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 Human Resources Chart]

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

![Impact on Business Continuity Chart]
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.

<table>
<thead>
<tr>
<th>Impact Description</th>
<th>March 27-31</th>
<th>April 3-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>No impact, we are operating as usual because we are considered an essential business</td>
<td>54%</td>
<td>53%</td>
</tr>
<tr>
<td>Some impact, approximately 50% of our staff are unable to work</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>Considerable impact, approximately 75% of our staff are unable to work</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>Significant impact, a vast majority of our staff are not working</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>2%</td>
<td>1%</td>
</tr>
</tbody>
</table>

**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)**

- 57% 66% of employees
  - Emergency Paid Sick Leave Provision Usage
  - Emergency Family Medical Leave Provision Usage

- 39% 31% of employees
  - 1-25%
  - 26-50%
  - 51-75%
  - 76-100%

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

Small Business Exemption Under FFCRA

- **70%**
  We plan to fully comply with the benefits provided by FFCRA.

- **25%**
  Considering but have not finalized our assessment of determining whether we will deny some or all employees the FFCRA benefits.

- **4%**
  We have determined allowing any employee to use such benefits would create substantial risk to the financial health of our organization.

- **1%**
  Our denial is limited to just a small number of key employees because of their specialized skills, knowledge of the business, or responsibilities.

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

Administering Families First Coronavirus Response Act (FFCRA)

- **4%**
  Extremely comfortable

- **40%**
  Comfortable

- **39%**
  Neither comfortable nor uncomfortable

- **14%**
  Uncomfortable

- **3%**
  Extremely uncomfortable

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

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

- **51%**
  Forgivable loans

- **37%**
  Payroll tax deferral

- **28%**
  Does not apply/We are not considering

- **25%**
  Employee retention credits

- **20%**
  Emergency grants

- **9%**
  Relief for existing loans

- **2%**
  Student loan repayment tax incentives

- **1%**
  Other

- **4%**
  Unknown/Uncertain at this time

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

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>Donating supplies</td>
</tr>
<tr>
<td>11%</td>
<td>Re-configuring manufacturing processes to produce a necessary item in the fight against Coronavirus (e.g. masks, shields, ventilators, test kits, hand sanitizer)</td>
</tr>
<tr>
<td>11%</td>
<td>Partnering with other employers to share employee resources, make products available during shutdown, offer technology for remote capabilities, etc.</td>
</tr>
<tr>
<td>7%</td>
<td>Making or increasing corporate donations to charities and other organizations helping people cope with illness and economic fallout</td>
</tr>
<tr>
<td>5%</td>
<td>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.)</td>
</tr>
<tr>
<td>9%</td>
<td>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.)</td>
</tr>
<tr>
<td>58%</td>
<td>None of the above</td>
</tr>
</tbody>
</table>

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

- Small business (fewer than 50 employees): 23%
- Mid-sized business (50-500 employees): 63%
- Large business (more than 500 employees): 14%

Industry Type

- Manufacturing: 53%
- Non-Manufacturing: 21%
- Non-Profit: 14%
- Financial Activities (Banking, Finance/Financial Services, etc.): 5%
- Healthcare: 5%
- Education: 2%

Methodology

- Brief: 11 Question Survey
- MRA Participating Organizations: 523
- Data Collected: April 3–7, 2020

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

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- National IT & Engineering Compensation*
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- Holiday Practices
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- Turnover

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- Logistics & Construction Compensation
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- Don’t Underrate the Power of Soft Skills
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- Variable Pay: Your Advantage in a Competitive Labor Market
- Opioid Epidemic Survey
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* MRAPay and On-Demand Salary Tool available for these surveys

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