

Business Continuity III: Coronavirus Workplace Realities



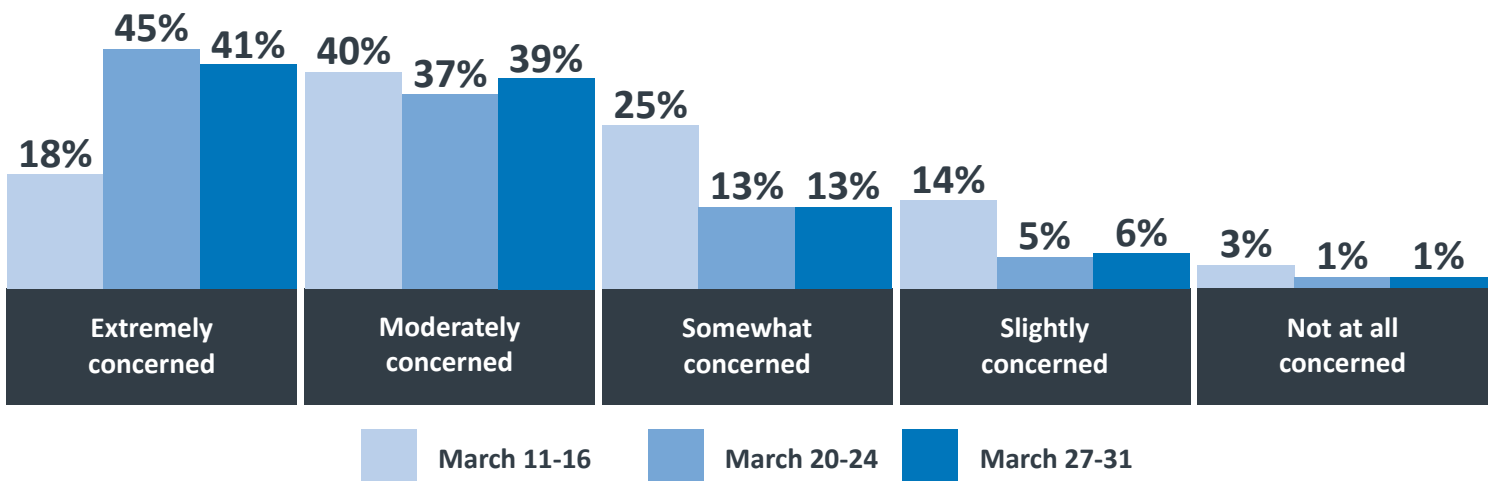
MRA continued its series of hot topic surveys from March 27–31 with the third quick-hit survey focusing on what employers are doing in response to Coronavirus (COVID-19). Change continues; please consider this data and trends while making strategic business decisions.

Please note: With a leading presence in the Upper Midwest and among MRA membership, survey results lean in favor of the manufacturing industry. Manufacturers are much more likely to be classified as “essential businesses” under shelter at home restrictions, and as a result, generally may be operating under normal employment and operating circumstances. Please consider this differentiation when interpreting these survey results.

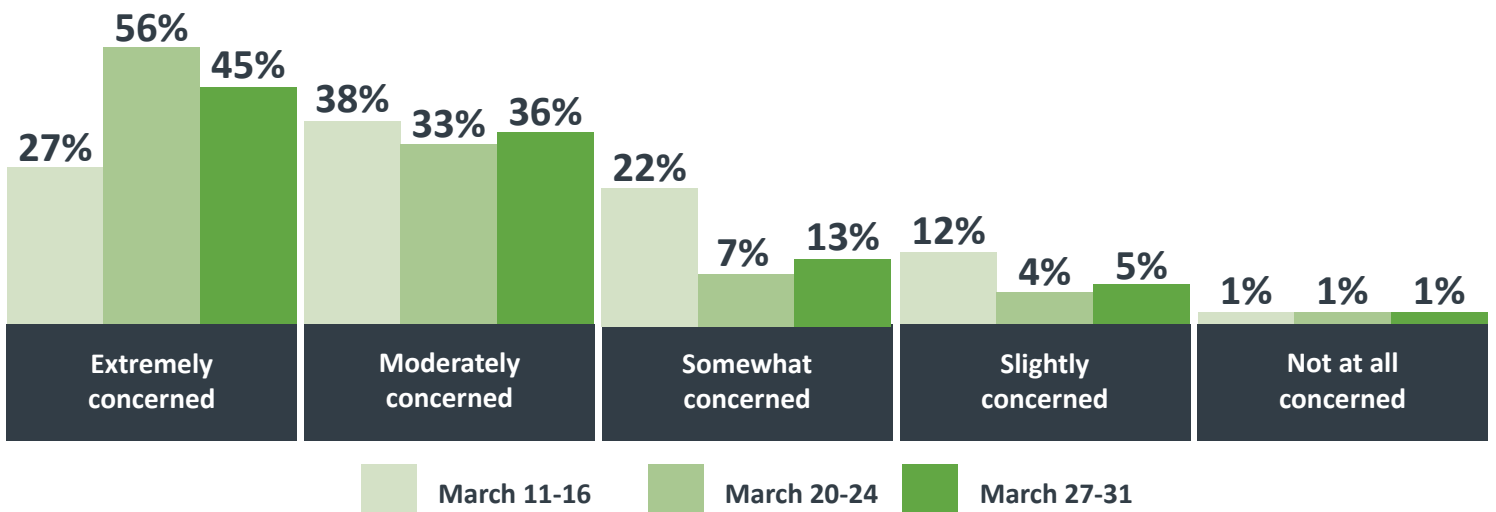
Continued Approach

Concern remains high overall although some leveling off has begun – differentiated between human resources and business continuity. There is greater consistency over the weeks regarding human resources whereas business continuity shows a shift downward to a lower level of concern. Will leveling continue as employers and their employees begin to settle into a “new normal,” or will it escalate as tough decisions are made regarding human resources and business continuity?

Impact on Human Resources (Policies, Remote Work, Employee Absences)



Impact on Business Continuity (Supply Chain, Financial Implications, Temporary Shutdown)



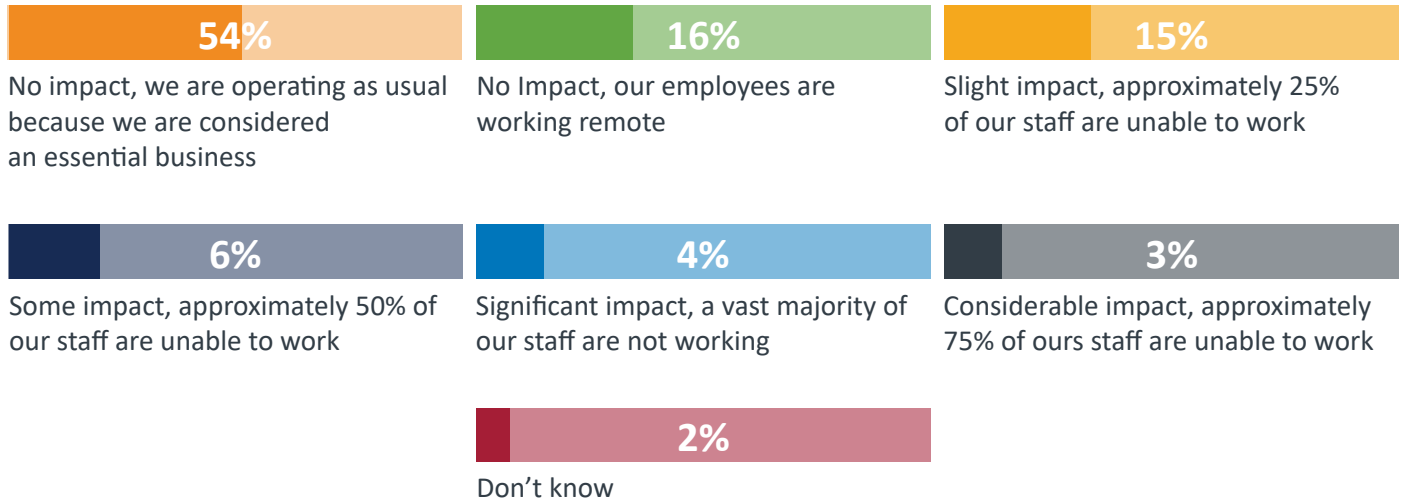
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Workplace Realities

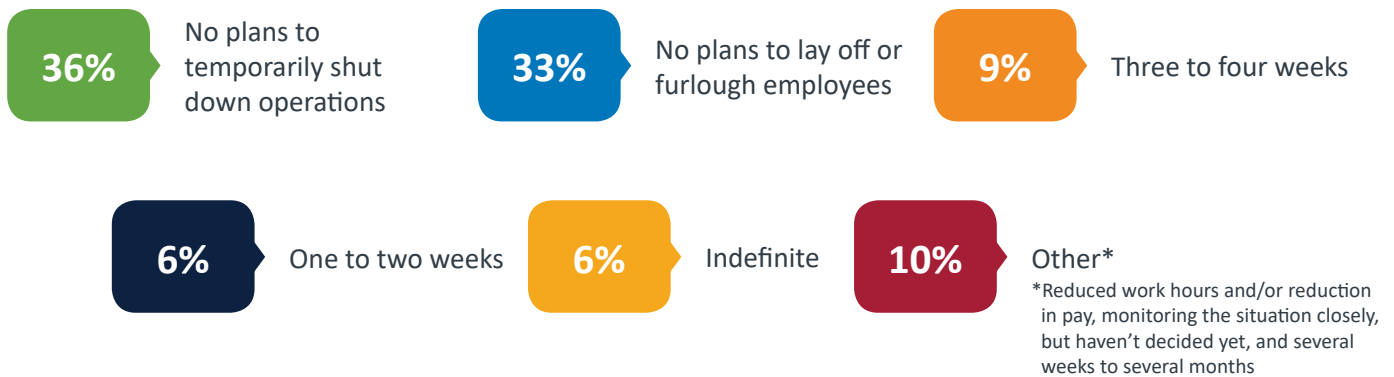
Mandated “Shelter in Place” or “Stay at Home” Impact

As of this research period, the majority of organizations (70%) have not been impacted by mandates. Will concern for safety, physical and financial well-being, and a focus on social or physical distancing impact responses over time?



Duration of Layoff, Furlough or Shut Down

Organizations remain confident (69%) they will not have to temporarily shut down operations, lay off or furlough employees. However, many organizations are considering other tactics including reduced work hours and/or reduction in pay. Others are monitoring the situation closely, but haven't decided yet. At this point in time, if shutdowns, layoffs, furloughs or other actions occur, employers anticipate several weeks to several months may be necessary.



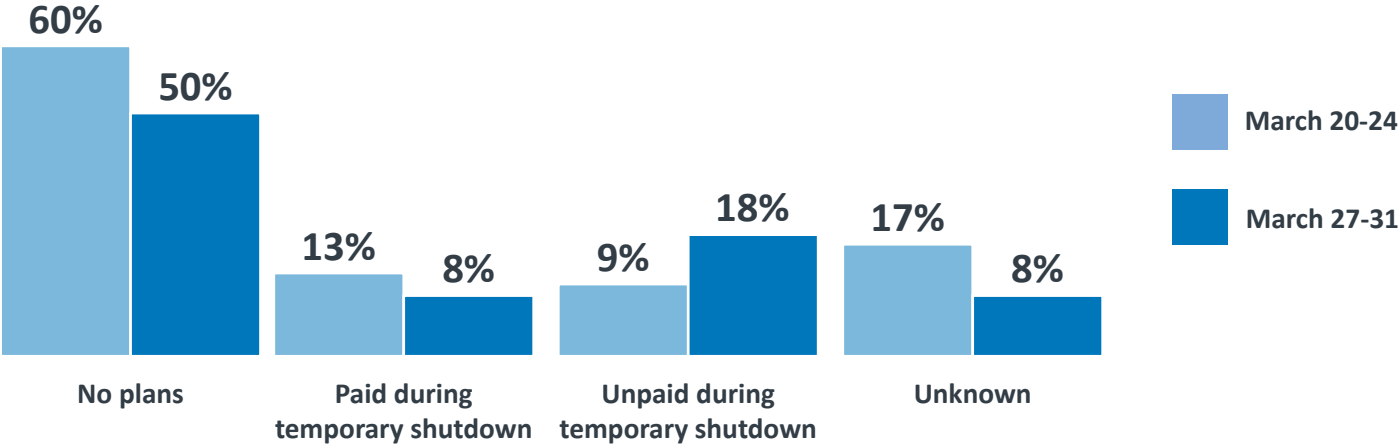
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Compensation and Staffing Measures

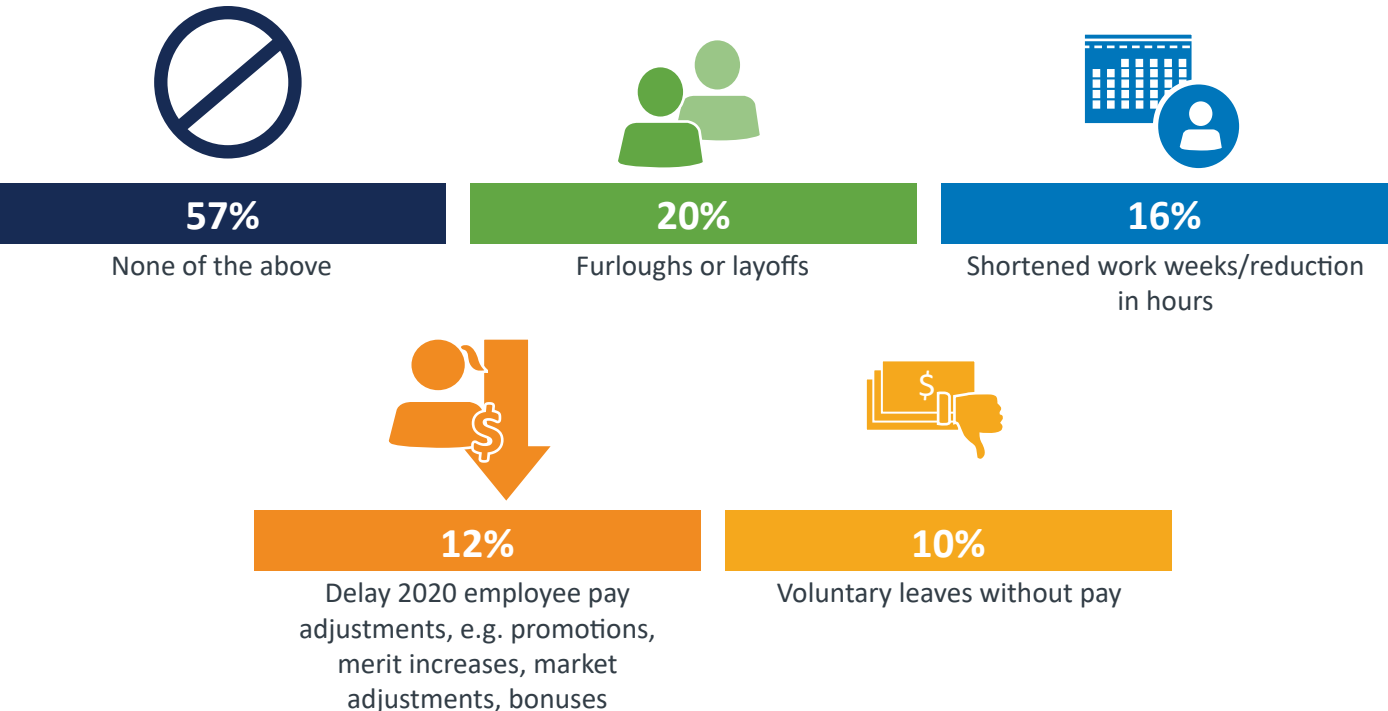
Pay During Temporary Shut Down/Layoff

Although the majority of organizations (50%) currently have no plans to temporarily shut down operations or implement layoffs, those that do (19%) indicate time will be unpaid. While plans appear to be becoming clearer over the course of this week’s research, will change occur again as employees consider options under Families First Coronavirus Response Act (FFCRA)?



Staffing and Compensation Changes

Organizations experiencing a decline in business due to Coronavirus have instituted furloughs and layoffs (20%), shortened work weeks, and/or reduced hours (16%). Likewise, other actions include adjustment to or suspension of 401k match, limiting/eliminating overtime, and reducing spend. Impacts such as industry, how employees are paid (salaried or hourly), employee status (exempt or non-exempt), jobs (executive, production or other), and reducing hours though continuing to pay in full might play a role in responses.

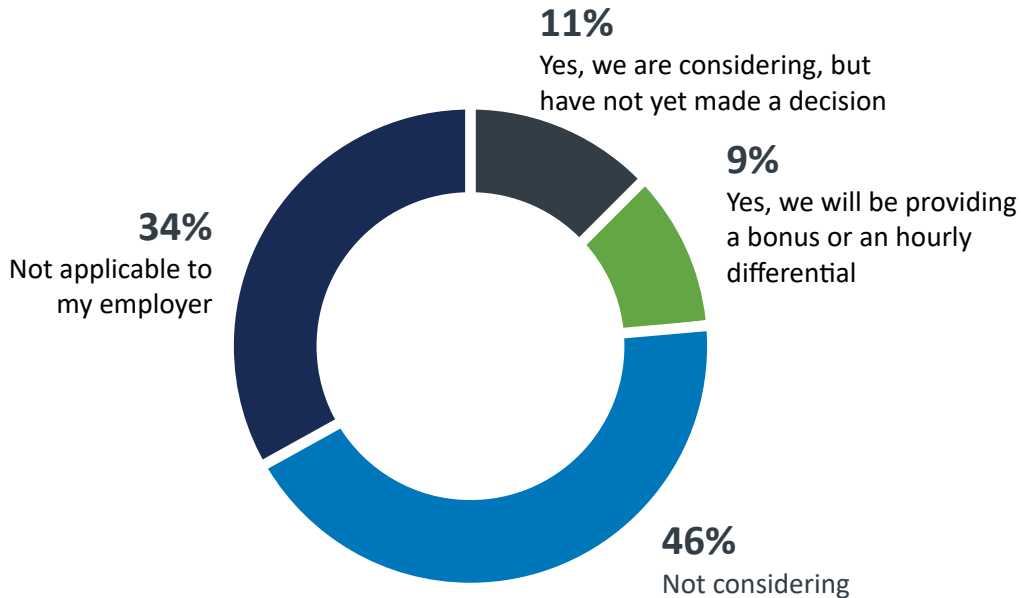


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Hazard Pay

Hazard pay considerations have not been a top action again in this survey's timeframe; however, as exposure becomes more widespread and restrictions more stringent, organizations may reconsider.



Leadership Training

Top 5 Virtual Training Topics to Support Leaders

Keeping employees informed and engaged during a time that is both concerning and disruptive is of utmost importance. Providing remote training opportunities might be an efficient and innovative means to move forward.



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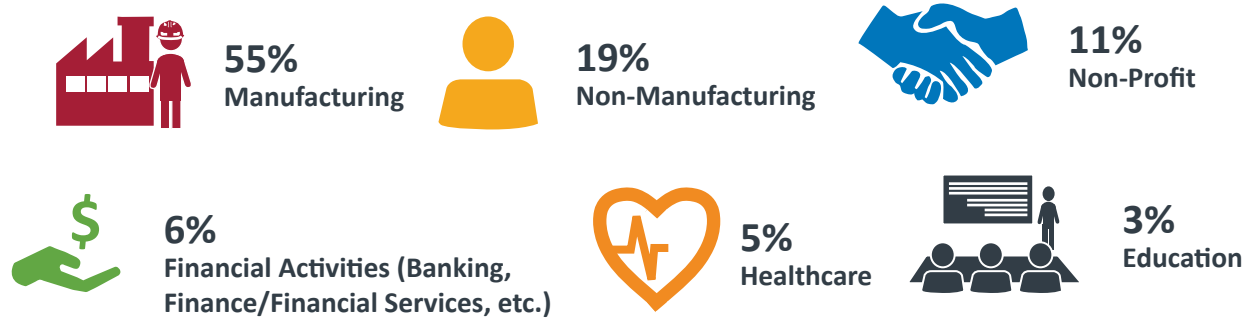


Conclusion

MRA continues research and monitors employer responses around strategies and tactics, noting that to date, many employers appear to be protecting resources and processes during this period of uncertainty. Not surprisingly though, changes continue as effects on business escalate and as cost-containment strategies become necessary. The pandemic and its impact require focused attention around human resources and business continuity on a regular basis.

Demographics

Industry Type



Methodology



Questions regarding this survey? Contact the Survey Department at surveys@mranet.org or 800.488.4845 ext. 3508.

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Questions?

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