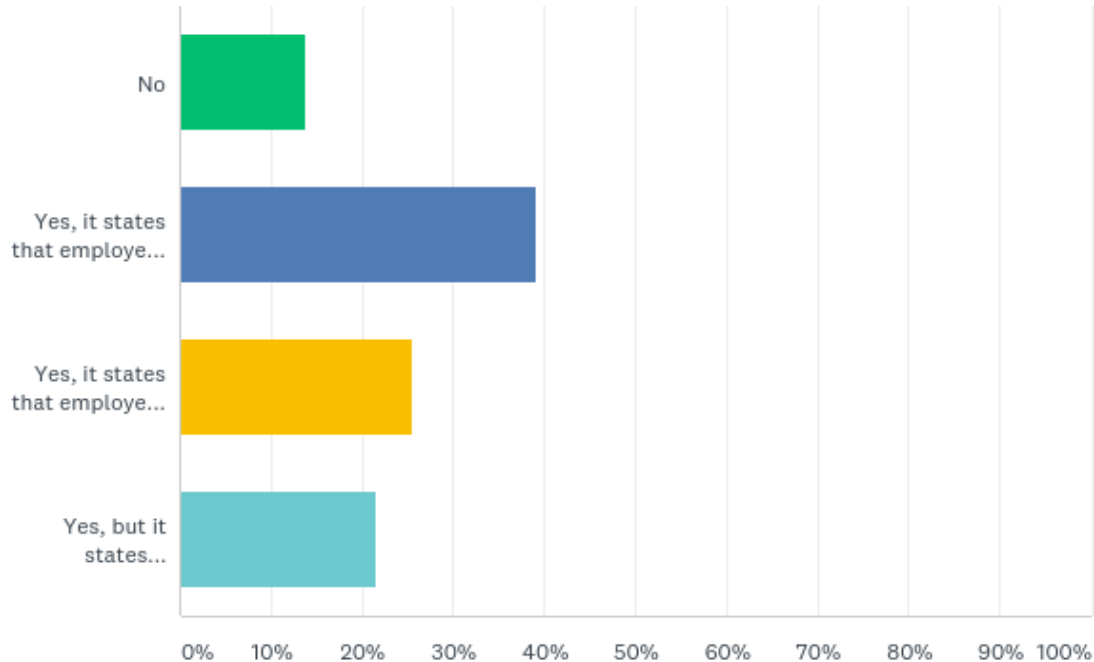


# Member Pulse Survey

# Office Reopening

June 2020

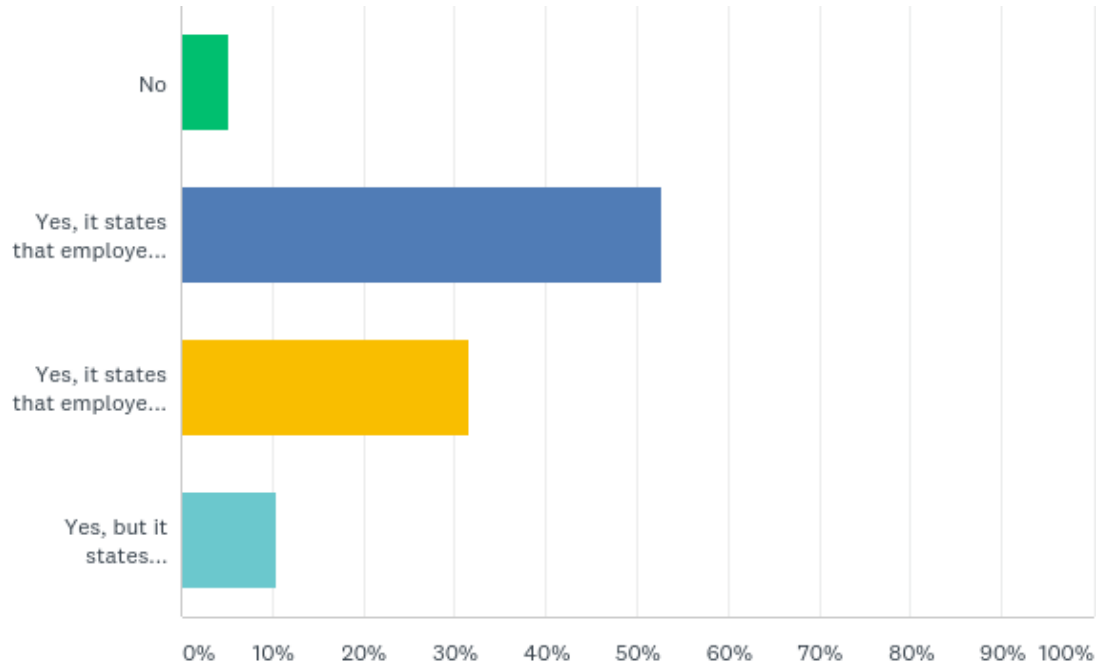
## Does your organization have a remote work policy? (1-49 employees)



## Does your organization have a remote work policy? (1-49 employees)

ANSWER CHOICES	RESPONSES	
No	13.73%	7
Yes, it states that employees are permitted to work remote on a regular basis	39.22%	20
Yes, it states that employees are permitted to work remote for special circumstances/upon request only	25.49%	13
Yes, but it states something other than the options above	21.57%	11
<b>TOTAL</b>		<b>51</b>

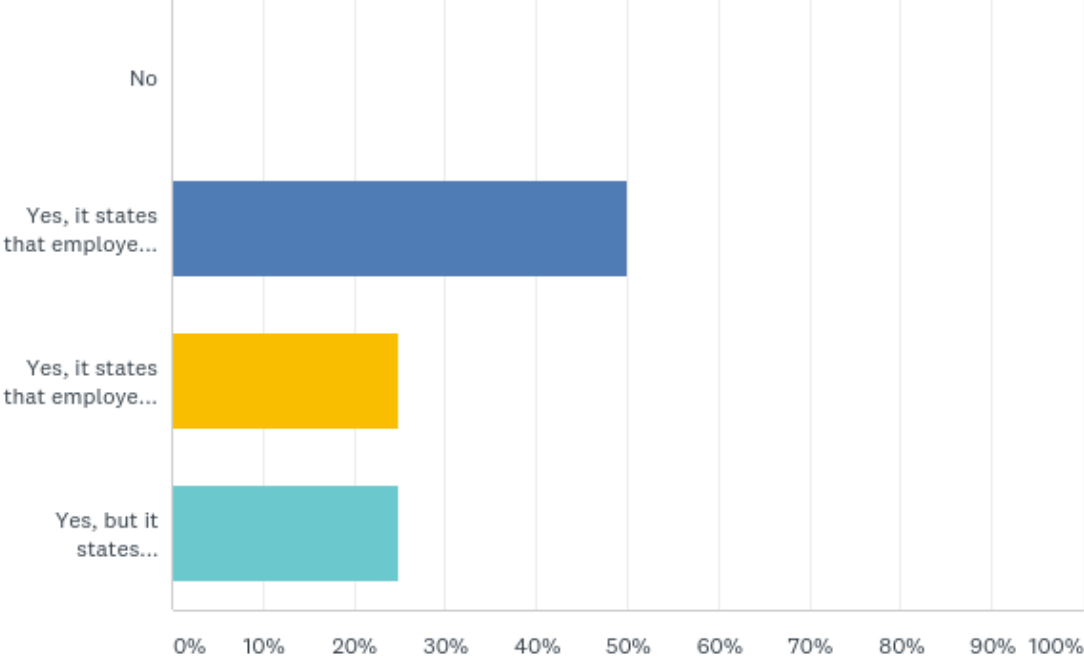
## Does your organization have a remote work policy? (50-99 employees)



## Does your organization have a remote work policy? (50-99 employees)

ANSWER CHOICES	RESPONSES	
No	5.26%	1
Yes, it states that employees are permitted to work remote on a regular basis	52.63%	10
Yes, it states that employees are permitted to work remote for special circumstances/upon request only	31.58%	6
Yes, but it states something other than the options above	10.53%	2
<b>TOTAL</b>		<b>19</b>

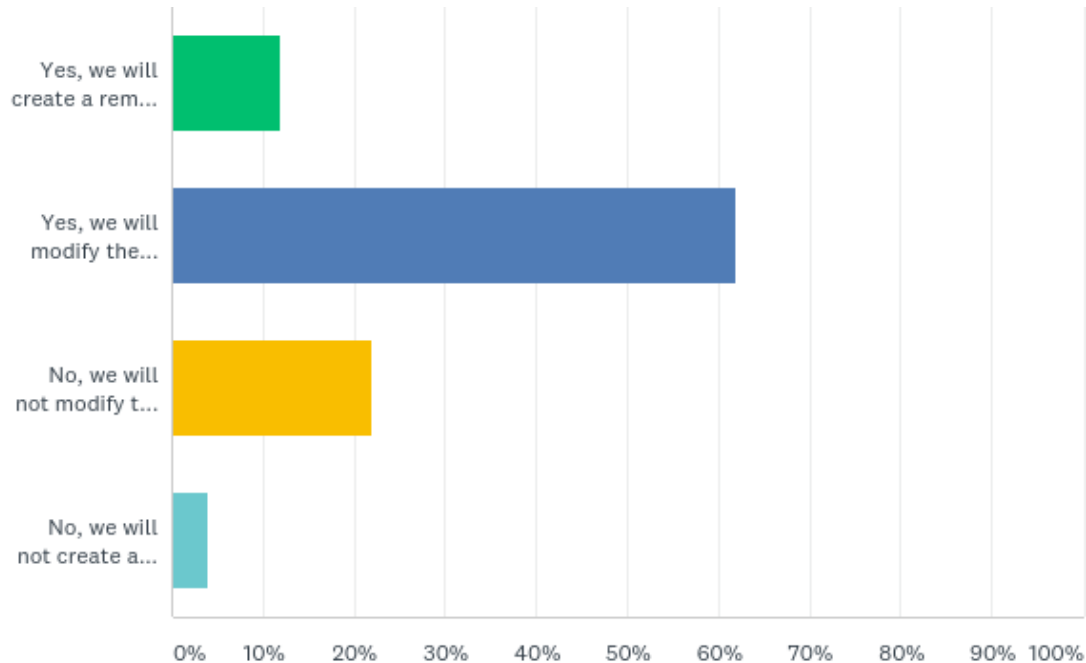
# Does your organization have a remote work policy? (100 or more employees)



## Does your organization have a remote work policy? (100 or more employees)

ANSWER CHOICES	RESPONSES	
No	0.00%	0
Yes, it states that employees are permitted to work remote on a regular basis	50.00%	4
Yes, it states that employees are permitted to work remote for special circumstances/upon request only	25.00%	2
Yes, but it states something other than the options above	25.00%	2
<b>TOTAL</b>		<b>8</b>

## Have you or will you create or modify your organization's remote work policy in response to COVID-19? (1-49 employees)

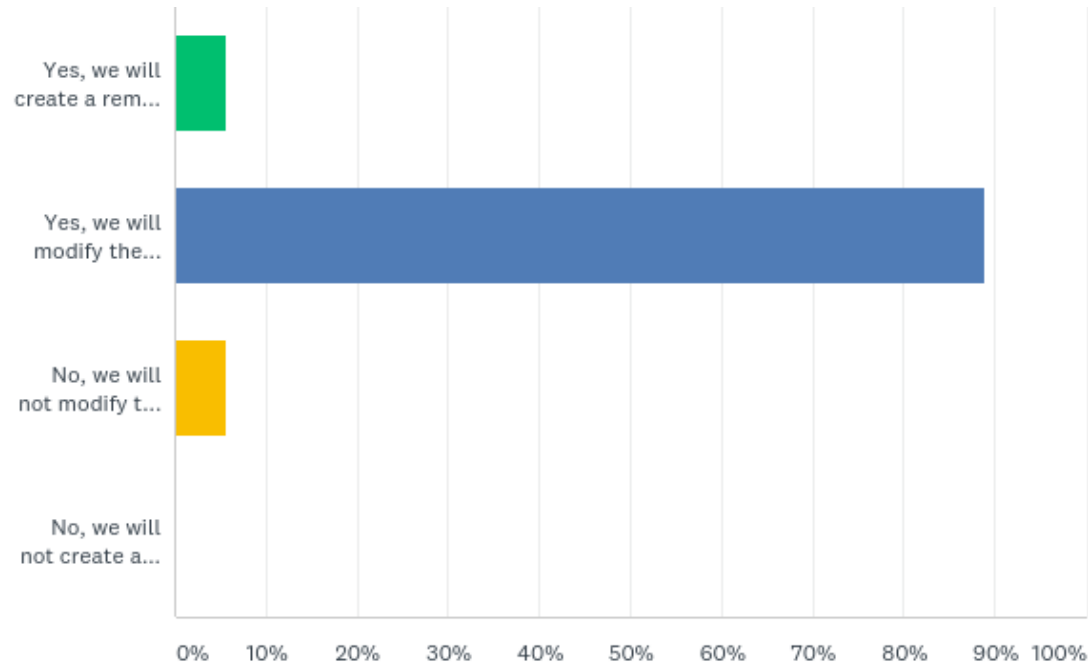




## Have you or will you create or modify your organization's remote work policy in response to COVID-19? (1-49 employees)

ANSWER CHOICES	RESPONSES
Yes, we will create a remote work policy	12.00% 6
Yes, we will modify the existing policy to increase remote work frequency	62.00% 31
No, we will not modify the existing policy	22.00% 11
No, we will not create a policy	4.00% 2
TOTAL	50

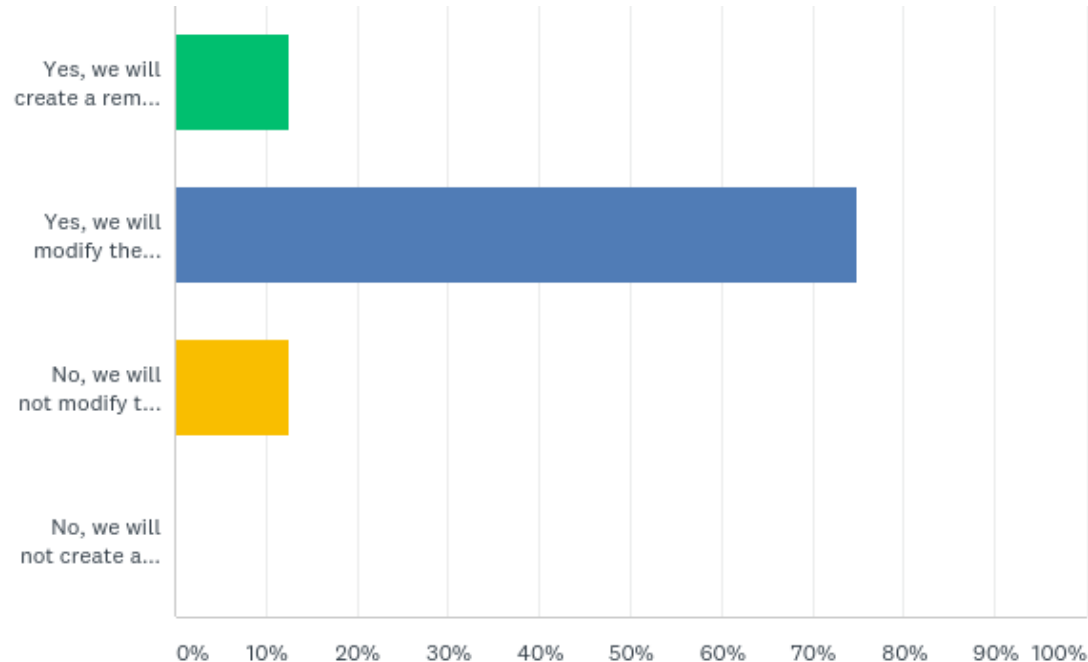
## Have you or will you create or modify your organization's remote work policy in response to COVID-19? (50-99 employees)



## Have you or will you create or modify your organization's remote work policy in response to COVID-19? (50-99 employees)

ANSWER CHOICES	RESPONSES	
Yes, we will create a remote work policy	5.56%	1
Yes, we will modify the existing policy to increase remote work frequency	88.89%	16
No, we will not modify the existing policy	5.56%	1
No, we will not create a policy	0.00%	0
TOTAL		18

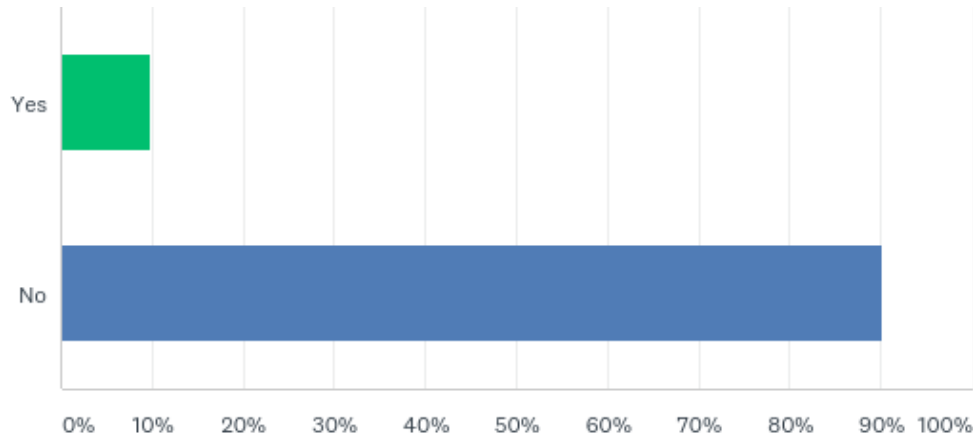
## Have you or will you create or modify your organization's remote work policy in response to COVID-19? (100 or more employees)



## Have you or will you create or modify your organization's remote work policy in response to COVID-19? (100 or more employees)

ANSWER CHOICES	RESPONSES	
Yes, we will create a remote work policy	12.50%	1
Yes, we will modify the existing policy to increase remote work frequency	75.00%	6
No, we will not modify the existing policy	12.50%	1
No, we will not create a policy	0.00%	0
TOTAL		8

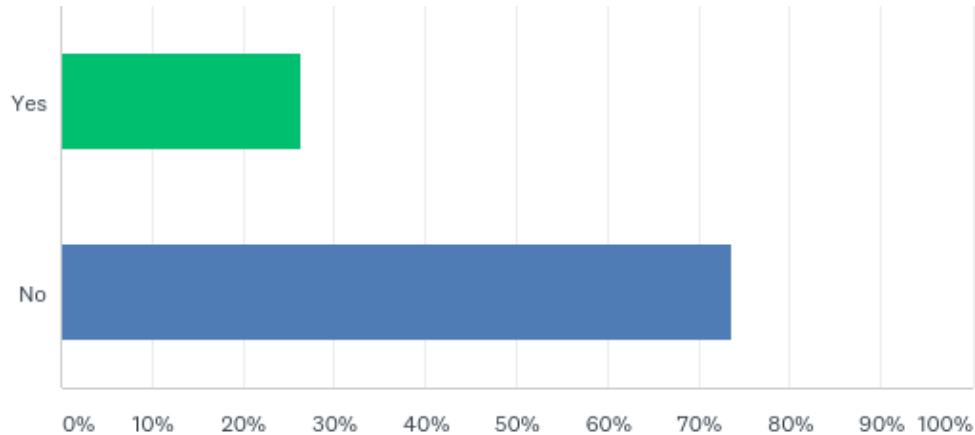
## Has your organization furloughed or terminated employees due to COVID-19? (1-49 employees)



## Has your organization furloughed or terminated employees due to COVID-19? (1-49 employees)

ANSWER CHOICES	RESPONSES	
Yes	9.80%	5
No	90.20%	46
TOTAL		51

## Has your organization furloughed or terminated employees due to COVID-19? (50-99 employees)

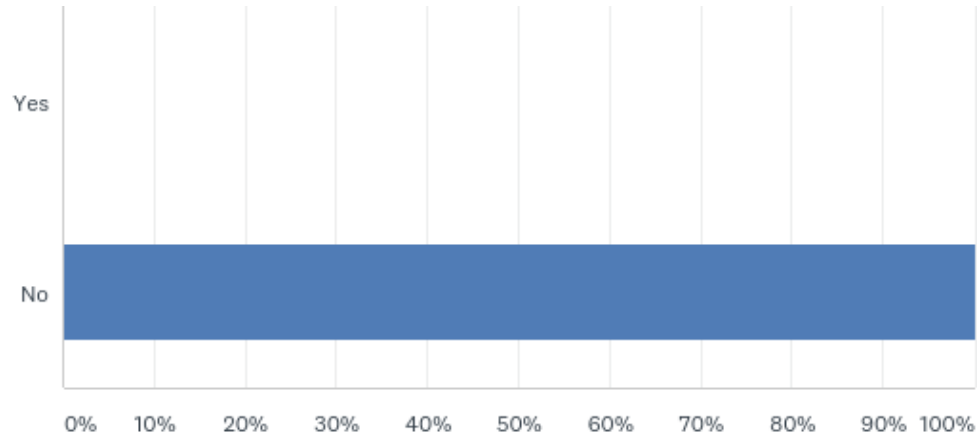




## Has your organization furloughed or terminated employees due to COVID-19? (50-99 employees)

ANSWER CHOICES	RESPONSES	
Yes	26.32%	5
No	73.68%	14
TOTAL		19

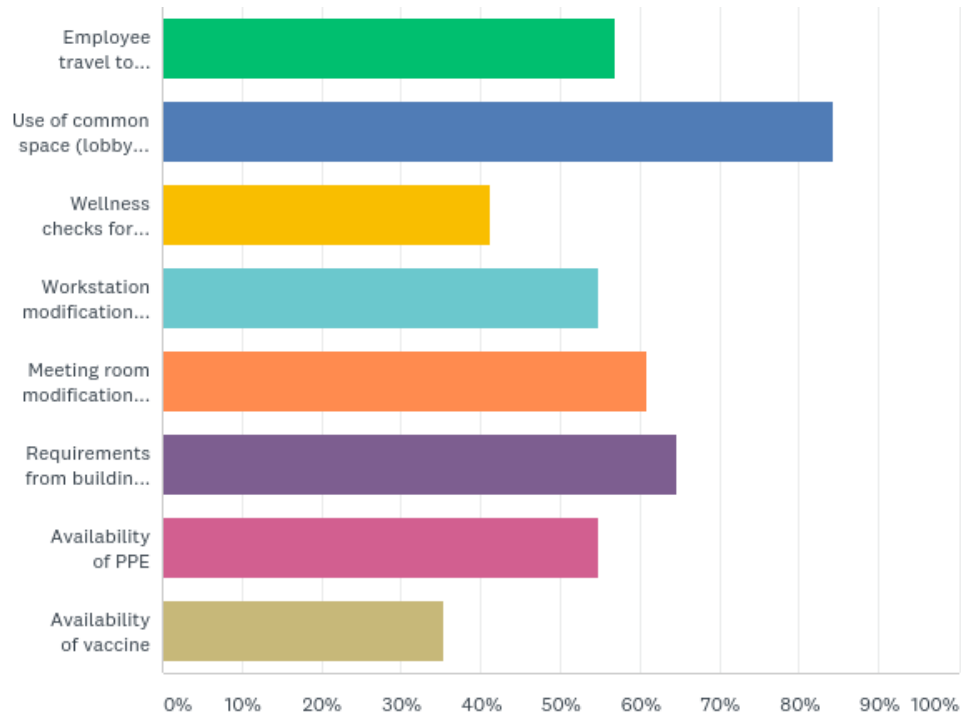
**Has your organization furloughed or terminated employees due to COVID-19? (100 or more employees)**



## Has your organization furloughed or terminated employees due to COVID-19? (100 or more employees)

ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	8
TOTAL		8

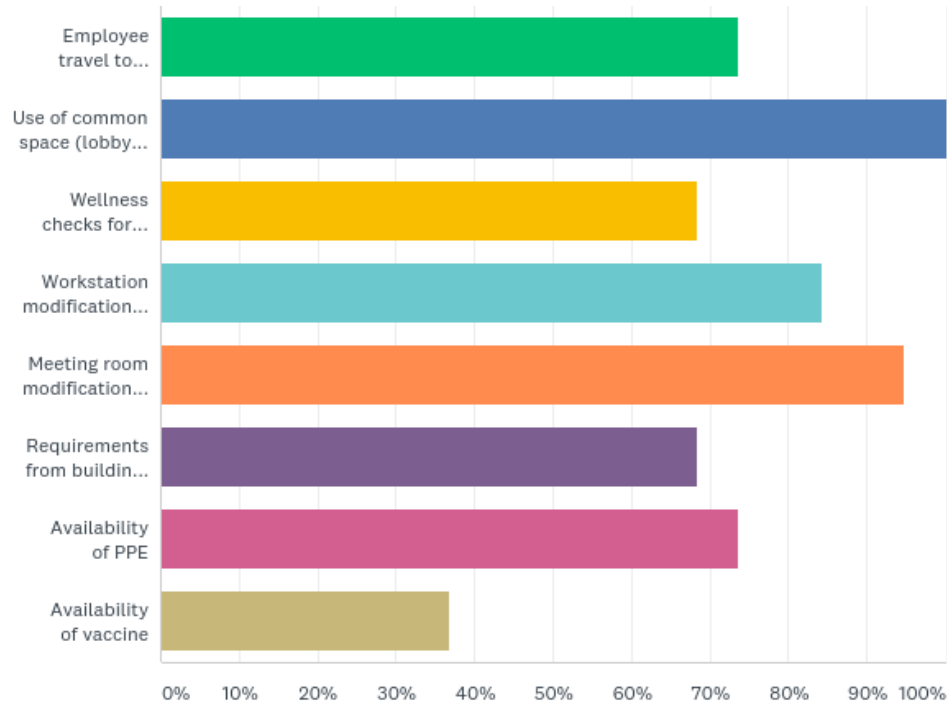
## What factors are you considering when deciding when or how to reopen your organization's office? (check all that apply) (1-49 employees)



## What factors are you considering when deciding when or how to reopen your organization's office? (check all that apply) (1-49 employees)

ANSWER CHOICES	RESPONSES	
Employee travel to office building (parking, mass transit, etc.)	56.86%	29
Use of common space (lobby, elevators, hallways, washrooms, kitchens, etc.)	84.31%	43
Wellness checks for employees (taking employee temperatures, monitoring exposure to COVID19 outside of office, etc.)	41.18%	21
Workstation modification (modifying cubicle walls/adding plexiglass, rearranging work stations to allow for social distancing, etc.)	54.90%	28
Meeting room modification (limiting or eliminating use of meeting rooms, rearranging meeting rooms to allow for social distancing, etc.)	60.78%	31
Requirements from building management, if applicable	64.71%	33
Availability of PPE	54.90%	28
Availability of vaccine	35.29%	18
Total Respondents: 51		

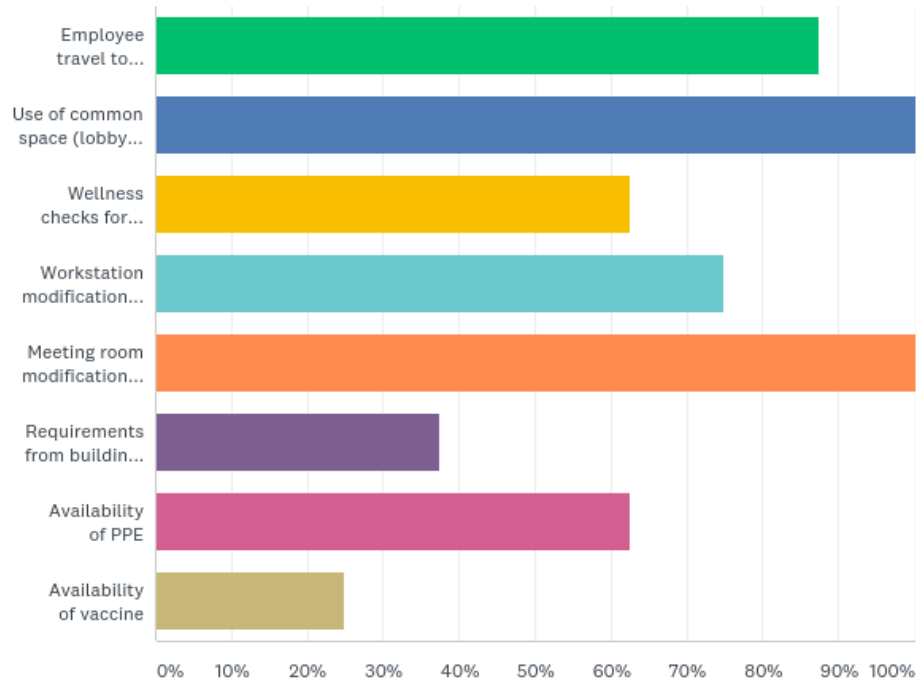
## What factors are you considering when deciding when or how to reopen your organization's office? (check all that apply) (50-99 employees)



## What factors are you considering when deciding when or how to reopen your organization's office? (check all that apply) (50-99 employees)

ANSWER CHOICES	RESPONSES
Employee travel to office building (parking, mass transit, etc.)	73.68% 14
Use of common space (lobby, elevators, hallways, washrooms, kitchens, etc.)	100.00% 19
Wellness checks for employees (taking employee temperatures, monitoring exposure to COVID19 outside of office, etc.)	68.42% 13
Workstation modification (modifying cubicle walls/adding plexiglass, rearranging work stations to allow for social distancing, etc.)	84.21% 16
Meeting room modification (limiting or eliminating use of meeting rooms, rearranging meeting rooms to allow for social distancing, etc.)	94.74% 18
Requirements from building management, if applicable	68.42% 13
Availability of PPE	73.68% 14
Availability of vaccine	36.84% 7
Total Respondents: 19	

## What factors are you considering when deciding when or how to reopen your organization's office? (check all that apply) (100 or more employees)

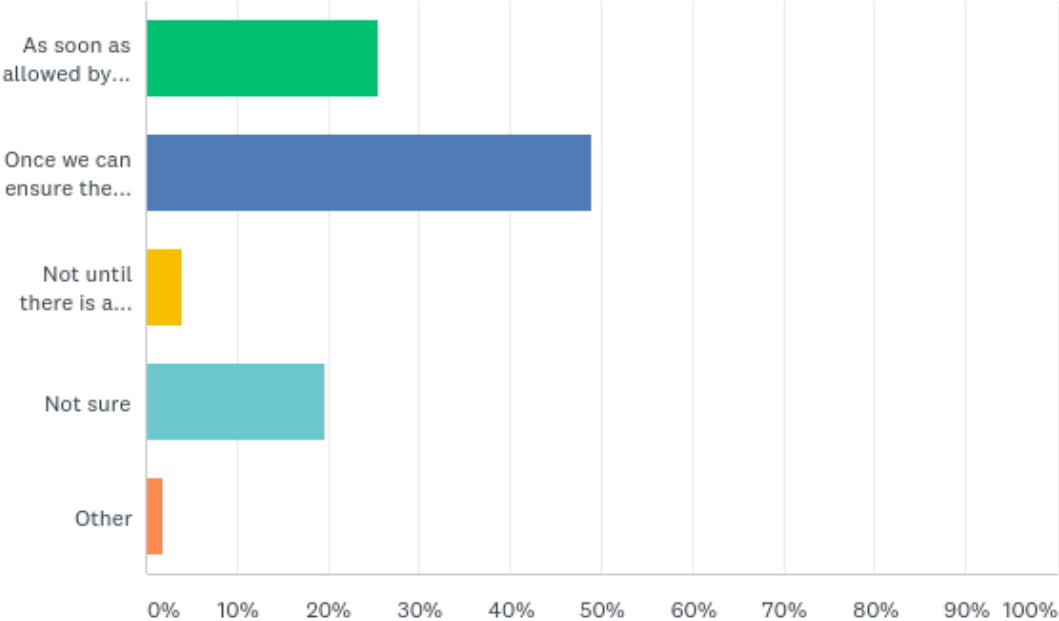




## What factors are you considering when deciding when or how to reopen your organization's office? (check all that apply) (100 or more employees)

ANSWER CHOICES	RESPONSES	
Employee travel to office building (parking, mass transit, etc.)	87.50%	7
Use of common space (lobby, elevators, hallways, washrooms, kitchens, etc.)	100.00%	8
Wellness checks for employees (taking employee temperatures, monitoring exposure to COVID19 outside of office, etc.)	62.50%	5
Workstation modification (modifying cubicle walls/adding plexiglass, rearranging work stations to allow for social distancing, etc.)	75.00%	6
Meeting room modification (limiting or eliminating use of meeting rooms, rearranging meeting rooms to allow for social distancing, etc.)	100.00%	8
Requirements from building management, if applicable	37.50%	3
Availability of PPE	62.50%	5
Availability of vaccine	25.00%	2
Total Respondents: 8		

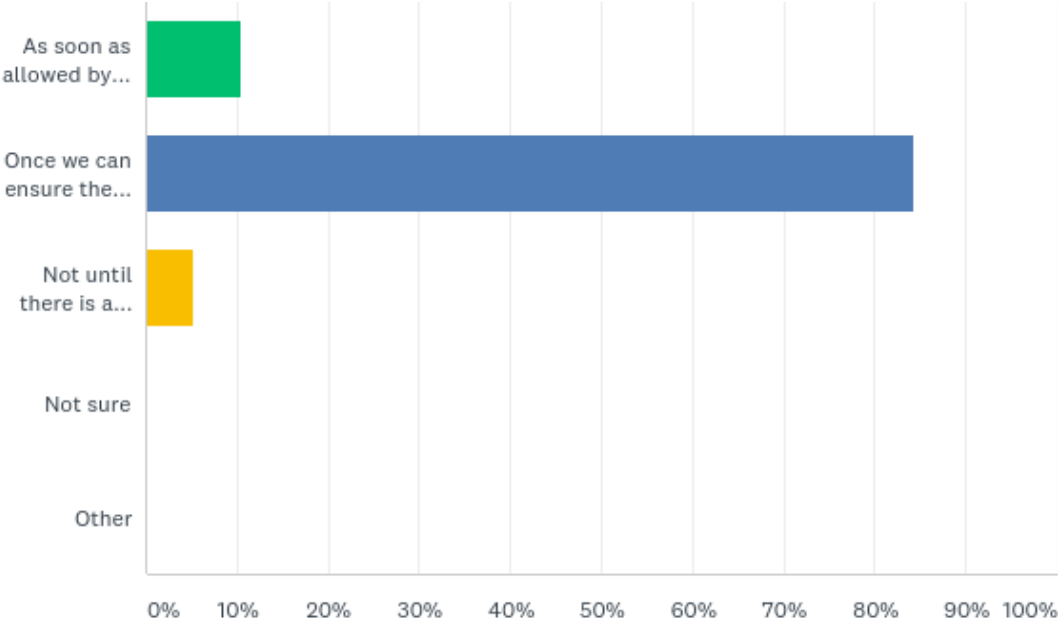
## When do you expect to begin to reopen your physical office? (1-49 employees)



## When do you expect to begin to reopen your physical office? (1-49 employees)

ANSWER CHOICES	RESPONSES	
As soon as allowed by local government	25.49%	13
Once we can ensure the health and safety of the staff	49.02%	25
Not until there is a vaccine	3.92%	2
Not sure	19.61%	10
Other	1.96%	1
TOTAL		51

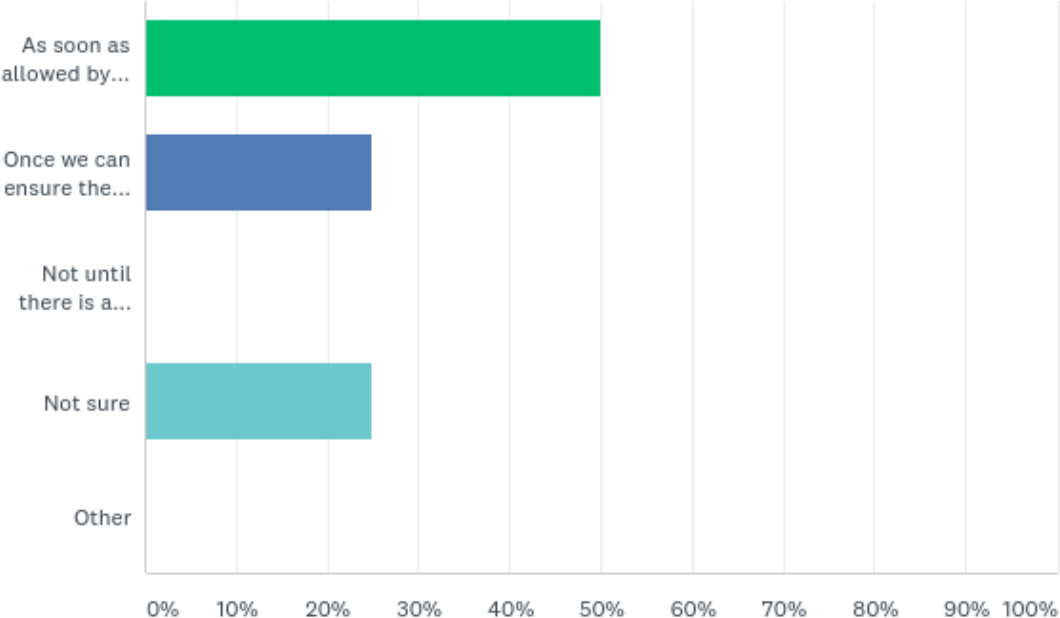
# When do you expect to begin to reopen your physical office? (50-99 employees)



## When do you expect to begin to reopen your physical office? (50-99 employees)

ANSWER CHOICES	RESPONSES	
As soon as allowed by local government	10.53%	2
Once we can ensure the health and safety of the staff	84.21%	16
Not until there is a vaccine	5.26%	1
Not sure	0.00%	0
Other	0.00%	0
TOTAL		19

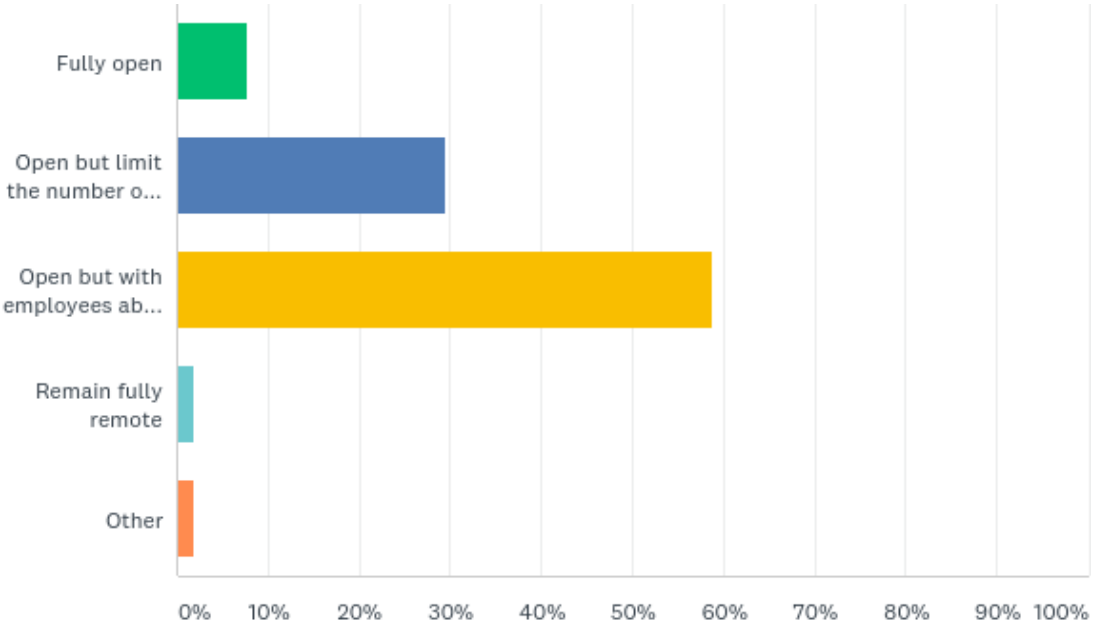
## When do you expect to begin to reopen your physical office? (100 or more employees)



## When do you expect to begin to reopen your physical office? (100 or more employees)

ANSWER CHOICES	RESPONSES	
As soon as allowed by local government	50.00%	4
Once we can ensure the health and safety of the staff	25.00%	2
Not until there is a vaccine	0.00%	0
Not sure	25.00%	2
Other	0.00%	0
<b>TOTAL</b>		<b>8</b>

# Once able to reopen your office, what is your current plan? (1-49 employees)

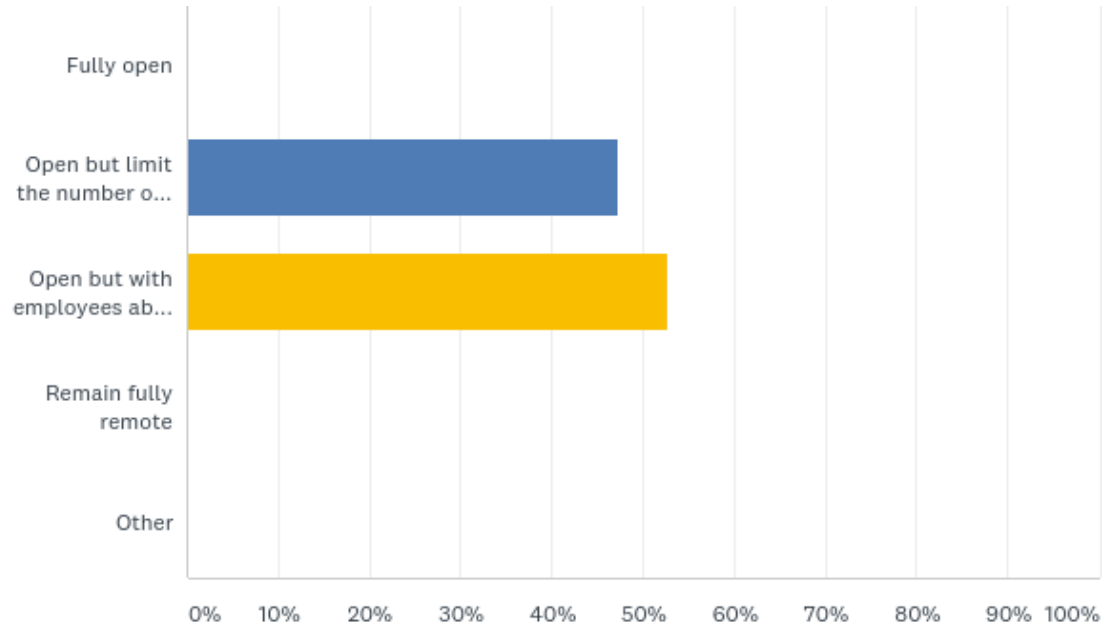




## Once able to reopen your office, what is your current plan? (1-49 employees)

ANSWER CHOICES	RESPONSES	
Fully open	7.84%	4
Open but limit the number of staff physically in the office	29.41%	15
Open but with employees able to choose to remain remote	58.82%	30
Remain fully remote	1.96%	1
Other	1.96%	1
<b>TOTAL</b>		<b>51</b>

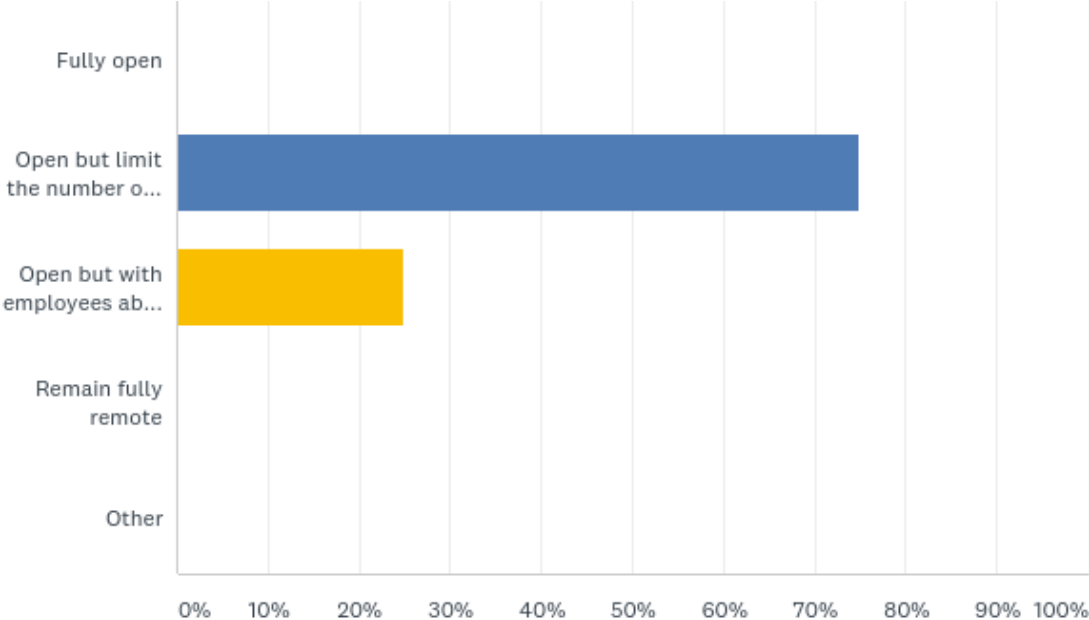
## Once able to reopen your office, what is your current plan? (50-99 employees)



## Once able to reopen your office, what is your current plan? (50-99 employees)

ANSWER CHOICES	RESPONSES	
Fully open	0.00%	0
Open but limit the number of staff physically in the office	47.37%	9
Open but with employees able to choose to remain remote	52.63%	10
Remain fully remote	0.00%	0
Other	0.00%	0
<b>TOTAL</b>		<b>19</b>

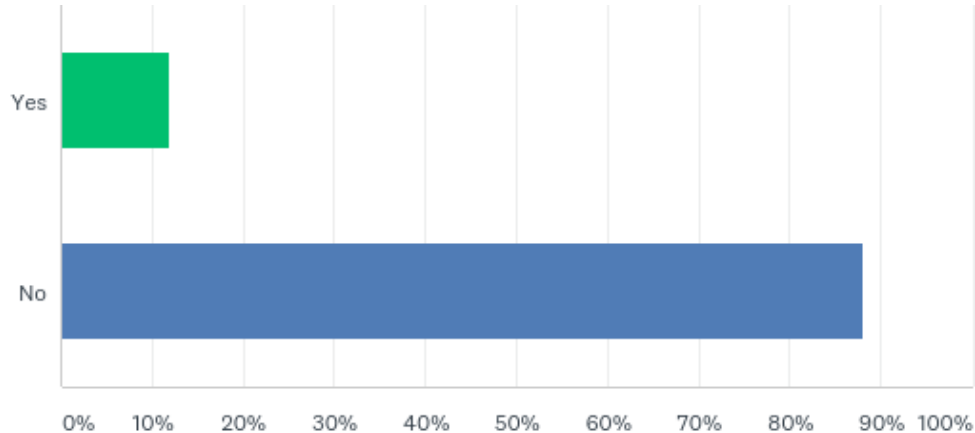
Once able to reopen your office, what is your current plan? (100 or more employees)



## Once able to reopen your office, what is your current plan? (100 or more employees)

ANSWER CHOICES	RESPONSES	
Fully open	0.00%	0
Open but limit the number of staff physically in the office	75.00%	6
Open but with employees able to choose to remain remote	25.00%	2
Remain fully remote	0.00%	0
Other	0.00%	0
TOTAL		8

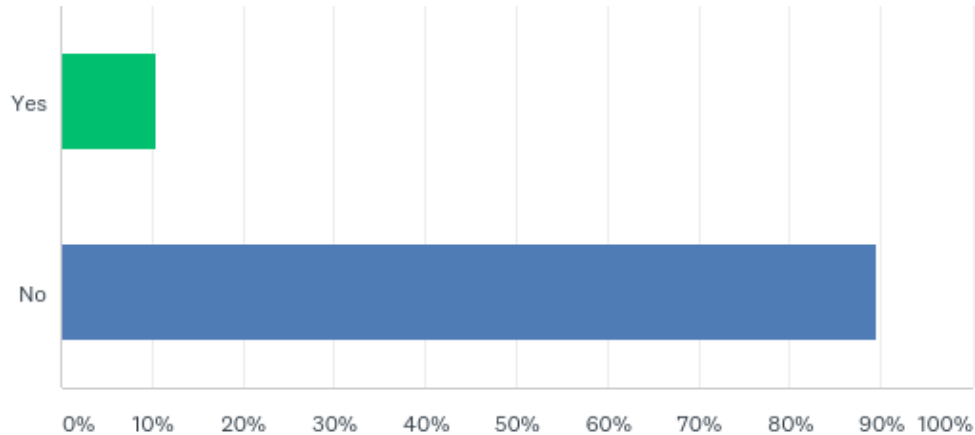
## Is your elected leadership involved in the decision regarding the office reopening? (1-49 employees)



## Is your elected leadership involved in the decision regarding the office reopening? (1-49 employees)

ANSWER CHOICES	RESPONSES	
Yes	12.00%	6
No	88.00%	44
TOTAL		50

## Is your elected leadership involved in the decision regarding the office reopening? (50-99 employees)

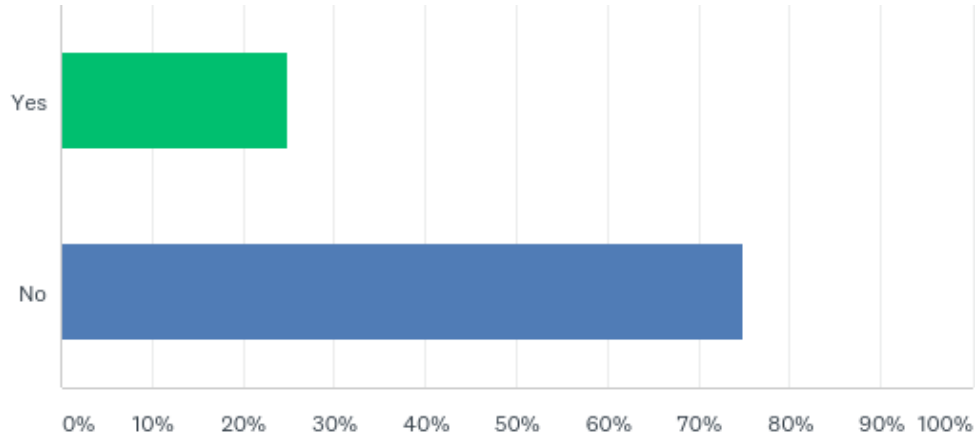




## Is your elected leadership involved in the decision regarding the office reopening? (50-99 employees)

ANSWER CHOICES	RESPONSES	
Yes	10.53%	2
No	89.47%	17
TOTAL		19

## Is your elected leadership involved in the decision regarding the office reopening? (100 or more employees)



## Is your elected leadership involved in the decision regarding the office reopening? (100 or more employees)

ANSWER CHOICES	RESPONSES	
Yes	25.00%	2
No	75.00%	6
TOTAL		8