees.
- There is also a lot of concern about overwork and burnout -- so employers are adopting policies like summer Fridays, and reminding people to take vacation time.