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Employee Concerns In the Age of a Pandemic

Objectives

1. Concerns received related to Covid
 1. What has changed
2. Mental state
 1. How are INL employees holding up?
 2. How are we holding up?
3. How has the INL or ECP response changed?

INL ECP Covid Related Concerns

- First concern received 3/4/2020
- FY20 19 concerns related to Covid
 - Health and Safety
 - Time Mischarging
 - Management/Mismanagement
 - Employee Conduct
- FY21 20 Concerns related to Covid
 - Time Mischarging

Mental State – How are we holding up?

- We have seen changes in communication and collaboration
- Telecommuting works for some and not well for others
- Taxing for some departments
- Uptick in visits to EAP (bad news/good news)
- Effects on ECP

Lab and ECP Response

- Dynamic
- ECP has been allowed to adjust
 - Onsite as needed/Telecommuting
- Mentimeter for culture pulse surveys