

COVID-19 Survey

April 2020

ALL INDUSTRIES REPORTING

204 Respondents

What are your greatest challenges? (172 responses)

Challenge	Percentage of Respondents
Keeping up with important HR/legal information	62%
Determining how to meet payroll and other expenses	45%
Communicating with employees	26%
Managing telework assignments	16%
Managing health and safety of the worksite	32%
Other	16%

Other responses include:

- Keeping employees engaged and keeping up morale
- Training employees remotely
- Maintaining client base
- Managing employees who are afraid to come into work
- Finding qualified candidates
- Managing costs

In the past month, have you... (123 responses)

Action Taken	Percentage of Respondents
Furloughed/laid off employees	37%
Reduced working hours	41%
Reduced employee pay	10%
Other	40%

Other responses include:

- Frozen hiring
- Implemented remote work
- Staggered office staffing
- Increased pay
- Increased hours
- Offered hazard pay
- Closed business
- Continued to pay non-working employees
- Allowed employees to take unpaid time off

If you haven't laid off or furloughed workers, what have you done to keep workers on the payroll?
(101 responses)

Responses include:

- Found alternate work
- Set up rotating schedule to minimize office staffing
- Cross-trained employees
- Applied for PPP
- Provided perks for employees coming into the worksite, i.e. free lunches
- Reduced hours to 3 days per week

In the next month, do you anticipate... (115 responses)

Anticipated Action	Percentage of Respondents
Furloughing/laying off employees	35%
Reducing working hours	38%
Reducing employee pay	15%
Other	42%

Other responses include:

- Hiring temporary employees
- Increasing pay and/or bonuses
- Increasing staffing outages
- Hopefully bringing people back
- Continuing benefits

Which health and safety accommodations have you offered to workers? (168 responses)

Accommodation Offered	Percentage of Respondents
Provided personal protective equipment	52%
Implemented social distancing measures at the worksite	68%
Permitted employees to telecommute	71%
Accommodated shift changes	27%
Accommodated schedule changes	40%

Other responses include:

- Implemented temperature screening for all who enter the building
- Increased worksite sanitization practices

MANUFACTURING EMPLOYERS

53 respondents

Number of employees in NJ? (53 responses)

Size of Employer	Percentage of Respondents
1-9 Employees	6%
10-29 Employees	26%
30-49 Employees	11%
50-99 Employees	15%
100-249 Employees	30%
250-499 Employees	9%
500-999 Employees	2%
1000+ Employees	0%

What are your greatest challenges? (46 responses)

Challenge	Percentage of Respondents
Keeping up with important HR/legal information	67%
Determining how to meet payroll and other expenses	33%
Communicating with employees	30%
Managing telework assignments	7%
Managing health and safety of the worksite	59%
Other	11%

In the past month, have you... (31 responses)

Action Taken	Percentage of Respondents
Furloughed/laid off employees	42%
Reduced working hours	35%
Reduced employee pay	3%
Other	42%

In the next month, do you anticipate... (30 responses)

Anticipated Action	Percentage of Respondents
Furloughing/laying off employees	30%
Reducing working hours	43%
Reducing employee pay	10%
Other	37%

Which health and safety accommodations have you offered to workers? (46 responses)

Accommodation Offered	Percentage of Respondents
Provided personal protective equipment	76%
Implemented social distancing measures at the worksite	96%
Permitted employees to telecommute	72%
Accommodated shift changes	41%
Accommodated schedule changes	41%

SERVICE SECTOR EMPLOYERS

41 respondents

Number of employees in NJ? (41 responses)

Size of Employer	Percentage of Respondents
1-9 Employees	37%
10-29 Employees	17%
30-49 Employees	15%
50-99 Employees	22%
100-249 Employees	10%
250-499 Employees	0%
500-999 Employees	0%
1000+ Employees	0%

What are your greatest challenges? (35 responses)

Challenge	Percentage of Respondents
Keeping up with important HR/legal information	54%
Determining how to meet payroll and other expenses	71%
Communicating with employees	26%
Managing telework assignments	11%
Managing health and safety of the worksite	14%
Other	23%

In the past month, have you... (29 responses)

Action Taken	Percentage of Respondents
Furloughed/laid off employees	59%
Reduced working hours	38%
Reduced employee pay	24%
Other	31%

In the next month, do you anticipate... (26 responses)

Anticipated Action	Percentage of Respondents
Furloughing/laying off employees	46%
Reducing working hours	46%
Reducing employee pay	27%
Other	35%

Which health and safety accommodations have you offered to workers? (32 responses)

Accommodation Offered	Percentage of Respondents
Provided personal protective equipment	41%
Implemented social distancing measures at the worksite	44%
Permitted employees to telecommute	56%
Accommodated shift changes	13%
Accommodated schedule changes	25%

NON-PROFIT EMPLOYERS

27 respondents

Number of employees in NJ? (27 responses)

Size of Employer	Percentage of Respondents
1-9 Employees	4%
10-29 Employees	11%
30-49 Employees	7%
50-99 Employees	15%
100-249 Employees	22%
250-499 Employees	26%
500-999 Employees	4%
1000+ Employees	11%

What are your greatest challenges? (23 responses)

Challenge	Percentage of Respondents
Keeping up with important HR/legal information	83%
Determining how to meet payroll and other expenses	22%
Communicating with employees	22%
Managing telework assignments	26%
Managing health and safety of the worksite	17%
Other	4%

In the past month, have you... (11 responses)

Action Taken	Percentage of Respondents
Furloughed/laid off employees	27%
Reduced working hours	27%
Reduced employee pay	0%
Other	55%

In the next month, do you anticipate... (13 responses)

Anticipated Action	Percentage of Respondents
Furloughing/laying off employees	0%
Reducing working hours	38%
Reducing employee pay	8%
Other	54%

Which health and safety accommodations have you offered to workers? (23 responses)

Accommodation Offered	Percentage of Respondents
Provided personal protective equipment	39%
Implemented social distancing measures at the worksite	57%
Permitted employees to telecommute	96%
Accommodated shift changes	35%
Accommodated schedule changes	35%

EMPLOYERS WITH UNDER 50 EMPLOYEES

101 Respondents

Which option best described your industry? (204 responses)

Industry	Percentage of Respondents
Manufacturing	23%
Services	28%
Non-Profit	6%
IT or Software	0%
Wholesale	8%
Finance	2%
Insurance	5%
Transportation	0%
Retail	8%
Utilities	0%
Healthcare	3%
Government/Public Sector	0%
Construction	7%
Legal	4%
Engineering or Architecture	7%

Number of employees in NJ? (101 responses)

Size of Employer	Percentage of Respondents
1-9 Employees	40%
10-29 Employees	40%
30-49 Employees	20%

What are your greatest challenges? (172 responses)

Challenge	Percentage of Respondents
Keeping up with important HR/legal information	43%
Determining how to meet payroll and other expenses	62%
Communicating with employees	11%
Managing telework assignments	11%
Managing health and safety of the worksite	23%
Other	17%

In the past month, have you... (64 responses)

Action Taken	Percentage of Respondents
Furloughed/laid off employees	40%
Reduced working hours	42%

Reduced employee pay	9%
Other	33%

In the next month, do you anticipate... (59 responses)

Anticipated Action	Percentage of Respondents
Furloughing/laying off employees	27%
Reducing working hours	34%
Reducing employee pay	12%
Other	44%

Which health and safety accommodations have you offered to workers? (82 responses)

Accommodation Offered	Percentage of Respondents
Provided personal protective equipment	41%
Implemented social distancing measures at the worksite	63%
Permitted employees to telecommute	55%
Accommodated shift changes	13%
Accommodated schedule changes	28%

EMPLOYERS WITH 50 OR MORE EMPLOYEES

103 Respondents

Which option best described your industry? (103 responses)

Industry	Percentage of Respondents
Manufacturing	29%
Services	23%
Non-Profit	20%
IT or Software	1%
Wholesale	3%
Finance	8%
Insurance	0%
Transportation	4%
Retail	4%
Utilities	1%
Healthcare	8%
Government/Public Sector	5%
Construction	3%
Legal	1%
Engineering or Architecture	1%

Number of employees in NJ? (103 responses)

Size of Employer	Percentage of Respondents
50-99 Employees	34%
100-249 Employees	40%
250-499 Employees	15%
500-999 Employees	6%
1000+ Employees	6%

What are your greatest challenges? (85 responses)

Challenge	Percentage of Respondents
Keeping up with important HR/legal information	82%
Determining how to meet payroll and other expenses	28%
Communicating with employees	41%
Managing telework assignments	20%
Managing health and safety of the worksite	41%
Other	14%

In the past month, have you... (59 responses)

Action Taken	Percentage of Respondents
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Furloughed/laid off employees	34%
Reduced working hours	39%
Reduced employee pay	10%
Other	47%

In the next month, do you anticipate... (56 responses)

Anticipated Action	Percentage of Respondents
Furloughing/laying off employees	43%
Reducing working hours	43%
Reducing employee pay	18%
Other	39%

Which health and safety accommodations have you offered to workers? (86 responses)

Accommodation Offered	Percentage of Respondents
Provided personal protective equipment	62%
Implemented social distancing measures at the worksite	73%
Permitted employees to telecommute	87%
Accommodated shift changes	40%
Accommodated schedule changes	51%