

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

"We have been working virtually for the last 8 weeks, and we are probably going to work this way going forward."

"Working remotely has been working so well, we may just travel less for work unless vital."

"Decisions at the organization are now being made up-front, with much less processes to go through. This may be a key cultural takeaway!"

"Our tech teams were outstanding and adapted quickly, it was seamless."

## Challenges being faced by organizations

"Trying to make sure that once everything is opened up, we are not bombarded by 50 relocations at the same time!"

"It is a challenge navigating provincial quarantine and travel requirements, as they are all different."

"Let's say no vaccine is available in a year, everything has opened up, and travel is safe. If the employee does not want to travel/relocate, what are the tax implications?"

"Have employees stuck in different countries, leading to tax complications."

"Just can't visualize how we will work again in downtown office buildings, commute, etc."

"Every day we get a few people added to the list of projects ending, which cannot extend anymore, and are just sitting on the bench."

"With spikes happening in countries after the first wave, I am probably going to end up working from home even in December!"

"I have corporate apartments sitting vacant, so trying to get people to check in on those."

## How can CERC assist?

"Deep dive into tax obligations for foreign workers, bring the whole tax complication down to a level that people can understand."

"Immigration issues, for those whose permits are expiring in a few days, how are we to proceed? What is the govt directive?"

"Where do companies see mobility going in a post covid world? What are businesses going to do in terms of business travel and assignments?"

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