Phone lines are muted throughout the broadcast.

Please ask questions using the “Questions” panel in your GoToWebinar toolbar.

We will hold questions until the end of the webinar and will answer as many questions as time permits.

This session is being recorded and will be made available to all members following the broadcast.
Speakers and Moderator

Lowell Randel  
Senior Vice President, Government and Legal Affairs  
Global Cold Chain Alliance

Jordan Bonfitto  
Director of Government Affairs  
Global Cold Chain Alliance

Erin Grady  
Manager, Education and Knowledge Management  
Global Cold Chain Alliance

Shane Jacques  
Director, Training and Talent Development  
Global Cold Chain Alliance
Agenda

- OSHA and CDC updates
- American Rescue Plan
- American Jobs Plan – Grassroots Opportunity
- GCCA Resources
- Q&A
Doug Parker Nominated to Head OSHA

• Current CAL OSHA Chief
• Former Obama Administration official at MSHA
• Led development of California COVID standard
• Parker likely restart many Obama-era rules or begin enforcing those rules, including
  • 2016 anti-retaliation rule concerning drug testing policies
  • Injury and illness reporting rules
  • Safety incentive programs
  • Process Safety Management
• Biden Administration aiming to double OSHA inspection capacity
• Biden budget outline proposed 17 percent increase in worker protection agencies
Biden COVID Strategy

Goal 1: Restore trust with the American people.

Goal 2: Mount a safe, effective, comprehensive vaccination campaign.

Goal 3: Mitigate spread through expanding masking, testing, treatment, data, workforce, and clear public health standards.

Goal 4: Immediately expand emergency relief and exercise the Defense Production Act.

Goal 5: Safely reopen schools, businesses, and travel, while protecting workers.

Goal 6: Protect those most at risk and advance equity, including across racial, ethnic and rural/urban lines.

Goal 7: Restore U.S. leadership globally and build better preparedness for future threats.
OSHA Emergency Temporary Standard – Status Update

• Biden Executive Order called on OSHA to make a decision on issuing an ETS by March 15th

• Already a month delayed, newly confirmed Labor Secretary Walsh has called for a review of the latest science before finalizing

• Appears there are two ETS documents drafted, one for healthcare and one for other businesses

• Some are speculating the drafts take a more “Virginia” approach than “California”
OSHA Emergency Temporary Standard – Status Update

• While most believe an ETS will ultimately be issued, some on the left are expressing concerns with the delay

• Any ETS would quickly be challenged in courts
  • Track record shows some success with such challenges

• The more time that passes with higher rates of vaccinations, the more difficult the argument that immediate action is needed through an ETS

• Regardless of ETS status, expect increased OSHA enforcement on COVID issues
OSHA National Emphasis Program on COVID

- March 12th – OSHA issued Directive establishing a new National Emphasis Program (NEP) on COVID
- Describes policies and procedures to ensure that employees in high-hazard industries are protected from COVID hazards
<table>
<thead>
<tr>
<th>NAICS Code</th>
<th>Industry</th>
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<tbody>
<tr>
<td>311612</td>
<td>Meat Processed from Carcasses</td>
</tr>
<tr>
<td>311611</td>
<td>Animal (except Poultry) Slaughtering</td>
</tr>
<tr>
<td>311615</td>
<td>Poultry Processing</td>
</tr>
<tr>
<td>445110</td>
<td>Supermarkets and Other Grocery (except Convenience) Stores</td>
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<tr>
<td>452112</td>
<td>Discount Department Stores</td>
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<tr>
<td><strong>493110</strong></td>
<td><strong>General Warehousing and Storage</strong></td>
</tr>
<tr>
<td>561320</td>
<td>Temporary Help Services*</td>
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<tr>
<td>722511</td>
<td>Full-Service Restaurants</td>
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<tr>
<td>722513</td>
<td>Limited-Service Restaurants</td>
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<tr>
<td>922140</td>
<td>Correctional Institutions</td>
</tr>
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</table>
Considerations for Company Mask Policies

- Several states have lifted their mask mandates
- Raises questions about company policies towards face coverings
- While state policies may be relaxing, federal policies likely to tighten
- Even without an ETS, current OSHA guidance emphasizes the importance of masks
NOTE: There is currently no OSHA standard specific to COVID-19; however, employers still are required under the General Duty Clause to provide a safe and healthful workplace that is free from recognized hazards that can cause serious physical harm or death.

“Face Coverings, either cloth face coverings or surgical masks, are simple barriers that help prevent respiratory droplets from your nose and mouth from reaching others. Face coverings protect those around you, in case you are infected but do not know it, and can also reduce your own exposure to infection in certain circumstances. Wearing a face covering is complementary to and not a replacement for physical distancing.”
Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace

• “Suppressing the Spread of the Hazard Using Face Coverings”
  
  “Provide all workers with face coverings (i.e., cloth face coverings, surgical masks), unless their work task requires a respirator. Employers should provide face coverings to the workers at no cost.”

• “Require any other individuals at the workplace (e.g., visitors, customers, non-employees) to wear a face covering unless they are under the age of 2 or are actively consuming food or beverages on site.”
CDC Clarifies Risks of Transmission from Surfaces

- CDC recently released a Science Brief on Surface (Fomite) Transmission for Indoor Community Environments
- Reviews available science on transmission
- Finds that it is possible for people to be infected through contact with contaminated surfaces or objects (fomites), but the risk is generally considered to be low.
  - Contact with a contaminated surface has less than a 1 in 10,000 chance of causing an infection
  - Risks can be further reduced by wearing masks (which reduces droplets that can be deposited on surfaces), routine cleaning, and consistent hand hygiene
- **NOTE:** OSHA Guidance calls on employers to perform routine cleaning and disinfection
COVID Relief Resources – Food Supply Chain

- GCCA met with Congress, White House and USDA on industry response to pandemic and economic impacts
- American Rescue Plan includes $4 billion for strengthening food supply chain
- COVID Stimulus Package includes $1.5 billion
- GCCA submitted formal comments calling for grants and loans to help industry mitigate added expenses for PPE/cleaning, detention/demurrage and labor
- Requests loans to address future capital needs
Senate Democrats Push for Jobless Aid Expansion

- Senators Ron Wyden (D-OR) and Michael Bennet (D-CO) are pushing for a permanent enhancement of the federal unemployment benefits program to be included in the infrastructure-led package proposed by President Biden.

- The proposal would include benefit “triggers” that kick in when unemployment rises, with additional weeks of benefits. The plan would also require states to offer 26 weeks of benefits at 75% of the worker’s previous wages, up to a set maximum. Depending on a state’s current benefit levels, that could require an increase to the amount of aid as well.
IRS Provides Guidance on the Employee Retention Credit

- The Employee Retention Credit under the CARES Act encourages businesses to keep employees on their payroll. The refundable tax credit is 50% of up to $10,000 in wages paid by an eligible employer whose business has been financially impacted by COVID-19.

- The newly issued guidance on April 2 makes the following changes to the first and second calendar quarters of 2021:
  - Increase in the maximum credit amount to 70% of qualified wages
  - The expansion of the category of employers that may be eligible to claim the credit
  - Revisions to the definition of qualified wages
  - New restrictions on the ability of eligible employers to request an advance payment of the credit
The American Jobs Plan

• On March 31, President Biden unveiled a $2.25 trillion U.S. infrastructure plan
• Proposal would largely be paid for by tax hikes on businesses.
• The American Jobs Plan is a four-part, eight-year plan that would invest in:
  • Transportation
  • Improving quality of life at home
  • Strengthening American manufacturing
  • Improved care for the elderly and people with disabilities
Corporate Tax Increases Would Raise $2 Trillion Over 15 Years

- Plan would be funded by several tax changes to corporate income, including:
  - Increasing the corporate tax rate to 28%, from 21%
  - Imposing a 15% minimum tax on income reported to shareholders by large corporations

- Offshore earnings, jobs also would be targeted
  - Minimum tax on profits U.S. companies earn abroad would be increased to 21%, from about 13%; rates would be calculated on a country-by-country basis
  - Would encourage other countries to adopt “strong” minimum taxes and make corporate inversions more difficult
  - Also would eliminate deductions for expenses related to offshore jobs and tax incentives for foreign derived intangible income
Take Action – Help GCCA Fight Tax Hikes On Your Businesses

• While we support investments in infrastructure, raising taxes on the nation’s essential businesses in the middle of a pandemic is not the right policy direction.
• The tax reforms achieved in the Tax Cuts and Jobs Act of 2017 have created jobs and increased wages, strengthening the nation’s critical infrastructure and supply chain.
• Raising taxes would jeopardize this progress and would make it more difficult for members of the supply chain industry to drive America’s economic recovery.
Advocacy.gcca.org

Oppose the American Jobs Plan’s Tax Hikes

On March 31, 2021, President Biden unveiled the American Jobs Plan that contains a $2.25 trillion U.S. infrastructure plan paid for by tax hikes on your businesses. While we support investments in infrastructure, raising taxes on the nation’s essential businesses in the middle of a pandemic is not the right policy direction. The tax reforms achieved in the Tax Cuts and Jobs Act of 2017 have created jobs and increased wages, strengthening the nation’s critical infrastructure and supply chain. Raising taxes would jeopardize this progress and would make it more difficult for members of the supply chain industry to drive America’s economic recovery.

Let your voice be heard and help protect your business from these harmful tax hikes! Take action now and contact your representative and tell them you oppose the tax hikes proposed in the American Jobs Plan!
Follow-up to GCCA COVID-19 Rapid Response Guide.

Guides businesses through two stages of recovery:

• Bringing your workforce back on-site
• Ensuring continued safety and well-being
Essential Worker Designation and Badges

Insert Company Logo

Photo

First Name Last Name
Company Name
Facility Address Line 1
Facility City, State Zip
United States

Designated Essential Critical Infrastructure Worker by U.S. Department of Homeland Security CISA

Frontline Workers in Food and Agriculture and Transportation and Logistics have been categorized as Essential Workers by the U.S. Centers for Disease Control for purposes of vaccine prioritization

Global Cold Chain Alliance®
Vaccination Progress State-by-State

Johns Hopkins University Coronavirus Resource Center

- State metrics
- International metrics
- Global cases and trends, updated daily
# State Vaccination Program Resources

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<th>State</th>
<th>Essential Workers Phase</th>
<th>Plan Link</th>
<th>Current Status</th>
<th>Other Relevant Links</th>
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<tbody>
<tr>
<td>Alabama</td>
<td>Phase 1B (frontline essential), 1C (other essential)</td>
<td>AL State Plan</td>
<td>Phase 1A</td>
<td>AI Vaccination Providers, AI Vaccine Information</td>
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<td>Alaska</td>
<td>Phase 1B, Tier 2 (frontline essential), Phase 1C (other essential)</td>
<td>AK State Plan</td>
<td>Phase 1B (persons 65+)</td>
<td>AI Vaccine Availability, Employees</td>
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<td>Arizona</td>
<td>Phase 1B</td>
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<td>Phase 1B (in some counties)</td>
<td>AZ 1B Essential Employer Request Form, AZ Vaccine Phases by County, AZ Vaccine Availability Infographic</td>
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<tr>
<td>Arkansas</td>
<td>Phase 1B</td>
<td>AR State Plan</td>
<td>Phase 1B (Teachers and school staff; Persons 70+)</td>
<td>AR Phasing Information, AR Vaccine Provider Information</td>
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<td>California</td>
<td>Phase 1B, Tier 2 (frontline essential), Phase 1C (other essential)</td>
<td>CA State Plan</td>
<td>Phase 1B, Tier 1</td>
<td>CA Vaccination Information, CA Recommendations for Moving through Phases and Tiers, CA Revision of Allocation Guidelines, CA Vaccine Doses</td>
</tr>
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</table>

**POD Information**
- AI Provider Program Roadmap
- AZ Program Enrollment Instructions
- AZ Pandemic Provider Onboarding
GCCA Resources

• WFLO Scientific Advisory Council
• GCCA Online Communities
QUESTIONS?

Global Cold Chain Alliance

www.gcca.org
703-373-4300

Shane Jacques
sjacques@gcca.org

Erin Grady
egrady@gcca.org

Jordan Bonfitto
jbonfitto@gcca.org