

## How are members coping in the times of Coronavirus?

"Starting daily team meetings with everyone sharing one word for the feeling of the day. It's a good way to gauge the collective mood."

"Everything feels like a first."

"We are calling it Physical Distancing, as we still want to stay connected to our teams, friends, and family members through shared activities via the internet e.g. coffee sessions."

## Challenges being faced by organizations

"How are we to layoff someone who moved to Canada to work, and now cannot go back due to border closures?"

"Tax and regulatory compliance issues as it is getting difficult to track employees as they work from home."

"Employees in US/abroad getting fearful and emotional as their visas are not getting renewed as offices shutdown. Many may end up stranded or having to try and move back to their home country."

"Been difficult to keep track of employees/teams as they move to stay close to their families before border restrictions/closures."

"Apartments staying empty on both sides of the border as employees move back home and are repatriated. Working out concerns regarding lease and compliances."

"It is difficult watching colleagues lose their jobs and not knowing when this will be all over."

"Some colleagues may be stuck in countries where we don't have any offices for 90+ days, we still don't know how that will work."

## How can CERC assist?

"Any information and updates on the tax and immigration front would be great."

"More clarity on how the travel restrictions affect temporary foreign workers with valid work permits."

"Information on how to assist overseas employees who have to renew expiring work permits while all the offices are shut down."

"More information from US & Canadian governments would be valuable."

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