

MRA conducted the fourth in a series of weekly hot topic surveys with this report focused on findings from April 3–7. The surveys remain centered on the impact of the Coronavirus pandemic on business.

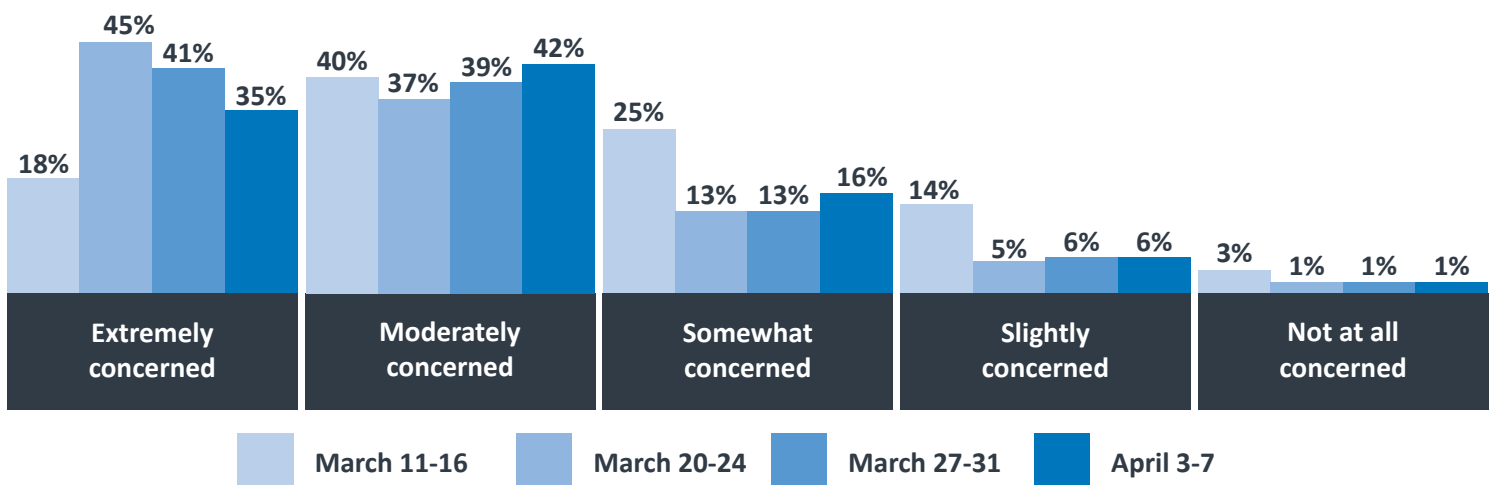
Participation in each survey has been very robust aligning with characteristics of MRA’s membership: nearly 50/50 manufacturing and non-manufacturing (with a plus or minus 3% margin of error), and employers of 500 or fewer employees.

With provisions under Families First Coronavirus Response Act (FFCRA) and Coronavirus Aid, Relief, and Economic Security (CARES) Act applying to organizations with fewer than 500 employees, we recommend you carefully consider the data most applicable to your organization. Utilize the survey data to help inform and prompt ideas in dealing with these unprecedented times.

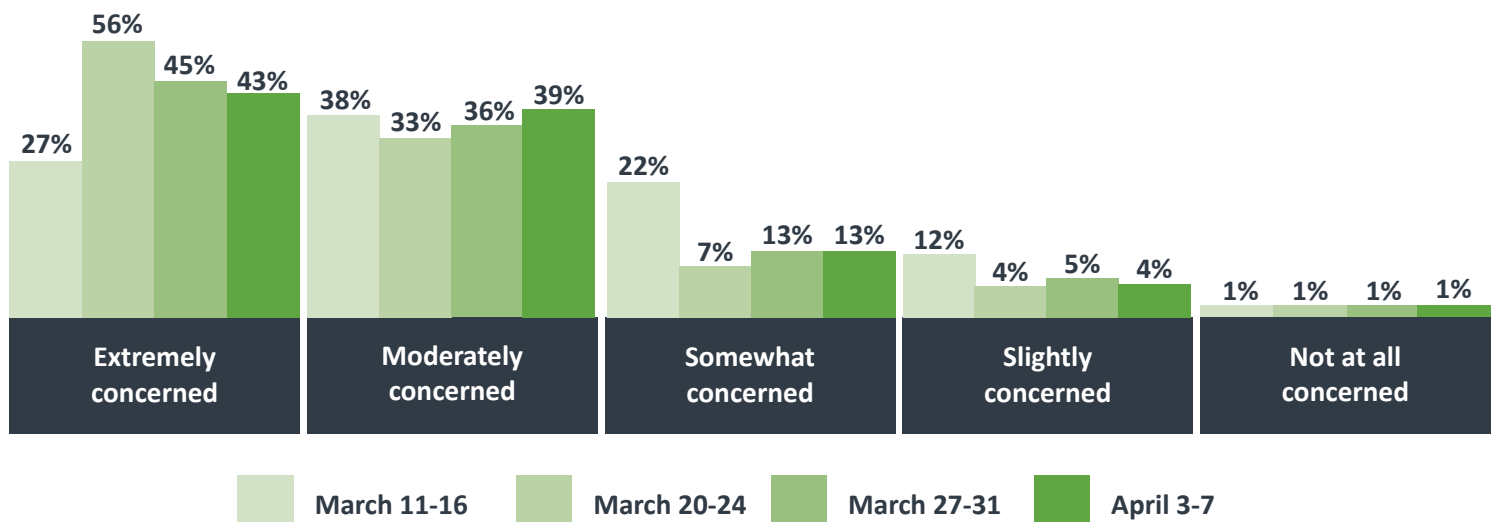
Continued Approach

Week-over-week, we continue to see a leveling off of concern for both human resources and business continuity. Nonetheless concern remains high, 77% and 82% respectively, for human resources and business continuity.

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



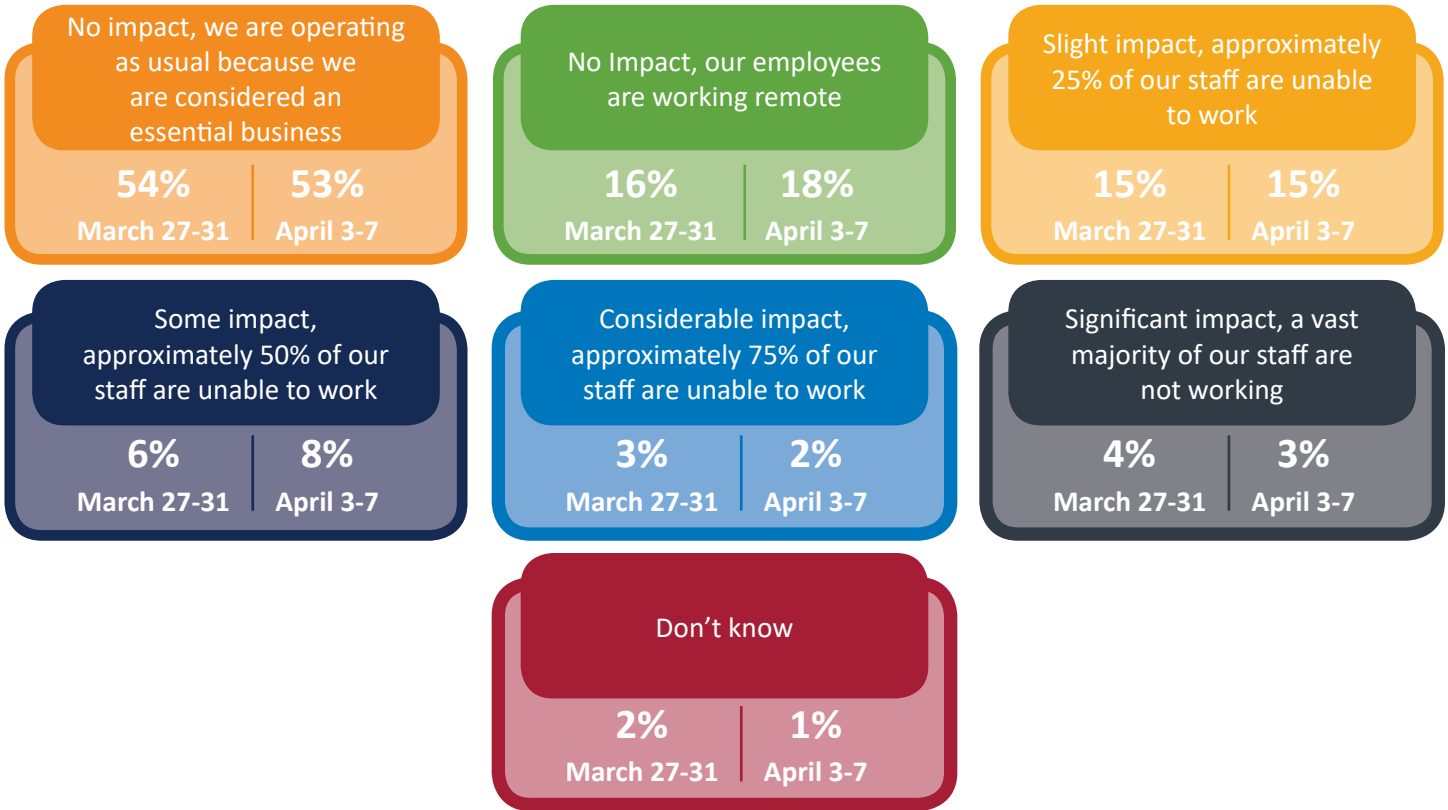
Impact on Business Continuity (Supply Chain, Financial Implications, Temporary Shutdown)



Workplace Realities

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

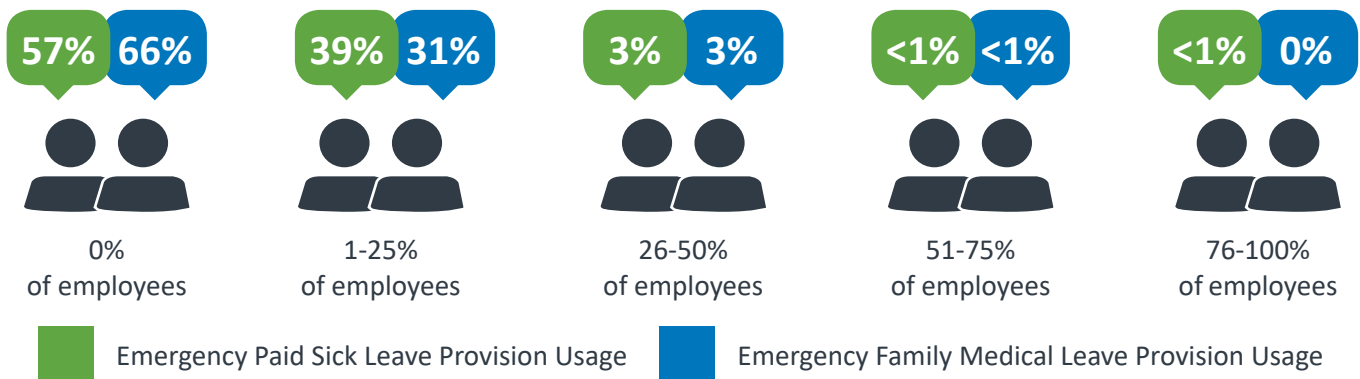
While nearly three-quarters of participants (71%) during this outreach period indicated no impact of work mandates, as they have been deemed essential businesses, nearly a third (28%) report some business impact as a result of staff unable to work.



Navigating FFCRA and CARES Act

Early indicators at the outset of the government acts point to few employees applying for coverage under various new provisions. Over two-thirds (70%) of small organizations are planning to fully comply; the majority of employers are comfortable or neutral (79%) navigating administration of new provisions; and many employers are considering aspects of CARES for implementation.

Initial Employee Applications As of This Survey (April 3–7)



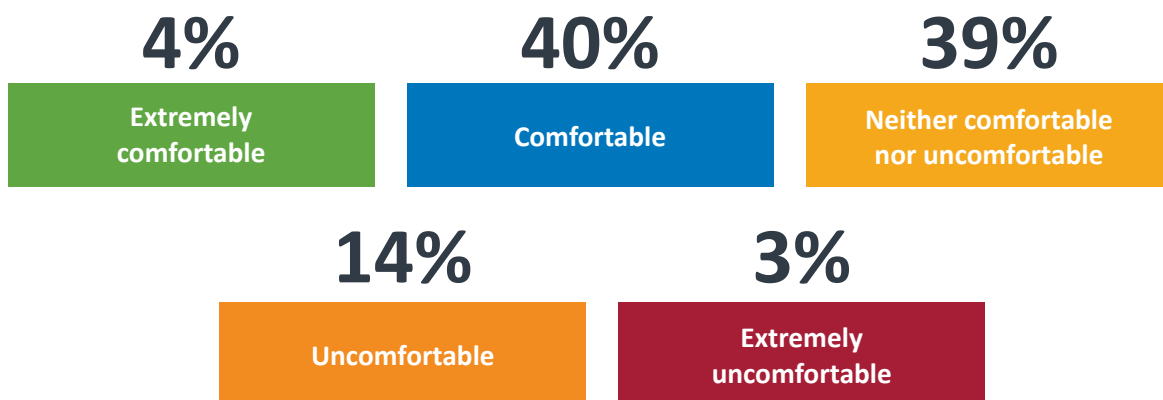
Note: Results reflect small and mid-sized businesses only; provisions of FFCRA apply to companies with 500 or fewer employees.

Small Business Exemption Under FFCRA



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Administering Families First Coronavirus Response Act (FFCRA)



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Coronavirus Aid, Relief, and Economic Security Act (CARES) Considerations



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Organizational Support to Employees, Customers, and/or Community

Perhaps too soon for some organizations to take action, several employers have engaged in new or enhanced efforts to bolster their employees, customers and/or community as a sign of hope, optimism and support for one another.

17% Donating supplies

11% Re-configuring manufacturing processes to produce a necessary item in the fight against Coronavirus (e.g. masks, shields, ventilators, test kits, hand sanitizer)

11% Partnering with other employers to share employee resources, make products available during shutdown, offer technology for remote capabilities, etc.

7% Making or increasing corporate donations to charities and other organizations helping people cope with illness and economic fallout

5% Paying employees, though reallocating their time, to provide volunteer service, (e.g. community meal programs, food pantries, blood drives or other health-related needs); virtual or phone connections with residents (e.g. nursing homes, assisted living; 'virtual volunteer networks' for nonprofits in need of help with financial education, online mentoring, marketing, project management, etc.)

9% Other*
* Providing premium pay to all employees, extending benefits, offering day care assistance, giving gift cards, supporting local businesses by purchasing lunch for employees, restructuring workflow, promoting remote work, etc.

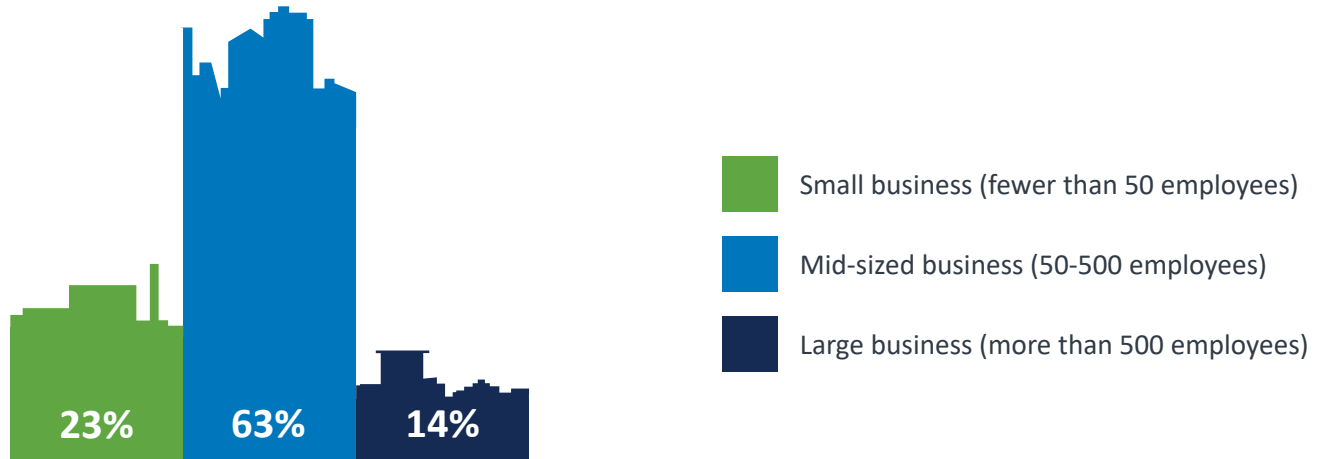
58% None of the above

Conclusion

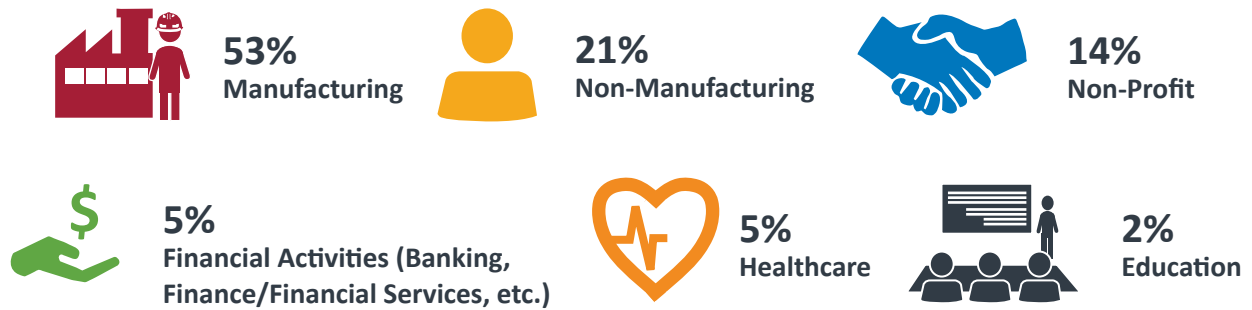
Due to the impact the Coronavirus has had on human resources and business continuity, many organizations are finding the need to develop new processes, adjust to changes, find alternate paths and design new strategies to reboot their organizations. As uncertainty still surrounds the Midwest regarding the pandemic, MRA is here to provide sound data to guide your organization.

Demographics

Size of Organization



Industry Type



Methodology



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

MRA's Total Rewards Team Focuses on Solutions

Our Currently Published Surveys

Compensation Surveys

- Benchmark Compensation*
- Industrial & Production Trades*
- National Executive Compensation
- National IT & Engineering Compensation*
- National Sales Compensation
- National Wage & Salary

Policy & Benefit Surveys

- Health & Insurance Benefits
- Holiday Practices
- National Policies & Benefits

Business Trend Surveys

- Compensation Trends
- National Business Trends
- Turnover

Industry Surveys

- Healthcare Compensation Survey*
- Logistics & Construction Compensation
- Nonprofit Compensation & Benefits*

Hot Topic Surveys

- Advancement of Women in the Workplace Survey
- Compensation Besides Base Pay Survey
- Compensation and Talent Insights for 2020 and Beyond
- Coronavirus Preparedness
- Diversity and Inclusion—Best Steps Forward
- Don't Underrate the Power of Soft Skills
- Employee Turnover Survey
- Hiring Interns Survey
- Variable Pay: Your Advantage in a Competitive Labor Market
- Opioid Epidemic Survey
- Sexual Harassment in the Workplace Executive Summary
- Wellness and Wearable Technology Survey
- Your Competitive Edge in Attracting, Retaining, and Rewarding Top Talent

* MRAPay and On-Demand Salary Tool available for these surveys

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- Data analytics at your fingertips via MRA's online survey tools—MRAPay and On-Demand Salary Tool
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Turn to MRA to build your powerful data analytics!

Questions?

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