Preparing for a Pandemic

Pandemics are different from seasonal outbreaks or "epidemics" of influenza or the flu. Seasonal outbreaks are caused by subtypes of influenza viruses that already circulate among people, whereas pandemic outbreaks are caused by either new subtypes, subtypes that have never circulated among people, or subtypes that have not circulated among people for a long time.

Many organizations are well-prepared for localized threats such as fires, bombs, riots, tornadoes, earthquakes and hurricanes. These are usually single events that once they have occurred, recovery can begin.

To minimize the impact on global businesses and their workforces, advanced planning and preparation is highly recommended during a sustained crisis such as a pandemic.

1. Planning For Business:

    - Identify a coordinator for pandemic preparation.

    - Identify essential employees and critical inputs required to maintain business operations.

    - Cross-train your workforce.

    - Develop scenarios for increased or decreased demand for your product.

    - Determine the impact on business financials.

    - Determine the impact on business-related domestic and international travel.

    - Establish an emergency communication plan.

2. Planning For Employees:

    - Forecast and allow for employee absences during a pandemic due to factors that may include personal illness, family member illness, community quarantines, school closures, and public transportation closures.

    - Implement guidelines to reduce the frequency of face-to-face contact among workers and with customers including hand-shaking, shared

> A pandemic isn't isolated and by definition, can be a global event affecting customers and employees for months.

What is a "pandemic" and why should businesses prepare for such an event?
The Centers for Disease Control and Prevention (CDC) defines a pandemic as a global outbreak of disease that occurs when a new virus "emerges" in the human population, causes serious illness, and then spreads easily from person to person worldwide. If a pandemic occurs, it could become a major threat to global business continuity and remain that way for over a year.

workstations, and seating in meetings.

- Encourage vaccines for your employees.

- Evaluate employee access to healthcare services during a pandemic.

- Evaluate employee access to social services and mental health services during a pandemic.

It is critical for organizations to stay informed on the ever-changing pandemic picture. Accurate, up-to-date information is available at www.cdc.gov/business.

MRA is proud to partner with the Minnesota Safety Council (MSC) and the Iowa-Illinois Safety Council (IISC) to offer safety services to our members.

Minnesota Safety Council:
www.minnesotasafetycouncil.org
safety@minnesotasafetycouncil.org
800-444-9150

Iowa-Illinois Safety Council:
www.iisc.org/iiscadmin@iisc.
org/800-568-2495

MRA's HR Hotline can help you!

866-HR-Hotline | 866.474.6854

InfoNow@mranet.org

mranet.org/24-7/hr-hotline

As one of the largest nonprofit employer associations in the nation, MRA:

Serves 4,000 employers covering one million employees worldwide.

Holds more than **2,000 Training** events annually.

200 HR experts with more than 2,000 years of collective knowledge, experience and expertise.

Offers more than **1,000 HR Guides** templates, toolkits, and more.

HR SERVICES

LEARNING & ORGANIZATION DEVELOPMENT

TALENT MANAGEMENT

TOTAL REWARDS

MRA is Your TotalHR® Resource.

MRA helps you create powerful teams and a safe, successful workplace with talent, tools, and training.

MRA
Where HR Means Business.

Wisconsin | Minnesota | Illinois | Iowa