MRA’s fifth survey in a weekly series provides employer responses from April 10-14. Survey findings continue to focus on business impacts. As effects are becoming better understood, focus now also includes a look ahead in preparation for next steps to accelerate organizations toward the future of work (see page 3).

**Continued Approach**

Leveling of concern continues in terms of impact on human resources and business continuity. Extreme concern has declined. Is the thought of re-opening and returning to a new normal boosting employer confidence?

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

**Impact on Business Continuity (Supply Chain, Financial Implications, Temporary Shutdown)**
Long-term Implications
Despite lower overall concern to business continuity and human resources, one month later, concern on long-term impact to the organization has heightened.

Workplace Realities

Guidance & Protection – Face Protection
Employers continue to promote safe workplaces with 70% providing, requiring, and/or encouraging employees to wear face masks while at work.

70% Employer providing/requiring/encouraging face masks
25% Employer not providing/requiring/encouraging face masks
15% Other*
* All employees are working remote, masks are on backorder or not available to order

Note: Multiple answers can total more than 100%

Guidance & Protection – Temperature Screenings
Responses below provide information regarding taking employee and visitor temperatures.

<table>
<thead>
<tr>
<th>Employee</th>
<th>Visitor</th>
<th>?</th>
</tr>
</thead>
<tbody>
<tr>
<td>61% Not taking the temperature of employees</td>
<td>48% Not taking the temperature of visitors</td>
<td>20% Other*</td>
</tr>
<tr>
<td></td>
<td></td>
<td>*Visitors not permitted; thermometers on back order</td>
</tr>
<tr>
<td>46% Required or encouraged to take their temperature and/or complete a questionnaire regarding their temperature.</td>
<td>18% Required or encouraged to take their temperature and/or complete a questionnaire regarding their temperature.</td>
<td>2% Not sure/Don’t know</td>
</tr>
</tbody>
</table>

Note: Multiple answers can total more than 100%
Business Continuity V: Coronavirus Workplace Realities

Moving Business Forward

**Next Steps**

Organizations are making necessary preparations to move business forward.

### Business

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>66%</td>
<td>Reviewing/recalibrating budget</td>
</tr>
<tr>
<td>43%</td>
<td>Assessing whether to continue remote work options</td>
</tr>
<tr>
<td>34%</td>
<td>Considering alternative ways of conducting business (e.g. virtual delivery of services, different product offerings)</td>
</tr>
<tr>
<td>24%</td>
<td>Engaging in workforce planning (e.g. reviewing talent and talent requirements, assessing needs to upskill or reskill talent, considering changes in jobs, updating job descriptions)</td>
</tr>
</tbody>
</table>

### Human Resources

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>45%</td>
<td>Reviewing policies such as: remote work, vacation, employee travel and return to work, attendance</td>
</tr>
<tr>
<td>36%</td>
<td>Considering the plan to return employees to work: timeline, pace, layoff recall schedule, working through different scenarios</td>
</tr>
<tr>
<td>27%</td>
<td>Considering steps around employee engagement and re-engaging employees</td>
</tr>
<tr>
<td>24%</td>
<td>Reconfiguring interview process, new employee onboarding and/or training from in-person to online</td>
</tr>
</tbody>
</table>

### Safety

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>63%</td>
<td>Continuing protocols which promote a safe workplace (e.g. sanitizing, taking temperatures, wearing masks)</td>
</tr>
<tr>
<td>58%</td>
<td>Planning ongoing communication around safety and wellness in the workplace</td>
</tr>
<tr>
<td>52%</td>
<td>Reviewing options to support ongoing social distancing practices</td>
</tr>
<tr>
<td>24%</td>
<td>Preparing for re-entry to office or work facilities (e.g. deep cleaning, reconfiguring office, workspace or plant layout)</td>
</tr>
</tbody>
</table>
Employers with More Than 500 Employees

**FFCRA Ineligible**

Among larger employers, providing additional weeks PTO is the leading tactic for employers who are not FFCRA eligible.

- **60%** Providing an additional 1 week of PTO/Sick time per employee who meets established criteria
- **31%** Providing an additional 2 weeks of PTO/Sick time per employee who meets established criteria
- **24%** Providing an additional 3 or more weeks of PTO/Sick time per employee who meets established criteria

*Caution: Small sample base (58)*

**Conclusion**

Moving forward, businesses are starting to focus on phased-in reopening and recovery, planning for the future of work, and surviving in the midst of change.

While accelerating through ambiguity, MRA’s commitment is to help you emerge stronger. These Hot Topic Surveys offer sound data and best practices to navigate this unchartered territory.
Demographics

Survey participation remains strong, 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.

Size of Organization

![Size of Organization Chart]

Industry Type

![Industry Type Chart]

Methodology

Brief
9 Question Survey

468
MRA Participating Organizations

April 10–14, 2020
Data Collected

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

Rely on MRA Surveys
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