

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

"It is the time to get compliant, fix things that were broken but we never had the opportunity to look at!"

"Although difficult trying not to worry about what I don't know."

"Encryption was standard for us, so people could just move to their homes and keep working as usual with no hitches."

## Challenges being faced by organizations

"How is the government going to absorb the backlog of applications and paperwork?"

"Everyday you are seeing things you would not really contemplate before!"

"Have employees who are waiting to be repatriated to India, but their special repatriation flights are for those in distress, which our employees are not as we are still supporting them."

"Even if critical personnel arrive in Canada, they have to isolate, stay away from vulnerable people, and need to find safe accommodations."

"Have to be especially careful with data security with people working from home, putting all our trust on VPNs."

"Other jurisdictions have provided clear guidance regarding furloughs and such, but here there has been no new guidance, as previous orders still stand. It is vague whether we will be found guilty of violations if audited."

"The pandemic is transcending the legislations and orders that we had been adhering to till now."

## How can CERC assist?

"Make sure that critical business and employee needs are not lost in the backlog."

"If possible, arrange for dialogues with govt agencies through webinars."

"Compile changes/legislation related to TFWs, and arrange webinars to make members start thinking about potential issues not just now but long time after."