

Welcome to our electronic newsletter, which is based on the printed version we mail each month.

****Special Note**** Due to measures in response to the COVID-19 outbreak, *Teamwork* is only being distributed electronically. Our print edition will resume when appropriate.

End racism

The following open letter was posted on June 3, 2020, from Bruce Kendall, President and CEO, Economic Development Board for Tacoma-Pierce County, and Tom Pierson, President and CEO, Tacoma-Pierce County Chamber of Commerce:

In response to the gruesome death of George Floyd, we join all local, regional and national leaders in condemning this unjust taking of a life.

This tragedy was not an isolated incident, and the reaction to it exposes, once again, the systemic injustices inflicting people of color every single day in the United States and around the world.

Right here at home we have the recent tragic death of Manuel Ellis who died while being arrested. While we await the results of the investigation into his death, we must not wait to do whatever is necessary to eliminate systemic racism.

The question is, what are we going to do about it?

As the CEO's of the Chamber of Commerce and Economic Development Board for Tacoma-Pierce County, we state unequivocally racism is a public health crisis, an economic crisis, and a political crisis. Just as our communities have rallied to address the COVID-19 crisis, we need to rally to address the crisis of racism.

The first step in addressing a crisis is acknowledging it for what it is. Racism is a scourge on our society, and indifference to it is not an option. As business leaders, we want to EVERYONE in our communities to enjoy basic human rights, a level playing field and fairness in pursuit of their dreams, whether that is in business, the arts or public service.

First steps, however, are not enough. There needs to be follow through. Our community needs to know its business leaders are fighting for their world to be more just and safe. We do not claim to have the answers, but we have the will to engage with our fellow leaders and fellow citizens to find them.

We join with Tacoma Mayor Victoria Woodards in stating that "we are a community with heart. We are Compassionate Tacoma, and together we can drive catalytic change."

It's Phase 2 for Pierce County

BRIEFS

Manufacturing Virtual Job Fair 10 am-2 pm June 30, 2020

As manufacturing in Pierce County begins to reboot, the process for finding employees looks a little different in the age of COVID-19. Industry-specific virtual job events are the first step.

On June 30, the [Manufacturing Industrial Council for the South Sound](#) and the [Washington State Employment Security Department \(ESD\)](#) are holding a manufacturing industry virtual job fair.

Companies interested in participating should contact MIC Director Frank Boykin Jr. at frankb@tacomachamber.org. He will forward your information to the ESD virtual job fair coordinator who will create a virtual booth for you, and send you information and resources to help you set up your booth and assign recruiters to participate during the event.

We've got your resources

With the shift from response to recovery, getting the information and guidance you need is more important than ever. Let the EDB do the footwork for you.

We continually update our website to reflect the most current [COVID-19 information and resources](#).

Maybe you've heard? As of June 5, Pierce County is on to Phase 2 in the [Safe Start Washington](#) recovery plan.

"I'm pleased that our residents' hard work to social distance and abide by best practices has been recognized," said Pierce County Executive Bruce Dammeier. "While we are eager to see some of the restrictions lifted, I urge our community to continue with the practices that protect themselves, their families and our community."

With certain restrictions, activities allowed under Phase 2 include restaurants at 50 percent capacity, in-store retail at 30 percent capacity, and the re-opening of salons, barbershops and other personal-grooming services.

"Congratulations to County Executive Bruce Dammeier, Tacoma Mayor Victoria Woodards and all our Pierce County mayors and councilmembers for leading the way," said EDB President Bruce Kendall. "And, of course, a huge shout out to the businesses and citizens of Pierce County who flattened the curve and got us here!"

The decision to move to Phase 2 came just days after the county distributed a million face masks along with no-touch infrared forehead thermometers to local businesses, nonprofits and other organizations—a first step to help ensure safe reopening.

Pierce County is expected to remain in Phase 2 for at least three weeks. It can apply to move to the next phase when prescribed COVID-19 targets have been achieved.

View the [Phase 2 approval letter](#), and learn more about what is allowed under Phase 2 at governor.wa.gov.

Health department streamlines COVID-19 navigation

If you'd like to know more about COVID-19 and what it means for our community, check out the [Tacoma-Pierce County Health Department COVID-19 dashboard](#).

The new, easy-to-navigate tool offers a comprehensive collection of information and resources, from daily updates on Pierce County case numbers, to guidance for reopening, to what it means to stay home and stay healthy.

edbTacomaPierce.org





+ HIGH RISK POPULATIONS Continue to Stay Home, Stay Healthy.

 <p>GATHERINGS WITH LESS THAN 5 PEOPLE OUTSIDE YOUR HOUSEHOLD IS PERMITTED</p> <div data-bbox="203 619 470 724"> <p>INDOOR SERVICES</p> <p>Hold indoor services at a place of worship with up to 25% capacity or 50 individuals, whichever is less.</p> </div> <div data-bbox="487 619 690 724"> <p>RECREATION</p> <p>Outdoor recreation with fewer than 5 people outside your household.</p> </div>	<p>TRAVEL</p> <p>Essential travel and limited non-essential travel for Phase 1 & 2 permissible activities.</p> 
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BUSINESS + EMPLOYERS ALL INDOOR SERVICES LIMITED TO 30 MINUTES

- PHASE 2 GUIDELINES - OVERVIEW**
Any business permitted to open in Phase 2 must adopt written operating procedures in compliance with safety and health guidelines set by Washington state.
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| <p>RESTAURANTS</p> <ul style="list-style-type: none"> - 50% building capacity for all indoor dining - 5 or less per table - No bar seating - No buffets or salad bars. - Single-use menus required | <p>IN-STORE RETAIL</p> <ul style="list-style-type: none"> - 30% building capacity - Distance markers required where applicable for social distancing. - Sneeze guards or other barriers placed where interactions less than 6 ft occur. | <p>REAL ESTATE</p> <ul style="list-style-type: none"> - 25% building capacity - No in-person meetings unless necessary to view home or sign documents - Appointments required for all in-person meetings and no more than 3 people on-site at one time. - No open houses |
| <p>PERSONAL SERVICES</p> <ul style="list-style-type: none"> - Guidelines for hairstylists, barbers, estheticians, manicurists, etc. - Must provide PPE for employees - Cloth facial coverings must be worn by all employees | <p>PET GROOMING</p> <ul style="list-style-type: none"> - Must provide PPE for employees - Cloth facial coverings must be worn by all employees - Must operate with 6 ft between employees and guests | <p>CONSTRUCTION</p> <ul style="list-style-type: none"> - All construction, including new work, is allowed. |

For all Phase 2 guidelines, please refer to Governor Inslee's Safe Start plan at governor.wa.gov.

Small businesses receive emergency grants

Needless to say, small businesses have been slammed by the COVID-19 pandemic. In May, some got some welcome financial relief.

The [Working Washington Small Business Emergency Grant \(WWSBEG\)](#) program awarded \$688,000 to 76 "very small" businesses in Pierce County. They were chosen from 145 applicants submitted by the [Economic Development Board for Tacoma-Pierce County](#) for consideration, based on direction from the governor's office.

The program, funded with \$5 million from Governor Inslee's economic development strategic reserve and \$5 million from the state's \$200 million COVID-19 emergency response fund, offered up to \$10,000 to businesses with up to 10 employees. Grant money can be used to cover rent, utility bills, supplies, inventory and other operating expenses.

Selected from an overall pool of 4,054 Pierce County applicants, grant recipients are located in 16 cities across Pierce County and represent a wide range of industries including health care, retail,

restaurants, salons, childcare, manufacturing, education and more. Grantees include 47 companies owned by women, 23 owned by minorities, 12 owned by veterans and 1 that is tribal owned. It's estimated the grant funding will help keep each company in operation and prevent the loss of more than 360 jobs.

While a step in the right direction, funding for the grants program has fallen far short of the need. A total of \$10 million was allotted by the state and more than 26,000 applications were received statewide. The EDB is strongly urging the state to infuse more money into the WWSBEG as soon as possible.

"Small businesses are job generators and product and service providers, and they provide the unique character of our downtown and neighborhood commercial districts," said [Washington State Department of Commerce](#) Director Lisa Brown. "While we know there is much more to do, these Working Washington grants are designed to support them during this challenging time on the road to recovery."

At the federal level, about \$130 billion is still available through the **US Small Business Administration**, which earlier this month made sweeping changes to the [Paycheck Protection Program \(PPP\)](#), including more time to spend funds and an increase in the amount that can be used for non-payroll expenses. Applications for these forgivable loans are due by June 30. To learn more and apply, visit sba.gov.

Containers and COVID-19: Richard Packaging meets demand

The grocery shelves speak for themselves. The COVID-19 outbreak spiked a demand for certain products—from hand sanitizer and disinfectant, to peanut butter and mayo. But getting those products packaged has been a problem. Fortunately, many suppliers have found a solution here in Pierce County.

"Larger-scale manufacturers are overwhelmed and unable to keep up with demand, so suppliers are reaching out to smaller manufacturers to provide containers," said Rita Giese, [Richards Packaging](#) HR and Safety Officer. Along with repurposing its existing container line normally used to package food and pills, the Lakewood manufacturer dusted off a mold last used in 2005 for customers in need of plastic containers for disinfectant and hand-sanitizing solutions.

Deemed an essential business during the COVID-19 outbreak, Richards has kept its doors open, its manufacturing floor humming, and employees safe, healthy and on the job. Existing customers are taking all the containers Richards can produce, Giese said, especially those

designed for peanut butter, mayonnaise and medicine. And new customers are coming on board, one with the potential to order a million containers a month. With the added production load and more and more orders pouring in, Richards continues to hire to keep up with demand. Of its 32 employees, 5 inspector-packers were onboarded within a whirlwind one-week span in April.



Mayo containers are a hot commodity at Richards Packaging.

To keep operations up and running, Richards responded smartly and swiftly, following social distancing and pandemic-leave policies determined by its Canadian headquarters. Giese has also relied on the EDB and its partners for COVID-19 resources and information, and it's paid off. After attending a COVID-19 Manufacturing Recovery & Preparedness Webinar presented by [Impact Washington](#) and the EDB, she immediately reached out to presenter Joseph Gosar, Impact Washington Puget Sound Region account executive. Within hours, she'd learned Richards qualified for a federal technical assistance grant and a [return-to-work environment assessment](#), which was completed just a few days later. The no-cost readiness assessments, which include full- or half-day virtual site visits and an action plan, are funded by the [CARES Act](#). She was pleasantly surprised Richards' "lower risk" work environment didn't require many physical changes. Like most employers, she said, the company's biggest challenge continues to be reinforcing social distancing.

Giese also relies on the [Rapid Response South Sound](#) website, and regularly joins the ongoing [business information conference calls](#) hosted by the EDB and the [Tacoma-Pierce County Chamber of Commerce](#).

"These are invaluable resources," Giese said. "They're the best way to receive current Washington State coronavirus information."

More Pierce County businesses doing their part

Other Tacoma-Pierce County businesses continue to step up in response to the COVID-19 outbreak. Here are just a few examples:

- [Niagara Bottling](#), the Puyallup bottled water company, is donating personal protective equipment (PPE) to the [Pierce County Emergency Operations Center](#).
- Lakewood-based [Print NW](#), the largest commercial printer in the South Sound and the seventh largest in Washington State, teamed with other members of the business community to create [United Today](#). With critical fundraising events on hold, the charity campaign is raising \$40,000 to support local nonprofits. For every t-shirt purchased, \$15 goes to a nonprofit organization contributing to COVID-19 relief efforts. If your business or nonprofit would like to participate in the United Today campaign, click [here](#) for more information.
- Tacoma aerospace parts supplier [Tool Gauge](#) is manufacturing and offering DtM face shields at cost in response to PPE shortages.

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Teamwork is a service of the EDB, a non-profit corporation focused on recruitment and retention of primary businesses in Tacoma and Pierce County. Telephone: 253-383-4726. Website: edbtacomapierce.org