

Cascade Employers Association
Building better workplaces through
compliance, culture, connection

COVID-19 WORKPLACE IMPACT SURVEY

Publication: July 24, 2020

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Cascade COVID-19 Resources

Visit our dedicated COVID-19 site: <https://www.cascadeemployers.com/coronavirus-resources>

HR Questions? Contact us at 503.585.4320 or email info@cascadeemployers.com

CONFIDENTIAL INFORMATION

This survey is provided to assist you in understanding your business decisions; all content and format is confidential and proprietary to Cascade Employers Association. This survey is provided to the recipient to use as an internal resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from Cascade Employers Association is prohibited. We ask and require your cooperation in not duplicating or forwarding any part of this survey to any third party.

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Survey Introduction and Demographics

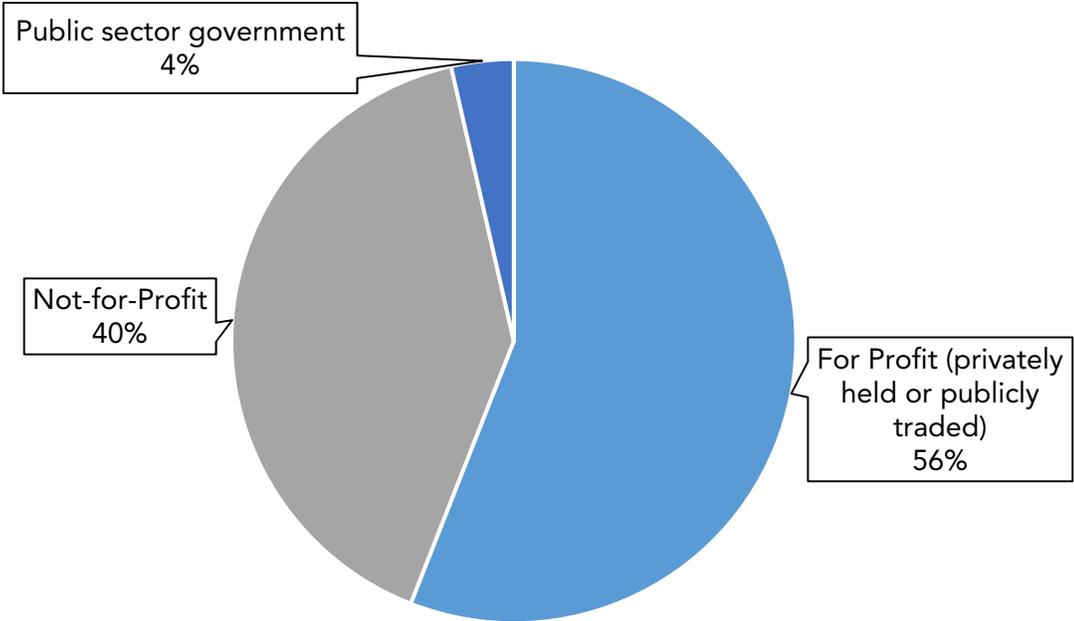
Survey Open	July 20 - 22, 2020
Survey Publication	July 24, 2020
Participating Organizations	84
Number of Questions	14

The following survey report contains data collect from 84 organizations. We hope this report provides assistance in learning what organizations are doing in response to the COVID-19 pandemic. Please feel free to continue contacting Cascade with your questions as we continue moving forward. Give us a call at 503.585.4320 or use the emails below:

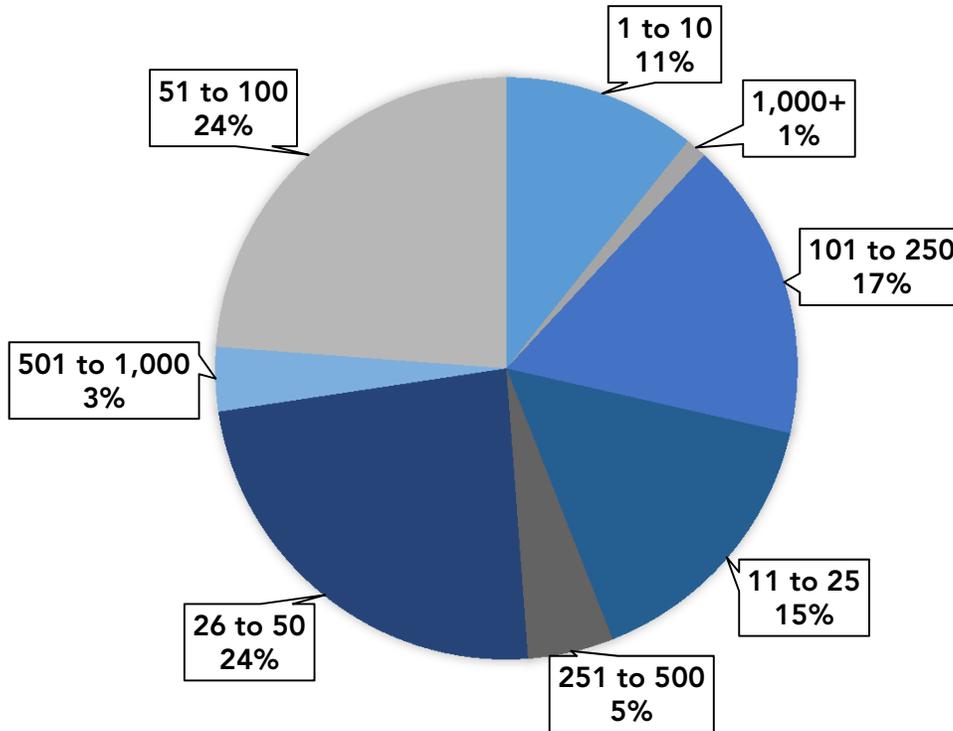
Survey Contact: McKenna Arnold
 Email: marnold@cascadeemployers.com

HR Questions Email: info@cascadeemployers.com

Profit Status



Number of Employees per Organization



Industry Breakout

Agriculture, Forestry, Fishing and Hunting	5%	<div style="width: 5%;"></div>
Mining	0%	
Utilities	5%	<div style="width: 5%;"></div>
Construction	2%	<div style="width: 2%;"></div>
Non-Durable Goods Manufacturing	13%	<div style="width: 13%;"></div>
Durable Goods Manufacturing	0%	
Wholesale Trade	4%	<div style="width: 4%;"></div>
Retail Trade	5%	<div style="width: 5%;"></div>
Transportation and Warehousing	1%	<div style="width: 1%;"></div>
Information	2%	<div style="width: 2%;"></div>
Financial and Insurance	2%	<div style="width: 2%;"></div>
Real Estate Rental and Leasing	1%	<div style="width: 1%;"></div>
Professional, Scientific and Technical Services	5%	<div style="width: 5%;"></div>
Management of Companies & Enterprises	0%	
Administrative & Support, and Waste Management & Remediation Services	2%	<div style="width: 2%;"></div>
Education Services	5%	<div style="width: 5%;"></div>
Health Care and Social Assistance	14%	<div style="width: 14%;"></div>
Arts, Entertainment and Recreation	2%	<div style="width: 2%;"></div>
Accommodation and Food Services	0%	
Public Administration	2%	<div style="width: 2%;"></div>
Other	25%	<div style="width: 25%;"></div>

Survey Responses

All Responses
84 Participants

Continued Approach

Currently, how concerned are you regarding Coronavirus and its impact on **human resources** (e.g. policies, remote work, employee absences)?

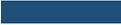
Extremely Concerned	21	25%	
Moderately Concerned	25	30%	
Somewhat Concerned	20	24%	
Slightly Concerned	14	17%	
Not at all Concerned	4	5%	

Currently, how concerned are you regarding Coronavirus and its impact on **business continuity** (e.g. supply chain, financial implications, temporary shutdown)?

Extremely Concerned	28	33%	
Moderately Concerned	27	32%	
Somewhat Concerned	14	17%	
Slightly Concerned	7	8%	
Not at all Concerned	8	10%	

To what extent has the COVID-19 pandemic **negatively** impacted the following aspects of your organization's business:

Business outlook (i.e. sales / revenue):

Not at all	10	12%	
Slightly	12	14%	
Somewhat	18	21%	
Moderately	16	19%	
Significantly	28	33%	

Hiring projections / outlook:

Not at all	13	15%	
Slightly	15	18%	
Somewhat	22	26%	
Moderately	19	23%	
Significantly	15	18%	

Business / capital spending:

Not at all	8	10%	
Slightly	14	17%	
Somewhat	18	21%	
Moderately	19	23%	
Significantly	25	30%	

Workplace Realities

As a result of the Governor's order, what percent of your employees are working from home (that normally do not)?

100%	7	8%	
76 - 99%	12	14%	
51 - 75%	10	12%	
26 - 50%	13	15%	
1 - 25%	25	30%	
0%	17	20%	

As a result of the Governor's order, or a decline in business due to COVID-19, what length of layoff, furlough, or shut down do you anticipate taking?

Less than one week	0	0%	
One week	0	0%	
Two weeks	1	1%	
Three weeks	0	0%	
Four weeks	5	6%	
Indefinite	11	13%	
We have no plans to lay off or furlough employees	36	43%	
We have no plans to temporarily shut down operations	23	27%	
Other	8	10%	

If other, please specify.

2 of 3 employees have been laid off since the end of March and are only part-time 10 hrs per wk for the past 3 weeks.
80% of staff were laid-off for 6 weeks (3/13 - 5/29)
Rolling weekly furloughs as needed
Unknown- some since March, and it depends on reopening
We have had some periodic layoffs (i.e., rotating and average a week to two weeks for various staff) and anticipate that there may be some additional during the next 3 months
We have implemented work share at our plants and all non-exempt employees are working reduced hours.
We laid off 100+ employees, reduced hours of those remaining
We laid-off 6 employees in June.

Workplace Realities (continued)

With the recent increase in COVID-19 cases, has your organization had to reinstate workplace restrictions such as requiring remote work?

Yes	20	24%	
No	56	67%	
Considering at this time	8	10%	

If "Yes" or "Considering," please explain:

Any role that can be performed from home is, those that are required onsite for the business are following strict face covering, social distance and temp. check procedures. We also implemented lengthy infectious disease control policy for COVID-19.
Considering having additional employees work remotely. Had brought some back to work in the office.
Continue to require remote work and coordinating visits to the office so there are no more than 3 people there at once.
Continuing a remote, work at home policy until further notice.
Just continue to WFH. Easier to wait it out than bring people back right now.
Non-essential employees continue to work from home with return to work date being evaluated daily - current projection 8/3
Prior to COVID only our Sales, QC and VP's were allowed to work from home. Now it is an option for all
Some are splitting time between remote and in office.
Some employees do not want to come into office afraid to come into contact; so we set them up at home
Teachers had to teach from home
Team members that returned to the office went back to remote work
Teleworking has been a pleasant surprise as far as efficiencies and the employees are very thankful!!
We are keeping an eye on local numbers and are ready to return to our earlier structures as needed to help reduce the number of staff on site.
We are strongly considering implementing it at more job levels than we did this past spring.
We brought back some employees who will likely send back to working remotely.
We can only have limited employees and clients in our clinics
We had launched an entire return to work plan that was supposed to start July 6th, but with the uptick we've paused on that for now.
We have not started bringing people back yet. We are following Governor Brown's plan and will wait until Multnomah County is at Phase 2 at least to decide
We planned a (mostly) full return to office at the end of July, and extended that to August with more week to week considerations.
We would allow if an employee felt fear or discomfort coming to work

Workplace Realities (continued)

With the recent increase in COVID-19 cases, has your organization had to implement new preventative safety measures?

Yes	39	46%	
No	35	42%	
Considering at this time	10	12%	

If "Yes" or "Considering," please explain:

Additional cleaning and signage for physical distancing
As a long-term care provider we need to implement monthly Covid testing for all employees
Cleaning, masks, new office space
Created a COVID-19 policy, posted signs from Oregon Health Authority website, created a cleaning schedule, a visitor's log, and insist on social distancing.
Early in the Pandemic, we had 100% of those capable of working remote, working remotely. We have since brought back more employees to work. Now considering going back to more employees working remotely.
Ever changing with the Governor's orders
Face masks in our non public spaces, cleaning/disinfecting
Following governors mask requirements
For those of us who have to go in, we have stand up Plexiglas partitions at the front desk and along the middle of the Board room table, chairs removed to allow more space in between, touchless hand sanitizers, wipes, masks required
Increasing OSHA Risk Assessment categorizations from "Medium" to "High" for some duties/jobs and implementing N95 masks instead of just face coverings for some employees on site.
Infectious disease control policy that includes temp checks, social distancing, face coverings, no travel, hand washing, increased cleaning, etc.
Looking at expanding current safety measures, which may include new measures
Mask Policy, sanitizing meeting rooms etc... one way traffic.
Masks to be worn anytime 6 feet distance between people cannot be kept.
Masks, continued cleaning
Masks, Gowns, 6 foot distance between employee's, temperature checks
Parent company has new Return to Work policy complete with Training Video each employee has to complete before coming into the office.
Plexiglas, distancing, purchasing new furniture to allow for distancing, PPE, cleaning products, increase in facilities staff
PPE, Sanitizing, Distance Signage, Limit room capacities
Protection measures
Purchasing non-touch stylus/door openers for all employees
Sanitizing mostly, If people travel on public transit they have to quarantine at home for 14 days or wear a mask. Etc...
Sanitizing the office upon entry and exit; gloves, masks, hand sanitizer and by appointment only for one-on-one
Sign in and cleaning procedures for employees going into the office to pick up things from the office building.
Social Distancing and wearing face masks - but that's it.
Strengthened physical distancing, sanitizing, and facemask requirements.
Stricter enforcement of masks in retail stores
Temperature scanners and required masks
Too long to list. Modifications to touch less items, PPE supplies, mounted thermometers
Typical rules- 6 foot distancing, masks, health screening
We already wear masks in most depts.; but also putting shields up in reception area and some workplace areas
We are closely monitoring social distancing and addressing situations where it is hard to implement.
We are considering requiring the use of face coverings.
We have a call into the Health department regarding mask in the pool area
We have already put preventative safety measures into place, prior to the current increase in cases.
We have implemented return-to-work criteria for critical structure employees.
We have put up Plexiglas at the front desk and we all wear masks
We have regulated employees in the production area to wear face coverings full time now.
We now require masks be worn by all employees

Workplace Realities (continued)

If "Yes" or "Considering," please explain (continued):

We will be a getting facial recognition non-touch temperature scanner.
We're not returning to work, we've instituted required PPE (Facemasks, sanitizing after one's self, etc.) for folks who have to go into the office periodically to do their jobs (get mail, print, scan etc.).
We've implemented temperature takers at all entrances, no visitors allowed, all must wear masks
We've increased our physical distancing and mask wearing, including requiring all visitors to our building to wear a mask, whereas before we were only requesting that they do so.

Which, if any, of the following staffing and compensation measures have you implemented due to COVID-19?

Reduction in pay for all employees	0	0%	
Reduction in pay for executives	8	10%	
Furloughs or lay offs	14	17%	
Shortened workweeks / reduction in hours	13	15%	
Voluntary leaves without pay	1	1%	
Delay 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	11	13%	
Eliminate 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	9	11%	
None of the above	37	44%	
Other	3	4%	

If other, please specify.

Ceased 401k match
Eliminated merit increases, but not promotion increases.
We're in a hiring freeze, and are considering not instituting our annual raise in October (we'll cross that bridge when we get to it). We've also suspended our retirement match indefinitely.

Workplace Realities (continued)

Is your organization offering a COVID-19 related hazard pay to employees?

Yes	11	13%	
No	73	87%	
Considering at this time	0	0%	

If "Yes" or "Considering," please explain:

\$1,000 for each staff member except owners.
\$1.50 an hour.
\$2 hazard pay
\$3 per hour
\$50.00 per week for staff that are required to physically report to a work location
Fixed dollar amount for working with customers during COVID-19
Up to 2 weeks if employee must quarantine
We did \$2 an hour commitment pay for 2 months and an Emergency earned leave donation bank
Yes, for the first 3 months then will reassess. Only for those staff working with the public.

What percent of your employees have used the benefits provided under the Emergency Paid Sick Leave provision of the Families First Coronavirus Response Act (FFCRA)?

0% of employees	39	46%	
1 - 25% of employees	38	45%	
26 - 50% of employees	3	4%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	4	5%	

What percent of your employees have used the benefits provided under the Emergency Family Medical Leave provision (e.g. leave due to school or childcare closure) of the Families First Coronavirus Response Act (FFCRA)?

0% of employees	42	50%	
1 - 25% of employees	35	42%	
26 - 50% of employees	2	2%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	5	6%	

Workplace Realities (continued)

Are you planning to make any changes to your personnel policies and benefits to respond to the COVID-19 pandemic?

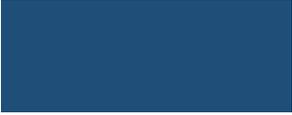
Yes	26	36%	
No	47	56%	
Considering at this time	0	0%	

If "Yes" or "Considering," please explain:

Adding benefits and SOP's
Adding a section related to healthy and safety guidelines while in the building
Adding emergency section w/ instructions for pandemics and safety requirements when in a shared office setting (or at home)
Adding/revising sick leave to reflect COVID-19 recommended steps.
Considering establishing formal remote work policy.
Continuing work at home and 4 day week
Developed a COVID return to work policy which includes expectations like masks, daily cleaning, etc.
Entering open enrollment so COVID has been part of the discussion as we look at benefit offerings
Feeling sick, mask, temp checks.
Health plan changes
Instituted a "shelter in place"/"work remotely" policy
Interactions when meeting in person should be mitigated in some way. Attending public events should be only if absolutely necessary
Leave policy changes, remote work, time off for overworked staff
More flex around telecommuting
Not sure
Only allowing a max of 3 people in the office at once.
"Permanent" remote work agreement for those wishing to remain working remote (even if they live within commuting distance).
Policy changes that support our re-entry plan, such as face cloth coverings, social distancing, etc.
Reviewing current policies
Special rules regarding availability of leave, capacity to "borrow" leave and implementation of an over cap leave bank.
Telecommuting policies, telehealth policies
Under discussion as to which need to be changed.
Updated employee handbook with teleworking policy and pandemic policy.
Updated sick policy increasing accruals, changed vacation policy limiting cash out upon termination
We are finalizing a pandemic employee procedures amendment to the employee handbook.
We are going to have to reduce some of them because revenue has dropped significantly
We enacted cost sharing and PPE coverage for all of our plans, even those that are self funded. We also put into place all the enhanced 401k plan benefits under CARES.
We have had to add policies in our care areas
We have reduced the cap on vacation to reduce cost liability at separation, we have reduced other internal company benefits (such as education leave, Costco memberships, etc.)
We implemented a temporary coronavirus leave policy.
We will be doing a Business Continuity Plan that would include pandemics, not just COVID-19 specific.
We wrote an entire manual of COVID policies around safety and response
We've created a Covid-19 addendum and a Covid-19 Work from home agreement, we had not previously allowed work from home except on a case by case basis as needed.
WFH, items needed to WFH (computer, monitor, better internet, desk, etc.), remote learning if no work to be done.
Will not enforce the use it or lose it provision of our vacation time policy.

Workplace Realities (continued)

Do you require employees to wear face masks or coverings in your workplace?

Yes, in all locations of the workplace	29	35%	
Yes, but only in locations where a distance of six feet cannot be maintained such as common areas and hallways	43	51%	
No, we do not require it, but we encourage it	6	7%	
No, we do not have any requirement, nor do we encourage it	4	5%	
We are considering it	2	2%	

Survey Responses

**For Profit Responses
47 Participants**

Continued Approach

Currently, how concerned are you regarding Coronavirus and its impact on **human resources** (e.g. policies, remote work, employee absences)?

Extremely Concerned	11	23%	
Moderately Concerned	13	28%	
Somewhat Concerned	13	28%	
Slightly Concerned	9	19%	
Not at all Concerned	1	2%	

Currently, how concerned are you regarding Coronavirus and its impact on **business continuity** (e.g. supply chain, financial implications, temporary shutdown)?

Extremely Concerned	14	30%	
Moderately Concerned	15	32%	
Somewhat Concerned	10	21%	
Slightly Concerned	4	9%	
Not at all Concerned	4	9%	

To what extent has the COVID-19 pandemic **negatively** impacted the following aspects of your organization's business:

Business outlook (i.e. sales / revenue):

Not at all	6	13%	
Slightly	6	13%	
Somewhat	12	26%	
Moderately	11	23%	
Significantly	12	26%	

Hiring projections / outlook:

Not at all	7	15%	
Slightly	8	17%	
Somewhat	14	30%	
Moderately	11	23%	
Significantly	7	15%	

Business / capital spending:

Not at all	6	13%	
Slightly	8	17%	
Somewhat	11	23%	
Moderately	11	23%	
Significantly	11	23%	

Workplace Realities

As a result of the Governor's order, what percent of your employees are working from home (that normally do not)?

100%	1	2%	
76 - 99%	3	6%	
51 - 75%	5	11%	
26 - 50%	9	19%	
1 - 25%	16	34%	
0%	13	28%	

As a result of the Governor's order, or a decline in business due to COVID-19, what length of layoff, furlough, or shut down do you anticipate taking?

Less than one week	0	0%	
One week	0	0%	
Two weeks	1	2%	
Three weeks	0	0%	
Four weeks	3	6%	
Indefinite	7	15%	
We have no plans to lay off or furlough employees	21	45%	
We have no plans to temporarily shut down operations	12	26%	
Other	3	6%	

If other, please specify.

Rolling weekly furloughs as needed
We have had some periodic layoffs (i.e., rotating and average a week to two weeks for various staff) and anticipate that there may be some additional during the next 3 months
We have implemented work share at our plants and all non-exempt employees are working reduced hours.

Workplace Realities (continued)

With the recent increase in COVID-19 cases, has your organization had to reinstate workplace restrictions such as requiring remote work?

Yes	8	17%	
No	34	72%	
Considering at this time	5	11%	

If "Yes" or "Considering," please explain:

Considering having additional employees work remotely. Had brought some back to work in the office.
Just continue to WFH. Easier to wait it out than bring people back right now.
Non-essential employees continue to work from home with return to work date being evaluated daily - current projection 8/3
Prior to COVID only our Sales, QC and VP's were allowed to work from home. Now it is an option for all
Some employees do not want to come into office afraid to come into contact; so we set them up at home
Team members that returned to the office went back to remote work
Teleworking has been a pleasant surprise as far as efficiencies and the employees are very thankful!!
We are strongly considering implementing it at more job levels than we did this past spring.
We have not started bringing people back yet. We are following Governor Brown's plan and will wait until Multnomah County is at Phase 2 at least to decide

Workplace Realities (continued)

With the recent increase in COVID-19 cases, has your organization had to implement new preventative safety measures?

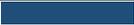
Yes	23	49%	
No	17	36%	
Considering at this time	7	15%	

If "Yes" or "Considering," please explain:

Additional cleaning and signage for physical distancing
Cleaning, masks, new office space
Early in the Pandemic, we had 100% of those capable of working remote, working remotely. We have since brought back more employees to work. Now considering going back to more employees working remotely.
Ever changing with the Governor's orders
Face masks in our non public spaces, cleaning/disinfecting
Following governors mask requirements
For those of us who have to go in, we have stand up Plexiglas partitions at the front desk and along the middle of the Board room table, chairs removed to allow more space in between, touchless hand sanitizers, wipes, masks required
Looking at expanding current safety measures, which may include new measures
Mask Policy, sanitizing meeting rooms etc... one way traffic.
Masks to be worn anytime 6 feet distance between people cannot be kept.
Masks, continued cleaning
Masks, Gowns, 6 foot distance between employee's, temperature checks
Parent company has new Return to Work policy complete with Training Video each employee has to complete before coming into the office.
Purchasing non-touch stylus/door openers for all employees
Sanitizing mostly, If people travel on public transit they have to quarantine at home for 14 days or wear a mask. Etc...
Strengthened physical distancing, sanitizing, and facemask requirements.
Stricter enforcement of masks in retail stores
Temperature scanners and required masks
Too long to list. Modifications to touch less items, PPE supplies, mounted thermometers
We already wear masks in most depts.; but also putting shields up in reception area and some workplace areas
We are closely monitoring social distancing and addressing situations where it is hard to implement.
We are considering requiring the use of face coverings.
We have put up Plexiglas at the front desk and we all wear masks
We have regulated employees in the production area to wear face coverings full time now.
We now require masks be worn by all employees
We will be a getting facial recognition non-touch temperature scanner.
We've implemented temperature takers at all entrances, no visitors allowed, all must wear masks

Workplace Realities (continued)

Which, if any, of the following staffing and compensation measures have you implemented due to COVID-19?

Reduction in pay for all employees	0	0%	
Reduction in pay for executives	6	13%	
Furloughs or lay offs	11	23%	
Shortened workweeks / reduction in hours	7	15%	
Voluntary leaves without pay	1	2%	
Delay 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	6	13%	
Eliminate 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	6	13%	
None of the above	23	49%	
Other	0	0%	

Workplace Realities (continued)

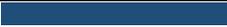
Is your organization offering a COVID-19 related hazard pay to employees?

Yes	8	17%	
No	39	83%	
Considering at this time	0	0%	

If "Yes" or "Considering," please explain:

\$1,000 for each staff member except owners.
\$1.50 an hour.
\$2 hazard pay
\$3 per hour
Fixed dollar amount for working with customers during COVID-19
Up to 2 weeks if employee must quarantine

What percent of your employees have used the benefits provided under the Emergency Paid Sick Leave provision of the Families First Coronavirus Response Act (FFCRA)?

0% of employees	19	40%	
1 - 25% of employees	22	47%	
26 - 50% of employees	3	6%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	3	6%	

What percent of your employees have used the benefits provided under the Emergency Family Medical Leave provision (e.g. leave due to school or childcare closure) of the Families First Coronavirus Response Act (FFCRA)?

0% of employees	23	49%	
1 - 25% of employees	18	38%	
26 - 50% of employees	2	4%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	4	9%	

Workplace Realities (continued)

Are you planning to make any changes to your personnel policies and benefits to respond to the COVID-19 pandemic?

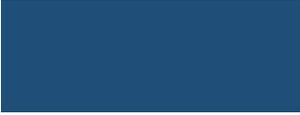
Yes	9	23%	
No	31	66%	
Considering at this time	0	0%	

If "Yes" or "Considering," please explain:

Adding benefits and SOP's
Adding/revising sick leave to reflect COVID-19 recommended steps.
Considering establishing formal remote work policy.
Continuing work at home and 4 day week
Entering open enrollment so COVID has been part of the discussion as we look at benefit offerings
Feeling sick, mask, temp checks.
Health plan changes
More flex around telecommuting
Under discussion as to which need to be changed.
We are finalizing a pandemic employee procedures amendment to the employee handbook.
We enacted cost sharing and PPE coverage for all of our plans, even those that are self funded. We also put into place all the enhanced 401k plan benefits under CARES.
We will be doing a Business Continuity Plan that would include pandemics, not just COVID-19 specific.
We wrote an entire manual of COVID policies around safety and response
Will not enforce the use it or lose it provision of our vacation time policy.

Workplace Realities (continued)

Do you require employees to wear face masks or coverings in your workplace?

Yes, in all locations of the workplace	15	32%	
Yes, but only in locations where a distance of six feet cannot be maintained such as common areas and hallways	25	53%	
No, we do not require it, but we encourage it	4	9%	
No, we do not have any requirement, nor do we encourage it	2	4%	
We are considering it	1	2%	

Survey Responses

Non-Profit Responses
34 Participants

Continued Approach

Currently, how concerned are you regarding Coronavirus and its impact on **human resources** (e.g. policies, remote work, employee absences)?

Extremely Concerned	9	26%	
Moderately Concerned	11	32%	
Somewhat Concerned	6	18%	
Slightly Concerned	5	15%	
Not at all Concerned	3	9%	

Currently, how concerned are you regarding Coronavirus and its impact on **business continuity** (e.g. supply chain, financial implications, temporary shutdown)?

Extremely Concerned	14	41%	
Moderately Concerned	9	26%	
Somewhat Concerned	4	12%	
Slightly Concerned	3	9%	
Not at all Concerned	4	12%	

To what extent has the COVID-19 pandemic **negatively** impacted the following aspects of your organization's business:

Business outlook (i.e. sales / revenue):

Not at all	3	9%	
Slightly	5	15%	
Somewhat	5	15%	
Moderately	5	15%	
Significantly	16	47%	

Hiring projections / outlook:

Not at all	6	18%	
Slightly	6	18%	
Somewhat	6	18%	
Moderately	8	24%	
Significantly	8	24%	

Business / capital spending:

Not at all	2	6%	
Slightly	5	15%	
Somewhat	6	18%	
Moderately	7	21%	
Significantly	14	41%	

Workplace Realities

As a result of the Governor's order, what percent of your employees are working from home (that normally do not)?

100%	6	18%	
76 - 99%	9	26%	
51 - 75%	5	15%	
26 - 50%	3	9%	
1 - 25%	7	21%	
0%	4	12%	

As a result of the Governor's order, or a decline in business due to COVID-19, what length of layoff, furlough, or shut down do you anticipate taking?

Less than one week	0	0%	
One week	0	0%	
Two weeks	0	0%	
Three weeks	0	0%	
Four weeks	1	3%	
Indefinite	4	12%	
We have no plans to lay off or furlough employees	13	38%	
We have no plans to temporarily shut down operations	11	32%	
Other	5	15%	

If other, please specify.

2 of 3 employees have been laid off since the end of March and are only part-time 10 hrs per wk for the past 3 weeks.
80% of staff were laid-off for 6 weeks (3/13 - 5/29)
Unknown- some since March, and it depends on reopening
We laid off 100+ employees, reduced hours of those remaining
We laid-off 6 employees in June.

Workplace Realities (continued)

With the recent increase in COVID-19 cases, has your organization had to reinstate workplace restrictions such as requiring remote work?

Yes	11	32%	
No	20	59%	
Considering at this time	3	9%	

If "Yes" or "Considering," please explain:

Any role that can be performed from home is, those that are required onsite for the business are following strict face covering, social distance and temp. check procedures. We also implemented lengthy infectious disease control policy for COVID-19.
Continue to require remote work and coordinating visits to the office so there are no more than 3 people there at once.
Continuing a remote, work at home policy until further notice.
Some are splitting time between remote and in office.
Teachers had to teach from home
We are keeping an eye on local numbers and are ready to return to our earlier structures as needed to help reduce the number of staff on site.
We brought back some employees who will likely send back to working remotely.
We can only have limited employees and clients in our clinics
We had launched an entire return to work plan that was supposed to start July 6th, but with the uptick we've paused on that for now.
We planned a (mostly) full return to office at the end of July, and extended that to August with more week to week considerations.
We would allow if an employee felt fear or discomfort coming to work

Workplace Realities (continued)

With the recent increase in COVID-19 cases, has your organization had to implement new preventative safety measures?

Yes	14	41%	
No	17	50%	
Considering at this time	3	9%	

If "Yes" or "Considering," please explain:

As a long-term care provider we need to implement monthly Covid testing for all employees
Created a COVID-19 policy, posted signs from Oregon Health Authority website, created a cleaning schedule, a visitor's log, and insist on social distancing.
Increasing OSHA Risk Assessment categorizations from "Medium" to "High" for some duties/jobs and implementing N95 masks instead of just face coverings for some employees on site.
Infectious disease control policy that includes temp checks, social distancing, face coverings, no travel, hand washing, increased cleaning, etc.
Plexiglas, distancing, purchasing new furniture to allow for distancing, PPE, cleaning products, increase in facilities staff
PPE, Sanitizing, Distance Signage, Limit room capacities
Protection measures
Sanitizing the office upon entry and exit; gloves, masks, hand sanitizer and by appointment only for one-on-one
Sign in and cleaning procedures for employees going into the office to pick up things from the office building.
Social Distancing and wearing face masks - but that's it.
We have a call into the Health department regarding mask in the pool area
We have already put preventative safety measures into place, prior to the current increase in cases.
We're not returning to work, we've instituted required PPE (Facemasks, sanitizing after one's self, etc.) for folks who have to go into the office periodically to do their jobs (get mail, print, scan etc.).
We've increased our physical distancing and mask wearing, including requiring all visitors to our building to wear a mask, whereas before we were only requesting that they do so.

Workplace Realities (continued)

Which, if any, of the following staffing and compensation measures have you implemented due to COVID-19?

Reduction in pay for all employees	0	0%	
Reduction in pay for executives	6	18%	
Furloughs or lay offs	5	15%	
Shortened workweeks / reduction in hours	8	24%	
Voluntary leaves without pay	1	3%	
Delay 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	6	18%	
Eliminate 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	7	21%	
None of the above	13	38%	
Other	3	9%	

If other, please specify.

Ceased 401k match
Eliminated merit increases, but not promotion increases.
We're in a hiring freeze, and are considering not instituting our annual raise in October (we'll cross that bridge when we get to it). We've also suspended our retirement match indefinitely.

Workplace Realities (continued)

Is your organization offering a COVID-19 related hazard pay to employees?

Yes	3	9%	
No	31	91%	
Considering at this time	0	0%	

If "Yes" or "Considering," please explain:

\$50.00 per week for staff that are required to physically report to a work location
We did \$2 an hour commitment pay for 2 months and an Emergency earned leave donation bank
Yes, for the first 3 months then will reassess. Only for those staff working with the public.

What percent of your employees have used the benefits provided under the Emergency Paid Sick Leave provision of the Families First Coronavirus Response Act (FFCRA)?

0% of employees	19	56%	
1 - 25% of employees	14	41%	
26 - 50% of employees	0	0%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	1	3%	

What percent of your employees have used the benefits provided under the Emergency Family Medical Leave provision (e.g. leave due to school or childcare closure) of the Families First Coronavirus Response Act (FFCRA)?

0% of employees	18	53%	
1 - 25% of employees	15	44%	
26 - 50% of employees	0	0%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	1	3%	

Workplace Realities (continued)

Are you planning to make any changes to your personnel policies and benefits to respond to the COVID-19 pandemic?

Yes	14	47%	
No	16	47%	
Considering at this time	0	0%	

If "Yes" or "Considering," please explain:

Adding a section related to healthy and safety guidelines while in the building
Adding emergency section w/ instructions for pandemics and safety requirements when in a shared office setting (or at home)
Developed a COVID return to work policy which includes expectations like masks, daily cleaning, etc.
Instituted a "shelter in place"/"work remotely" policy
Interactions when meeting in person should be mitigated in some way. Attending public events should be only if absolutely necessary
Not sure
Only allowing a max of 3 people in the office at once.
"Permanent" remote work agreement for those wishing to remain working remote (even if they live within commuting distance).
Policy changes that support our re-entry plan, such as face cloth coverings, social distancing, etc.
Reviewing current policies
Telecommuting policies, telehealth policies
Updated employee handbook with teleworking policy and pandemic policy.
Updated sick policy increasing accruals, changed vacation policy limiting cash out upon termination
We are going to have to reduce some of them because revenue has dropped significantly
We have had to add policies in our care areas
We have reduced the cap on vacation to reduce cost liability at separation, we have reduced other internal company benefits (such as education leave, Costco memberships, etc.)
We've created a Covid-19 addendum and a Covid-19 Work from home agreement, we had not previously allowed work from home except on a case by case basis as needed.
WFH, items needed to WFH (computer, monitor, better internet, desk, etc.), remote learning if no work to be done.

Workplace Realities (continued)

Do you require employees to wear face masks or coverings in your workplace?

Yes, in all locations of the workplace	14	41%	
Yes, but only in locations where a distance of six feet cannot be maintained such as common areas and hallways	16	47%	
No, we do not require it, but we encourage it	1	3%	
No, we do not have any requirement, nor do we encourage it	2	6%	
We are considering it	1	3%	

Comparison Report

All Responses

March, April, and July COVID-19 Survey Comparisons

Comparison Report

Currently, how concerned are you regarding Coronavirus and its impact on **human resources** (e.g. policies, remote work, employee absences)?

April Survey - 156 Participants

Extremely Concerned	45	29%	
Moderately Concerned	58	37%	
Somewhat Concerned	38	24%	
Slightly Concerned	14	9%	
Not at all Concerned	1	1%	

July Survey - 84 Participants

Extremely Concerned	21	25%	
Moderately Concerned	25	30%	
Somewhat Concerned	20	24%	
Slightly Concerned	14	17%	
Not at all Concerned	4	5%	

Currently, how concerned are you regarding Coronavirus and its impact on **business continuity** (e.g. supply chain, financial implications, temporary shutdown)?

April Survey - 156 Participants

Extremely Concerned	67	43%	
Moderately Concerned	49	31%	
Somewhat Concerned	26	17%	
Slightly Concerned	12	8%	
Not at all Concerned	2	1%	

July Survey - 84 Participants

Extremely Concerned	28	33%	
Moderately Concerned	27	32%	
Somewhat Concerned	14	17%	
Slightly Concerned	7	8%	
Not at all Concerned	8	10%	

To what extent has the COVID-19 pandemic **negatively** impacted the following aspects of your organization's business:

Business outlook (i.e. sales / revenue):

March Survey - 191 Participants

Not at all	17	9%	
Slightly	22	12%	
Somewhat	51	27%	
Moderately	32	17%	
Significantly	69	36%	

July Survey - 84 Participants

Not at all	10	12%	
Slightly	12	14%	
Somewhat	18	21%	
Moderately	16	19%	
Significantly	28	33%	

Comparison Report (continued)

To what extent has the COVID-19 pandemic **negatively impacted the following aspects of your organization's business (continued):**

Hiring projections / outlook:

March Survey - 191 Participants

Not at all	41	21%	
Slightly	18	9%	
Somewhat	34	18%	
Moderately	37	19%	
Significantly	61	32%	

July Survey - 84 Participants

Not at all	13	15%	
Slightly	15	18%	
Somewhat	22	26%	
Moderately	19	23%	
Significantly	15	18%	

Business / capital spending:

March Survey - 191 Participants

Not at all	21	11%	
Slightly	23	12%	
Somewhat	44	23%	
Moderately	35	18%	
Significantly	68	36%	

July Survey - 84 Participants

Not at all	8	10%	
Slightly	14	17%	
Somewhat	18	21%	
Moderately	19	23%	
Significantly	25	30%	

As a result of the Governor's order, what percent of your employees are working from home (that normally do not)?

April Survey - 156 Participants

100%	16	10%	
76 - 99%	27	17%	
51 - 75%	23	15%	
26 - 50%	19	12%	
1 - 25%	49	31%	
0%	22	14%	

July Survey - 84 Participants

100%	7	8%	
76 - 99%	12	14%	
51 - 75%	10	12%	
26 - 50%	13	15%	
1 - 25%	25	30%	
0%	17	20%	

Comparison Report (continued)

As a result of the Governor's order, or a decline in business due to COVID-19, what length of layoff, furlough, or shut down do you anticipate taking?

April Survey - 156 Participants

Less than one week	2	1%	
One week	1	1%	
Two weeks	0	0%	
Three weeks	1	1%	
Four weeks	12	8%	
Indefinite	23	15%	
We have no plans to lay off or furlough employees	53	34%	
We have no plans to temporarily shut down operations	53	34%	
Other	11	7%	

July Survey - 84 Participants

Less than one week	0	0%	
One week	0	0%	
Two weeks	1	1%	
Three weeks	0	0%	
Four weeks	5	6%	
Indefinite	11	13%	
We have no plans to lay off or furlough employees	36	43%	
We have no plans to temporarily shut down operations	23	27%	
Other	8	10%	

Comparison Report (continued)

Which, if any, of the following staffing and compensation measures have you implemented due to COVID-19?

April Survey - 156 Participants

Reduction in pay for all employees	3	2%	
Reduction in pay for executives	3	2%	
Furloughs or lay offs	17	11%	
Shortened workweeks / reduction in hours	21	13%	
Voluntary leaves without pay	5	3%	
Delay 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	11	7%	
Eliminate 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	5	3%	
None of the above	77	49%	
Other	14	9%	

July Survey - 84 Participants

Reduction in pay for all employees	0	0%	
Reduction in pay for executives	8	10%	
Furloughs or lay offs	14	17%	
Shortened workweeks / reduction in hours	13	15%	
Voluntary leaves without pay	1	1%	
Delay 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	11	13%	
Eliminate 2020 employee pay adjustments (e.g. promotions, merit increases, market adjustments, bonuses)	9	11%	
None of the above	37	44%	
Other	3	4%	

Comparison Report (continued)

What percent of your employees have used the benefits provided under the Emergency Paid Sick Leave provision of the Families First Coronavirus Response Act (FFCRA)?

April Survey - 156 Participants

0% of employees	83	53%	
1 - 25% of employees	61	39%	
26 - 50% of employees	3	2%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	9	6%	

July Survey - 84 Participants

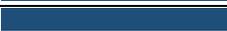
0% of employees	39	46%	
1 - 25% of employees	38	45%	
26 - 50% of employees	3	4%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	4	5%	

What percent of your employees have used the benefits provided under the Emergency Family Medical Leave provision (e.g. leave due to school or childcare closure) of the Families First Coronavirus Response Act (FFCRA)?

April Survey - 156 Participants

0% of employees	104	67%	
1 - 25% of employees	42	27%	
26 - 50% of employees	0	0%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	10	6%	

July Survey - 84 Participants

0% of employees	42	50%	
1 - 25% of employees	35	42%	
26 - 50% of employees	2	2%	
51 - 75% of employees	0	0%	
76 - 100% of employees	0	0%	
Not sure / Don't know	5	6%	