

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

"Communication, within the organization and with employees and service providers, have been our top priorities in supporting employees."

"Health and safety remain the primary concern, and the duty of care is being supported and enforced by the senior management."

"We are putting a lot of effort into keeping the senior management informed as to where the staff are and the supports that are being provided or may be required going forward."

"There is growing recognition that remote working is effective but we also feel the importance of personal contact and collaboration."

## Challenges being faced by organizations

"All recruitments have been put on hold but we are maintaining ongoing communication with the candidates."

"Companies have shifted from emergency response mode to maintaining the supports to the employees and their families."

"There are ongoing discussions focusing on the next phase, as there are still a lot of uncertainty over return to work and normalcy."

"Now that the initial shock has passed, we are beginning to address rising issues around tax and immigration compliance due to prevailing travel bans."

"Going forward, we will be putting more focus on availability of quality healthcare when considering employee assignments."

## How can CERC assist?

"The CERC webinars are a great way to connect with experts and discuss issues and solutions relevant to our industry."

"New directives and information are coming out every day, so updates on the most crucial news would be great."