

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

"The current market does make you stop and think on how to be cost effective."

"We are lucky that we have an active OH&S department who keeps looking at how to ensure that we have a healthy workforce."

"I do not think that the policy we have for tele-work has not changed much, we have a different perspective of it."

"Our policies have held up better than expected, with more focus on remote work."

## Challenges being faced by organizations

"We had seven different floors in our office building but going to let go of six of them."

"We are having to do a lot of repatriations, as most employees who were here from other countries have been terminated."

"Expectation is that the office spaces will not go back to normal until provinces move on to the final stages of opening up."

"Duty of care still exists even if WFH, like correct furniture, equipment, fire escapes etc."

"Relocation processes will be scrutinized a lot more, especially if someone is going on an assignment to places that have not handled COVID cases as well."

"There may be a certain hesitation at start to move by employees, but they probably do so in a way that makes them and their families feel safe."

"Elevators are a big concern, because we can put one person in an elevator safely. But then it is not possible to have all employees come in to the office within a workday!"

"Our foreign moves are going to be extremely limited this year, not until vaccines are available."

"Sometimes hard to impress on management that the process can go on for a length of time, and that it is not an instant."

## How can CERC assist?

"Interested in what others are doing on self-isolation clauses for 14 days. Getting increasing pressure to put people up in hotels for that time, which may not be the safest. How are other companies supporting this process?"

"Couple of employees quit few days into their quarantine, as they could not handle it. How are we treating quarantine in the comp process? Some can work during quarantine, but many such as machine operators cannot."