The health and safety of ACEC/MO’s employees and members is at the forefront of our policies and guidelines, and as such, we are continuously addressing the coronavirus outbreak. In accordance with government guidelines, the ACEC/MO staff will work in the office a couple days a week, but they are also working remotely. There is an abundance of COVID-19 information on the ACEC (National) and ACEC/MO (state) websites - see links listed below. If you have any questions, please email Bruce Wylie or Dawn Hill.

COVID-19 RESOURCES:

- ACEC Coronavirus Resource Center
- ACEC/MO COVID-19 Resource Center
- Centers for Disease Control & Prevention
- Federal Actions Relating to COVID-19
- Federal Guidance on COVID-19
- MO Dept. of Health & Senior Services
- MO Association of Counties Operation & Workplace Guidance Resources
- Novel Coronavirus (COVID-19) Public Awareness Campaign
- USDA Rural Development COVID-19

ACEC collaborates to exchange knowledge, share best practices, and build business together. We continue those core efforts during these unprecedented times. Now, it’s more important than ever that we rise to the challenge and emerge stronger than ever. ACEC National and the states are diligently providing support to our member firms.

Since March 2020, ACEC has responded quickly to the pandemic by engaging Congress on behalf of the industry and providing critical information to our community including:
• Lobbying Congress for tax code changes and loan programs to help firms with cash flow assistance during the crisis
• Engaging with the White House and the nation’s governors to adopt policies that declare infrastructure and related engineering and design services as essential functions during the crisis
• Creating an online COVID-19 Resource Center for firm assistance programs and other resources
• Sending multiple updates each week to the MOs and members on the latest guidance for loan programs and other forms of assistance
• Inviting ACEC member firm executives onto the Council’s Engineering Influence podcast to discuss how their companies are rising to the challenges of COVID-19
• Providing many complimentary webinars and roundtables.

More webinars are planned, including the new R3 (Rescue, Recover, Rebuild) series. ACEC is on the front lines watching out for your businesses so firms can save time, money, and focus on operations.

These efforts have resulted in an outpouring of responses from the community. Participate in the online communities and access the ACEC Coronavirus Resource Center at https://www.acec.org/conferences/coronavirus/.

Paycheck Protection Program (PPP) Flexibility Act Guidance

The Paycheck Protection Program (PPP) Flexibility Act (HR 7010) was signed into law and yesterday Treasury and SBA released revisions to the interim final rule for PPP. They expect to release an updated loan forgiveness application soon, and we’ll circulate it once it’s available. A few key points:

• HR 7010 allows loan recipients to choose either their original 8 week loan forgiveness period or 24 weeks. For loans made after June 5, the loan forgiveness period is 24 weeks.
• The IFR clarifies that the new 60/40 ratio for loan forgiveness (which replaces the 75/25 ratio for payroll/non-payroll costs) is not a cliff. Loan recipients may be eligible to receive partial loan forgiveness even if they cannot meet the 60/40 ratio.
• The IFR states that the maturity for new loans is five years. For loans made before June 5, the maturity is two years but can be extended to five years with mutual agreement between the borrower and lender.

Previously, ACEC sent a letter to the Department of Labor outlining a variety of workplace reopening concerns identified by ACEC members, including liability. ACEC and a coalition of businesses also previously sent a letter, which goes into more detail about these liability concerns. Senator John Cornyn is taking the lead in drafting legislation to provide a liability safe harbor for employers that follow relevant guidance when reopening their workplaces. He has not yet released any legislative language.

Podcast: Focusing on Employee Health and Wellbeing

By Cushman & Wakefield

In our fourth podcast of the “Rebalancing the Work-Life Experience” series we take a deep dive into the importance of employee health and wellbeing. This issue is critical to the success of any company. Quantitative data from our bespoke Experience per Square Foot™ database clearly identifies the importance of wellbeing and its relationship to bonding with colleagues, motivation and an ability to do one’s best work – all of which are potent drivers of overall workplace experience.

As a result of mandated working from home, workplace challenges have increased with employees needing to manage remote working and caregiving responsibilities as well as
logistical issues such as adequate workspace environments and sub-par internet connectivity. All take their toll on wellbeing. Leading companies have recognized the toll and taken an active lead in adopting a people-first approach to provide support, not only in the current remote environment, but also as employees start to transition back into the workplace.

**Key takeaways of this podcast are:**

- Wellbeing is more than physical and mental health—it is also linked to motivation, purpose, energy and drive. Together these factors build resilience, which is what everyone needs even more right now.
- The separation between home life and work life continues to be blurred and people still struggle to work efficiently. Working from home is not the panacea, but one tool in the strive for work-life balance.
- The current situation provides a tremendous opportunity to rethink workplace experience and accelerate change to build wellness across three key factors: the building, the workplace and the workforce.

In an environment where an ever-increasing focus will be placed on managing employee wellbeing, the new currency is trust. Organisations need to trust their employees to do their best work, wherever they choose to do it; employees have to trust that employers care about their personal wellbeing. To listen to the podcast, click [HERE](#).

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**Can We Make the Post-COVID Office a Destination of Choice?**

*by WSP USA*

If work really is a thing you do rather than a place you go, where does that leave the office? For the last few weeks, WSP has been exploring the ways in which the COVID-19 pandemic may change the places where many of us spent so much of our lives, from how physical distancing will affect workplace culture, to the technicalities of virus-proofing the office environment, to whether there will still be so much demand for commercial space in a post-COVID world.

Mass working from home during the lockdown has given us a new perspective on the office, and perhaps the most fundamental shift is that going there will now be a conscious decision. For decades, offices have enjoyed an unquestioned status as the default location for knowledge work, places that we could – and sometimes did – go to with our eyes closed. Over the coming months and years, individuals and organizations will make their own assessments about the role and value of a dedicated workplace, and they may reach very different conclusions. But one thing is for sure: if we decide that the office is still important – for productivity, for collaboration, for identity – it will have to become a destination of choice.

Successful offices of the future may have more in common with retail or entertainment venues that compete for every visit by offering a compelling, constantly evolving experience. We need to eliminate the barriers or frictions that make offices uncomfortable or unpopular, enhance and complement the positive, and go beyond to add some intangible chemistry or magic that lures people in and keeps them coming back time and time again. Could an office ever inspire that most potent of 21st-century emotions, “fear of missing out”? We’ve compiled a seven-point plan to help it get there. They’ve compiled a 7-point protection plan for putting the wow factor back into the workplace.

1. Don’t fail on the hygiene factor
2. Give people space
3. Be clear about what the office is for
4. Give people the things they can’t get at home …
5. …And give them the things they can too
6. Maximize social interaction
7. Become a virtual destination too

To read the complete article, click [HERE](#)...
Updated Coronavirus Resource Document Available

AACEC has updated their Coronavirus Resource Document. It includes information on COVID-19 Related News & Advocacy Resources; Global Snapshot from the World Health Organization; U.S. COVID-19 Statistics; Regional COVID-19 Statistics; and Conventions and Event Status for Groups and Associations. To see this detailed document, click HERE.

ACEC Offers Two Free Online Classes on Post-COVID-19 Business Issues Next Week

Two complimentary online classes next week will look at health care and risk management in the post-COVID-19 business environment.

The Effects of COVID-19 on National Healthcare
Tuesday, June 16, 2020, 3:30 PM - 4:30 PM (Eastern)
COVID–19 will significantly impact national healthcare costs during the foreseeable future. Employee healthcare benefits represent the second or third greatest operating cost for engineering firms. Amu Giese, principal and consulting actuary, Milliman, will examine the dynamics of COVID–19 and discuss its projected impact on near term costs and current deferral of care. The complimentary session is sponsored by the ACEC Life/Health Trust.

Our New Reality: Strategic and Contractual Risk Management
Thursday, June 18, 2020, 3:30 PM - 4:30 PM (Eastern)
The novel coronavirus global pandemic has created an unprecedented disruption that requires A/E firm leaders to manage the immediate and ongoing changes impacting clients, staff, and projects. In this free online seminar, Brett Stewart and Patty Huntley of AXA XL will focus on firms’ near and long-term strategic concerns, including project profitability, potential liability exposures, and key contractual protections in the event projects are delayed or canceled. AXA XL is sponsoring this program.

ACEC Research Institute to Host Expert Roundtables on Post-COVID-19 Engineering Industry

The ACEC Research Institute will host three virtual expert roundtables over the coming two months exploring the post-COVID-19 engineering industry and the challenges and opportunities for engineering firms. Right now, we are focused on the short-term, but these sessions will look farther out to the horizon to help firm leaders think about what the marketplace will be like and what they need to do to succeed.

The Institute will live-stream the roundtables and invites ACEC members—and non-members—to attend and participate in the discussions. Each roundtable will be an hour-long and will allow for questions from the audience. To register for one or more of the roundtables, click on the links below.

- June 18 Panel: The Impact of Technology on Engineering (1:30 pm ET)
- June 25 Panel: The Buildings We Live and Work In (3:30 pm ET)
- July 16 Panel: Funding in the New Normal (1:30 pm ET)
Remote Workforce Preparation: Three Keys

Working from home has become the new normal for many. But how do you ensure a highly secure and stable environment for your remote workers as well as your business? As a trusted technology advisor to many organizations, TeamLogic IT has implemented many work-at-home solutions, including workforce readiness, workforce policies and workplace security. The equipment your employees use, how they work and the protocols they follow are all vital in safeguarding your business now and into the future. To evaluate the status of your organization, please review our Remote Workforce Checklist.

If you would like assistance with your work-from-home strategy, contact us today. Move forward together with The Color of Confidence®. Click HERE to download their Remote Workforce Checklist.

Up in the Air: Climate Change Uncertainty in an Uncertain Time

By Cushman & Wakefield

The impacts of the COVID-19 pandemic have been vast-reaching, affecting billions of individuals’ daily lives and interactions with our communities. One major area being heavily impacted: greenhouse gas emissions (GHG). With most of the world performing some form of social-distancing, industrial productivity and commuting has declined immensely, resulting in fewer GHG, a leading contributor to global climate change.

Climate change and COVID-19 are global problems with dire consequences, both on human health and economic stability. The World Health Organization (WHO) estimates that the effects of climate change may result in the death of 250,000 people annually between the years 2030 to 2050, for reasons including malnutrition, heat stress and more. If unchecked, global temperatures will rise by 4.5°C and potentially impact nearly two dozen different sectors of the economy, and specifically from a U.S. perspective, cost the country $520 billion each year according to the National Bureau of Economic Research.

Both COVID-19 and climate change will require action to be taken by individuals in their daily lives, and perhaps more importantly, leadership by governments, corporations, and organizations worldwide to combat and minimize the effects. Other topics discussed in this article include:

- The impact on greenhouse gas emissions from COVID-19
- What's next for climate change
- Recovery readiness and returning to the workplace

To read the full article, click HERE. To download the Edge Magazine, click HERE.