

46 responses

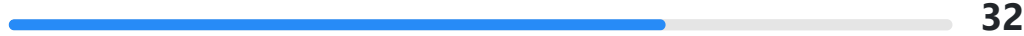
Summary

Individual responses

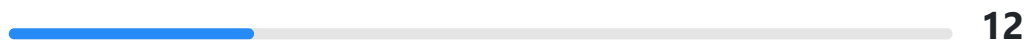
Have you furloughed any employees?

46 votes

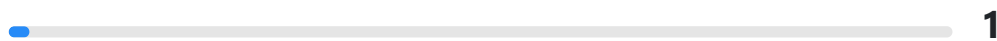
NO



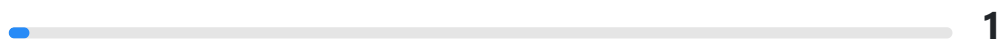
YES



Lay off



Shorten work week



Have you reduced pay?

46 votes

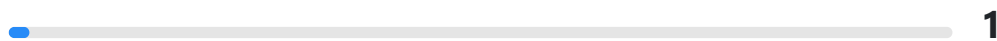
NO



YES



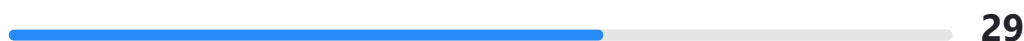
we reduced hours prior to receiving the PPP loan

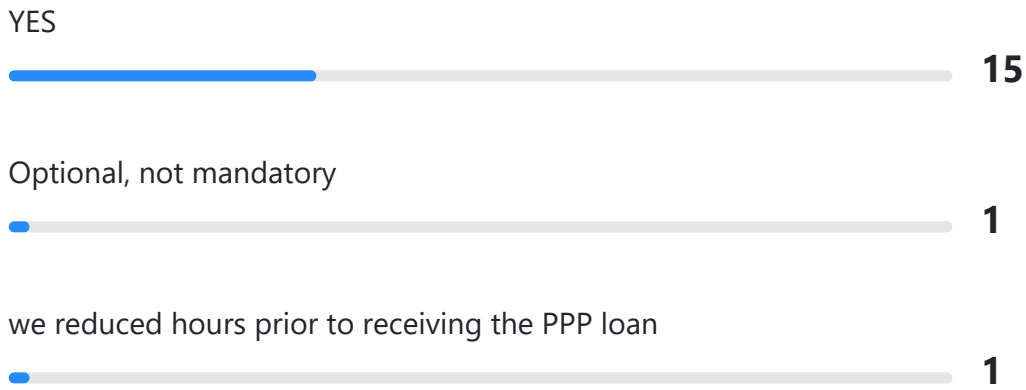


Have you reduced employee hours?

46 votes

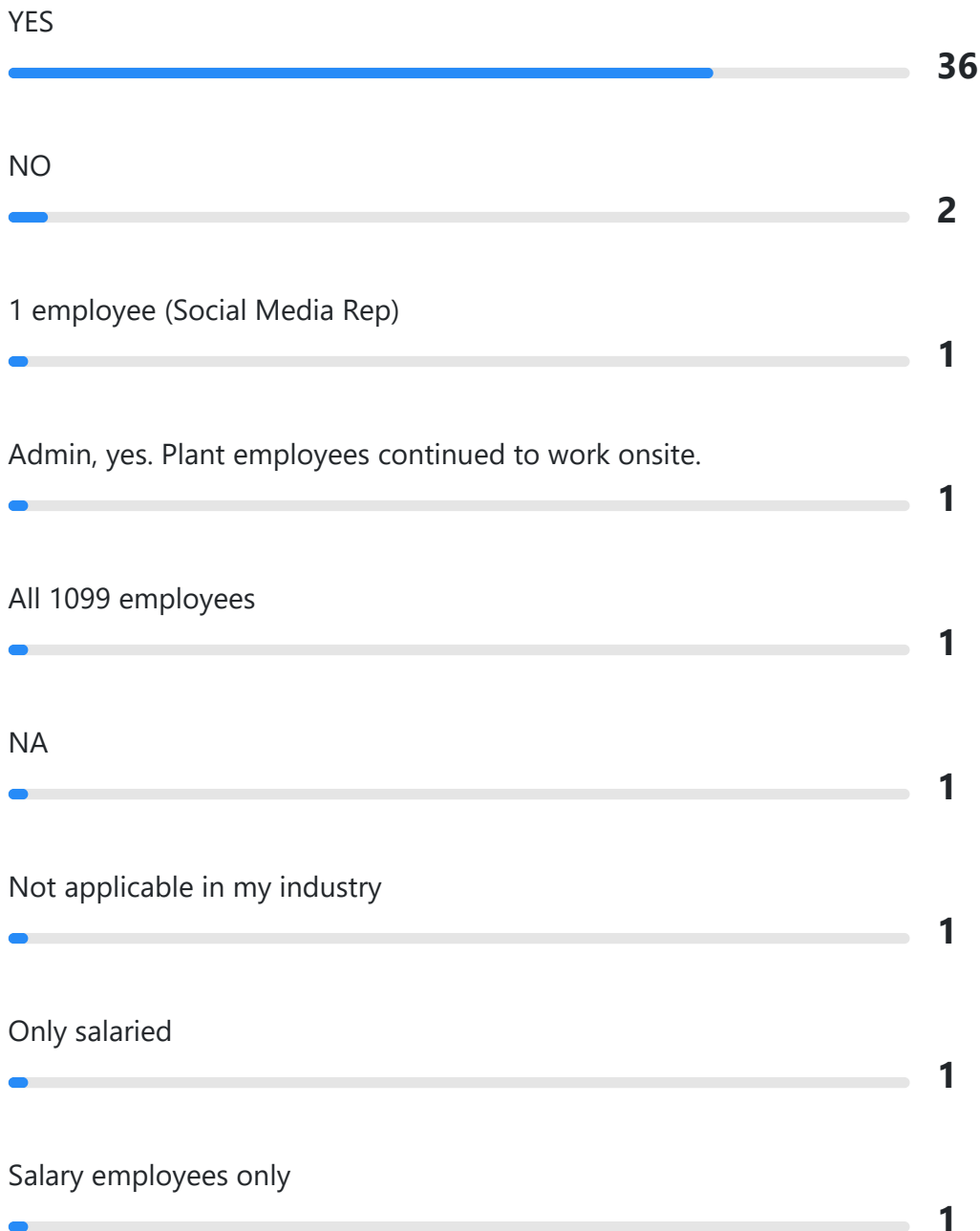
NO





Have you allowed hourly and salaried employees to work remotely

46 votes



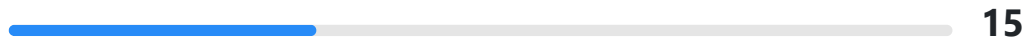
salary only are able to work remotely



Have you re-opened?

46 votes

YES



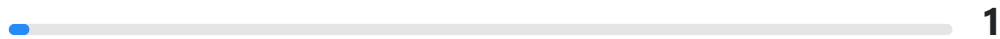
NO



Never closed



Administrative - yes, retail - No



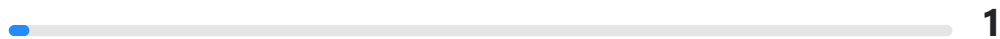
Did not close



Field staff still working. Admin staff working from home.



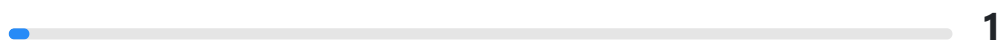
never closed but our hours have changed



never closed operations but did close day programs



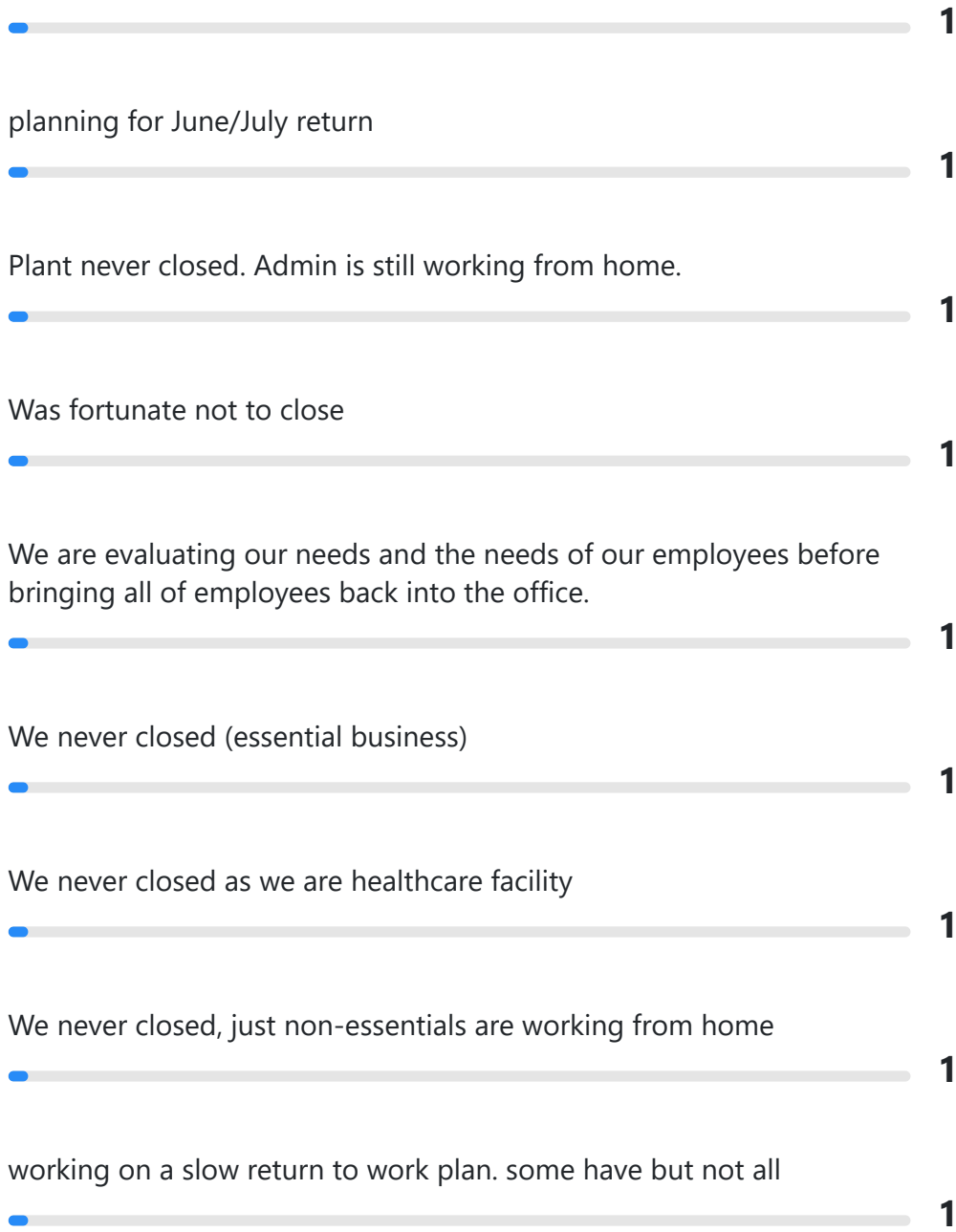
Never closed, but we did go on "lock down", no one was invited into the office without an appointment and then only when absolutely necessary



Never closed.

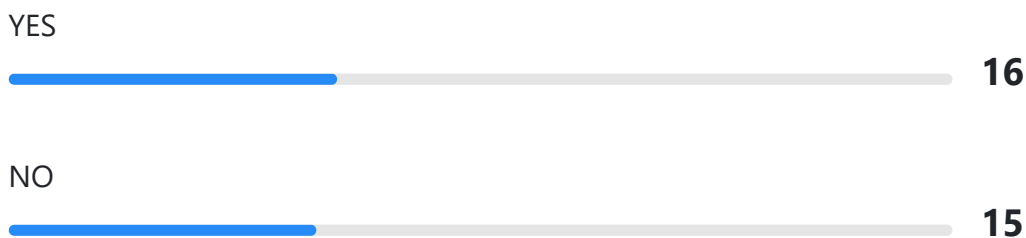


Office never fully closed.



In the future will you allow all/more employees to work from home?


46 votes



About 1/3 of my employees teleworked and or rotated/teleworked


	1
About the same	1
As needed	1
case by case	1
Dont know yet it hasn't been talked about.	1
If needed	1
n/a	1
Not everyone can work from home	1
not sure	1
On a few can work from home	1
possibly	1
Unknown at this time	1
unsure at this time	1

Yes -- limited number
 1


Yes, to the degree needed. - i.e. taking care of a sick family member, etc. but it will not be the norm.
 1

Are you screening employees before they enter the work place?

46 votes


YES
 26


NO
 10


Asking them to do their temperature every morning
 1

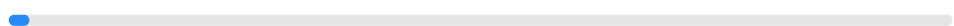
Awaiting thermometer
 1

Hasn't been decided yet
 1

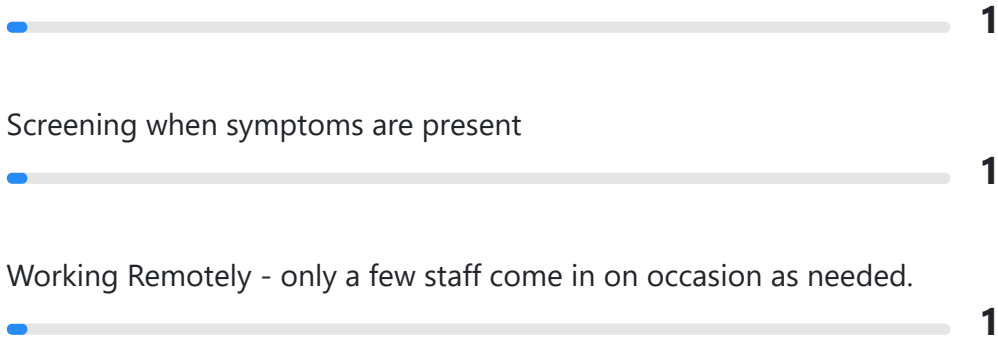
N/A
 1

not open yet
 1

Online company
 1

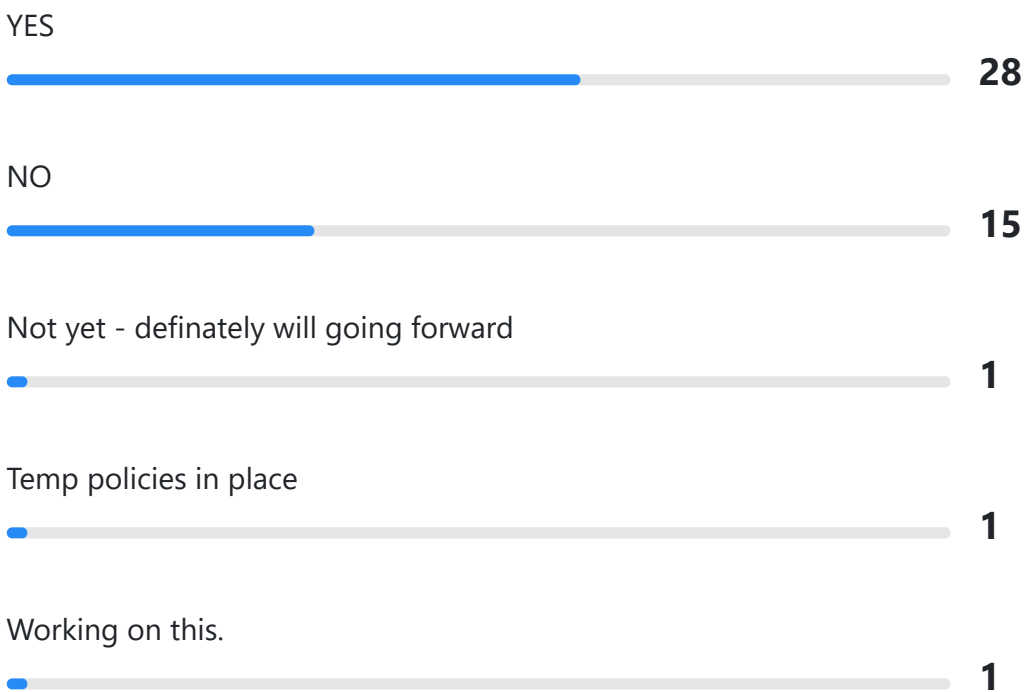
Only for those entering the hospital and clinic buildings
 1

Only one employee works at a time; trained to self-screen



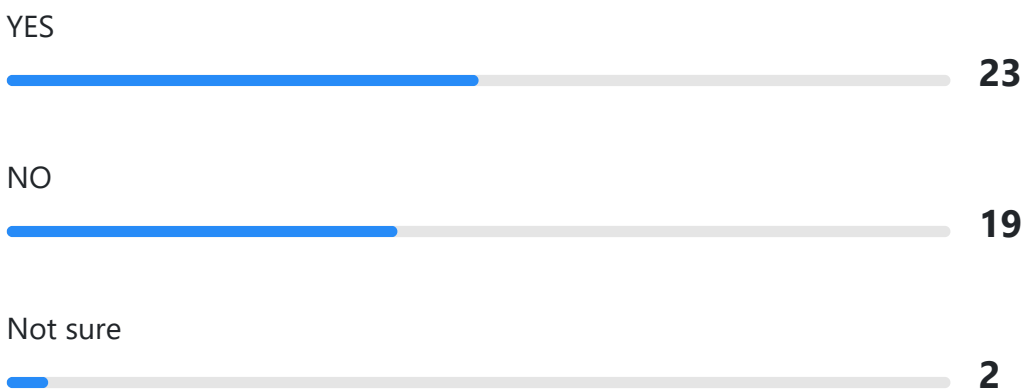
Have you created/formalized new policies as a result?

46 votes



Did your company apply for the Paycheck Protection Program?

46 votes



I don't know 1



n/a 1



Did your company receive Paycheck Protection Program Loan?

46 votes

YES 20



NO 20



n/a 2



Not sure 2



I don't know 1



Waiting to hear 1



How is your company planning to cope with the financial impact of COVID-19?

46 votes


N/A 21





Not Sure 2




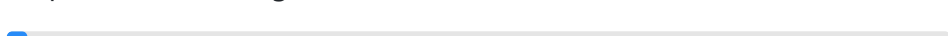
Closed one segment of the business, restructuring others


-  1
- Closely monitoring expenses. Getting deposits prior to performing work.

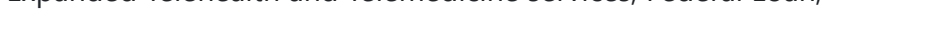
 1
- Continue running lean, until sales increase.


 1
- Continue to monitor for cost-effect

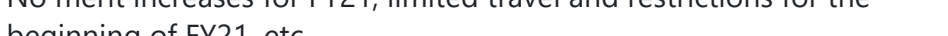
 1
- corporate is handling this area


 1
- Cut capital expenses and possible furloughs


 1
- Expanded Telehealth and Telemedicine services, Federal Loan,


 1
- layoffs and furloughs


 1
- No merit increases for FY21, limited travel and restrictions for the beginning of FY21, etc

 1
- Plans are forthcoming.

 1
- PPP loan and have been looking at all expenses

 1
- PPP loan, HHS funds

 1
- reducing employee hours and reducing expenses

 1

reductions in FY21 budgets



1

Slashed budgets



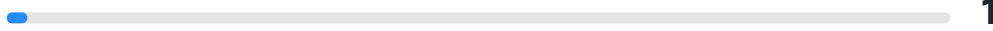
1

Unsure at this time, working on a plan



1

Utilizing the PPP and reserves. Watching cash flow on a weekly basis.



1

We are essential so we remained open.



1

We are trying to keep our expenses down while trying to serve our customers.



1

We have applied for a SBA loan to help offset some of the revenue loss.



1

We won't know the full impact until next year, but we are increasing our shrinkage or uncollectible percentage



1

We've fully embraced technology - conducting web interviews, using same technology for candidate video introductions to submit to clients since they are not doing in-person interviews; conducting client meetings and employee orientations via Google Meets



1

Will likely break even or small profits for 2020



1

Please select "other" and provide your answer in that field

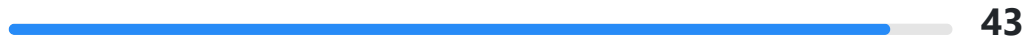


0

Have you had to reduce any employee benefits due to COVID-19?

46 votes

NO



YES



we have had to postpone employee pay adjustments, anniversary gifts, birthday celebrations, and employee luncheon



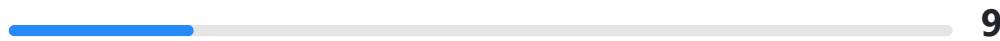
Have you had cuts in funding due to COVID-19?

46 votes

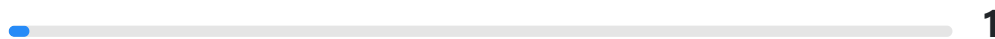
NO



YES



no but we have been told that our funding will be reduced by the end of the month and in June



Have you had any performance related issues with those who you have allowed to work remotely?

46 votes

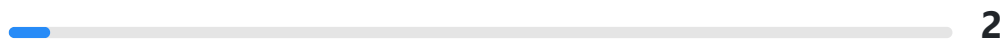
NO



YES



N/a



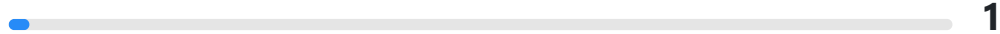
Initiatlly but just with one associate and that was corrected quickly via activity reporting tools



NA



Yes, but in a positive manner. Employees are very productive



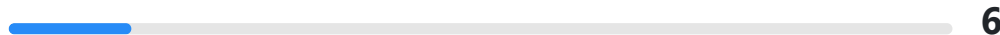
How have you been monitoring performance with those employee who have been working remotely?

46 votes

YES



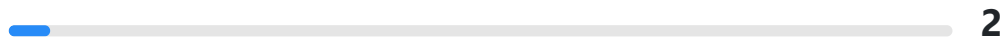
NO



n/a



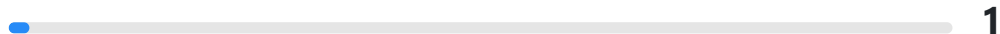
NA



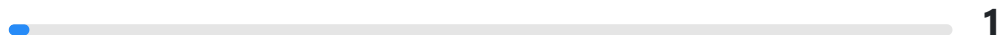
Chat on Microsoft Teams and log in times



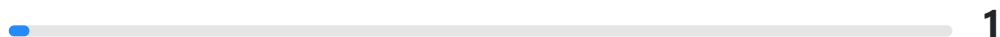
I do not supervise.



It varies by department



Managers monitor employees work.



Only a few and by the amount of work produced **1**

Productivity reports; Manager oversight **1**

regular communication & review of work **1**

We hold regular zoom meetings. We check productivity and time worked. **1**

Weekly/daily check-ins, employee had to sign expectation agreement before being allowing to WFH **1**

work outcomes **1**

Zoom **1**

Have you had a shortage in PPE?

46 votes

NO **29**

YES **13**

Cleaning supplies **1**

in the beginning but not now **1**

Initially, but had a lot of support from the community and worked together across departments, ie Dental, Adult, etc.



n/a



If you had a shortage of PPE, how have you handled the issue?

46 votes

N/A



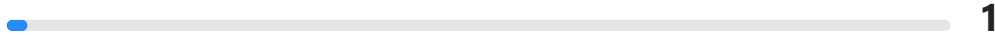
Allowing EE's to make their own cloth masks to save the other PPE for direct patient care contact



As outlined in question above



Coming up with different materials to use as masks. We have gloves. Seeking the local distillery for sanitizing alcohol.



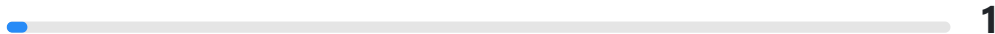
Found different supplies from new suppliers and relied on network to find supplies



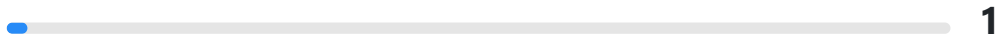
limited opened retail branches as drive thru only



Made our own hand sanitizer

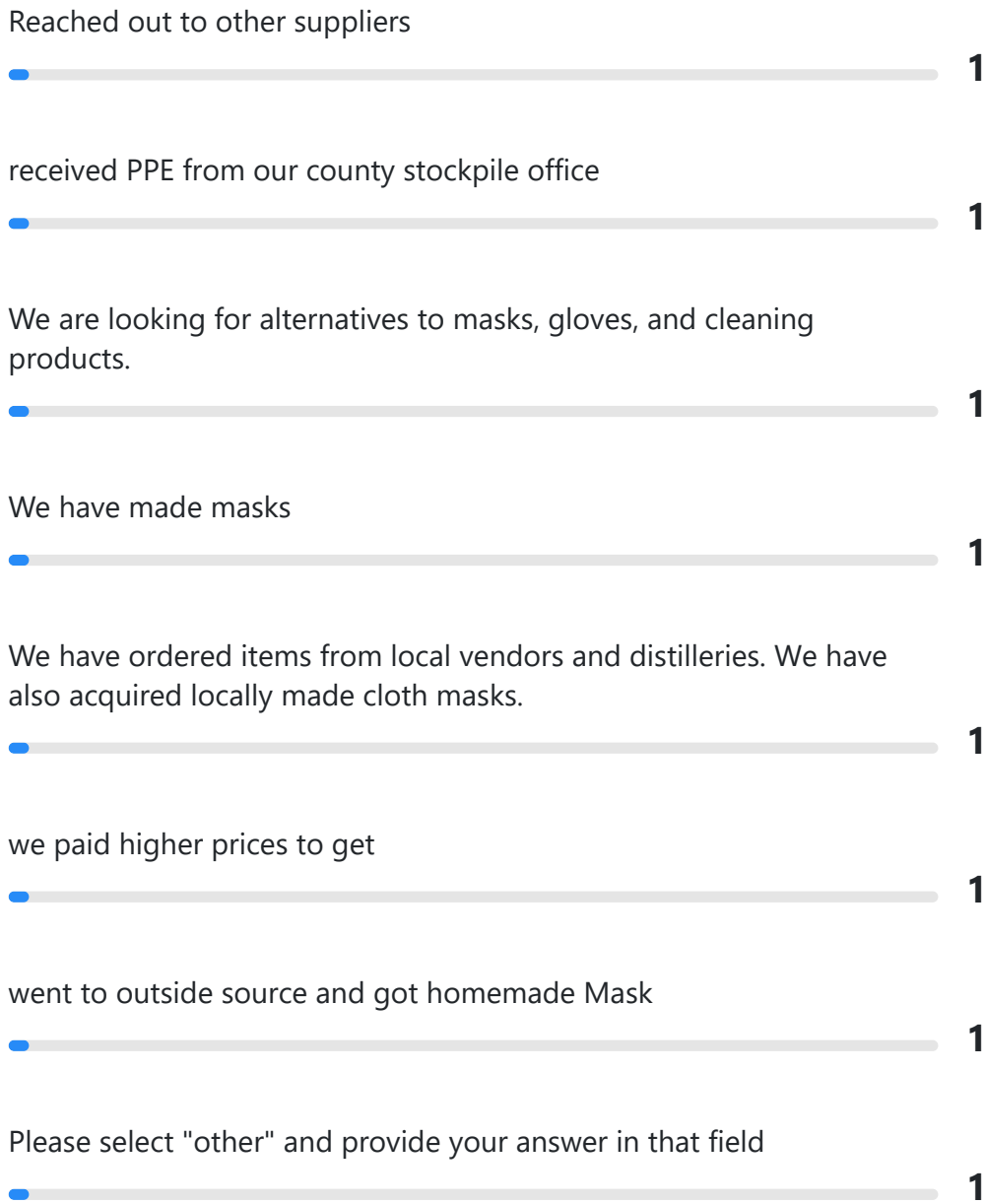


making PPE in house



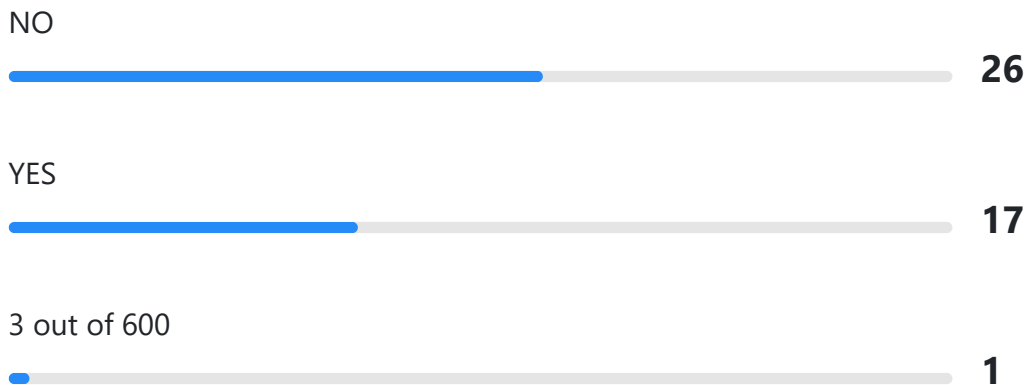
New supply chain





Have you had any employees who refused to work or report to work due to fear of contracting COVID-19?

46 votes



n/a 1

One resignation 1

If you had employees refuse to work or report to work due to fear of contracting COVID-19, how did you handle that issue??

46 votes

N/A 24

No 2

Accepted voluntary resignation. Provided wfh option for 60% of workforce 1

Allowed them not to come to work, they were not paid and will remain active until the stay at home order is lifted. 1

Allowed them some time off using PTO and then FFCRA Leave 1

allowed to take PTO or LWOP 1

Allowed w/o penalty or pay 1

Car by case basis. Allowed to use PTO 1

furloughed employee-- this helped our labor costs and protects the employee from RIF 1

Gave them a choice to take a 14 day leave.

 1

Handled under the Attendance Policy

 1

High risk employees who elect to self-quarantine still have a job when they return, but their hours/schedule is not guaranteed since others have been hired to work in their place

 1

Initially they used their vacation; however, we closed down and created a covid code for employees who could and could not work from home

 1

just one and able to work remote

 1

Laid off, did partial unemployment. We gave everyone the choice up front.

 1

Telework, flexscheduling, FML

 1

They resigned

 1

We allowed them to use vacation and/or sick hours or allowed them to continue to work remotely if the position could accommodate it.

 1

we are working an A/B schedule and asked employees to come in to work one front door screening shift on their off week (still being paid) this raised issues so we created an incentive for those who do come in

 1

We created a new unpaid leave called "Generalized Fear Leave"

 1

we did complete a disciplinary action for refusing to come to work as that is not an option for us because we operate 24 hour residential homes for vulnerable adults



We have been flexible allowing them to reduce their hours, given them more time to come back to work or put them on leave without pay (if they have not PTO or sick time)



Please select "other" and provide your answer in that field

