



2020

# COVID-19 Response Survey

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Covering the  
State of Michigan

Published: March 18, 2020

**AMERICAN SOCIETY OF EMPLOYERS**

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## MISSION STATEMENT

ASE's mission is to support employers by providing a broad range of information, services, and training that enables them to successfully manage their most important asset: *their people*

## Other Available Surveys

Local Compensation Surveys

Healthcare Insurance Benefits Survey

Michigan Policies and Benefits Survey

National Executive Compensation Survey

National Policies and Benefits Survey

National Sales Compensation Survey

Nonprofit Compensation Survey

Salaries for Co-op Students and Recent  
College Graduates Survey

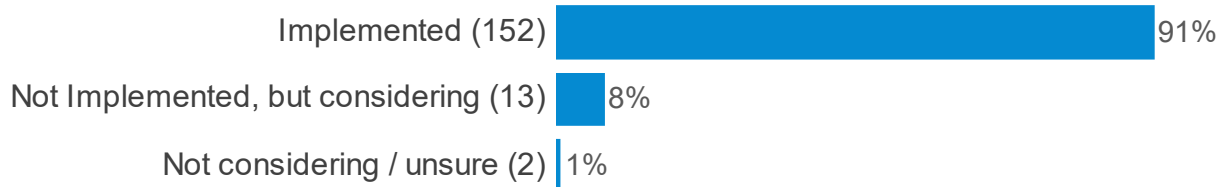
Salary Budget Survey

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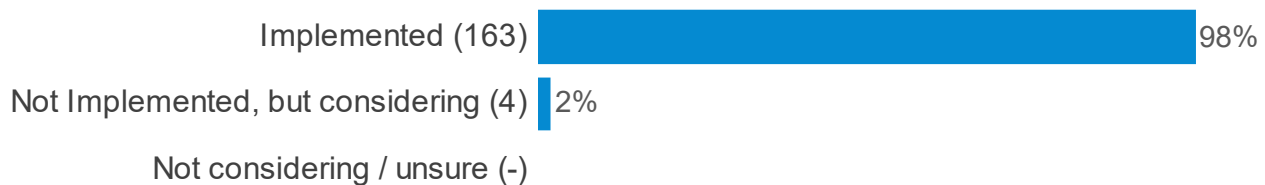
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## American Society of Employers - Employer Response to COVID-19 Survey

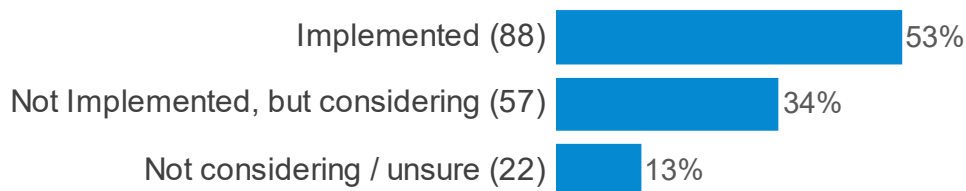
Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Communicating employee expectations should they or a family member have signs, symptoms or a diagnosis)



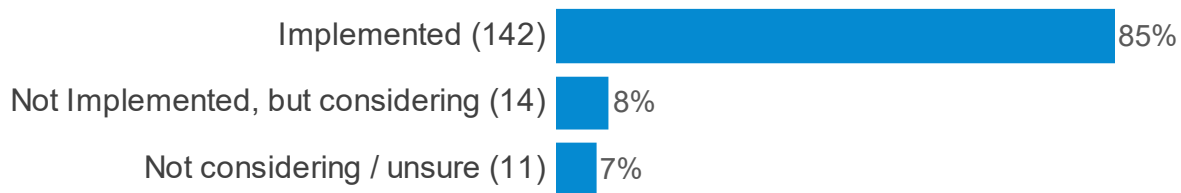
Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Communicating prevention and personal hygiene reminders to the workforce)



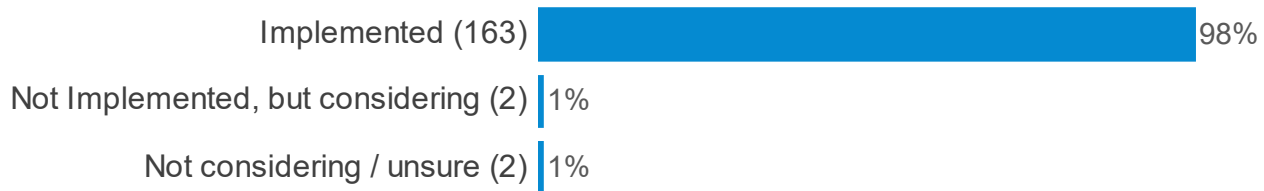
Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Creating or updating the organization's emergency action/pandemic communication plan)



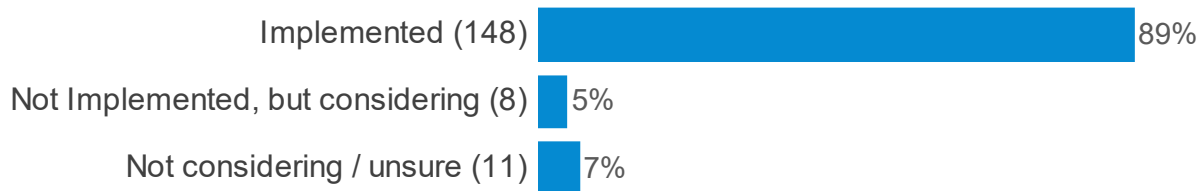
**Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Identifying and communicating an internal point of contact for employee questions)**



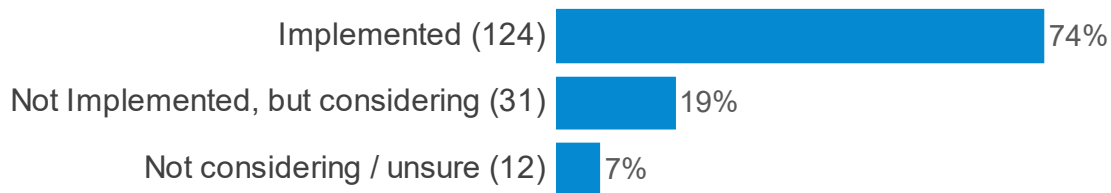
**Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Monitoring government agencies (CDC, WHO, OSHA, etc.), state and local health department updates)**



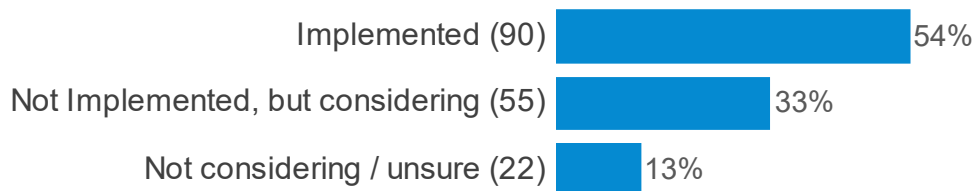
**Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Ordering masks, gloves, hand sanitizer and increasing cleaning of surfaces and equipment)**



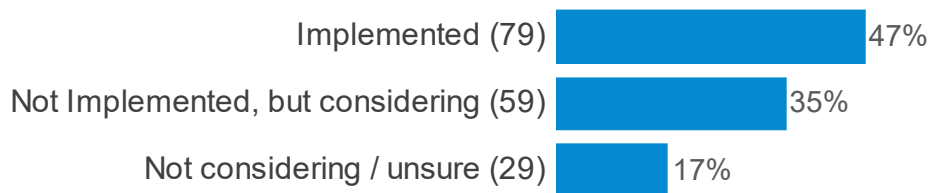
**Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Relaxing attendance policies to encourage focus on care for self and others, e.g. encourage remote work)**



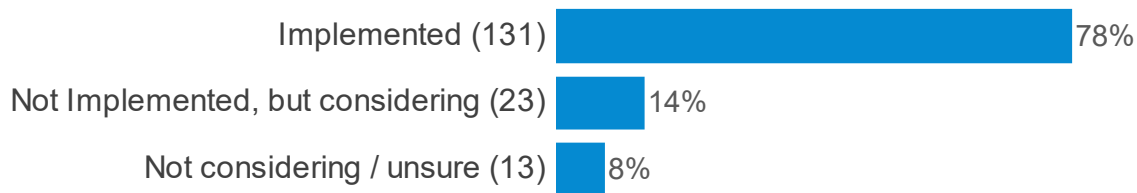
**Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Providing paid or unpaid leave to employees to self-quarantine in response to COVID-19?)**



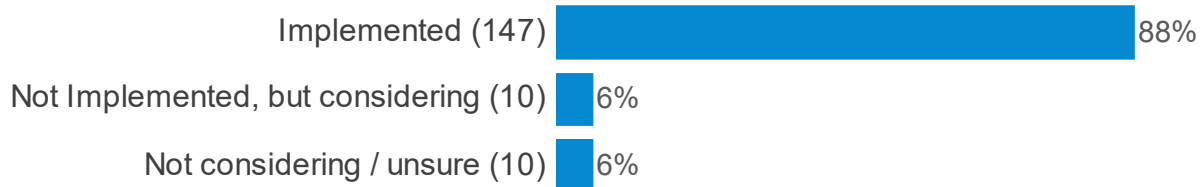
**Which of the following preventive actions have you implemented or considered regarding your organization's human resources practices (e.g. policies, remote work, employee absences)? (Providing paid or unpaid leave to employees to provide child care where schools or child care centers are closed in response to COVID-19?)**



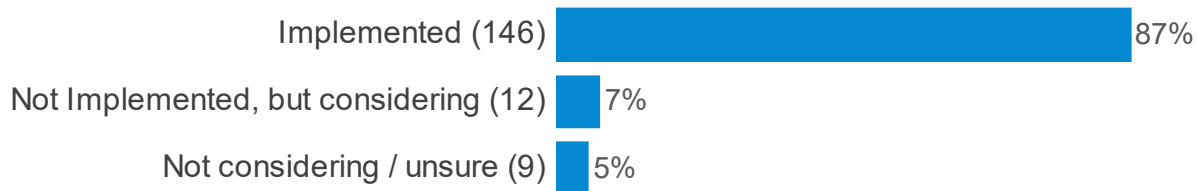
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Addressing technology needs to allow for working remote, communicating real-time updates, etc.)**



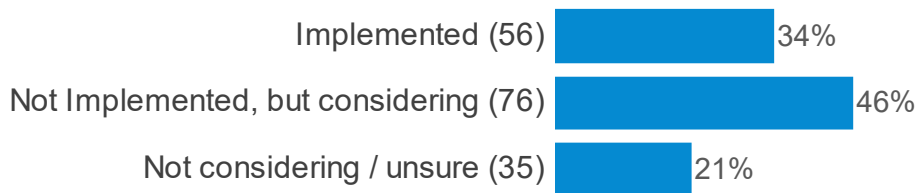
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Cancelling or rescheduling in-person internal events, trade shows, training or meetings to promote social distancing)**



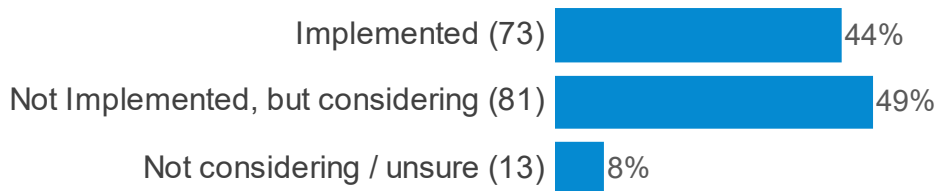
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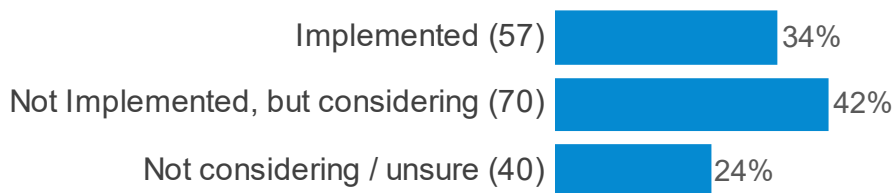
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Considering a plan if a temporary shutdown or layoffs are necessary)**



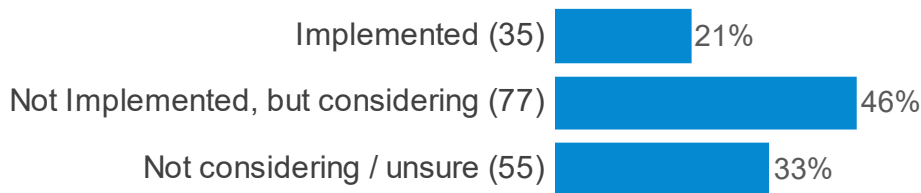
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Creating a business continuity plan to address custom concerns; interruption of service (vendor, supplier, product, etc.); or short/long-term financial implications)**



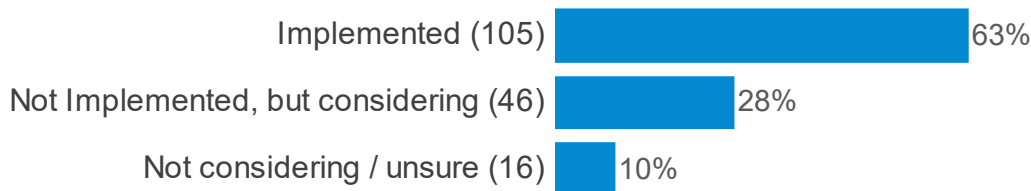
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Creating or executing cross training plans to cover absences, shifts in production schedules, etc.)**



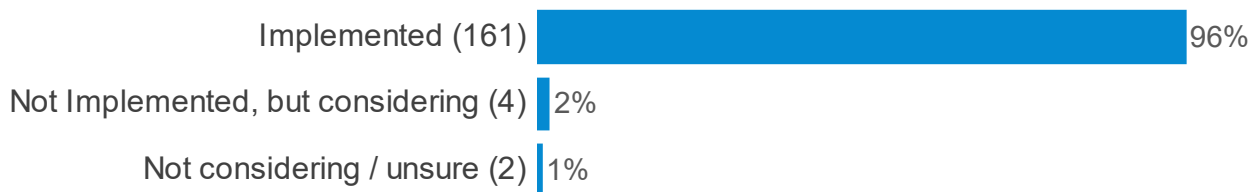
Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Defining alternate production schedules/facilities due to supply chain gaps or excessive absences of employees)



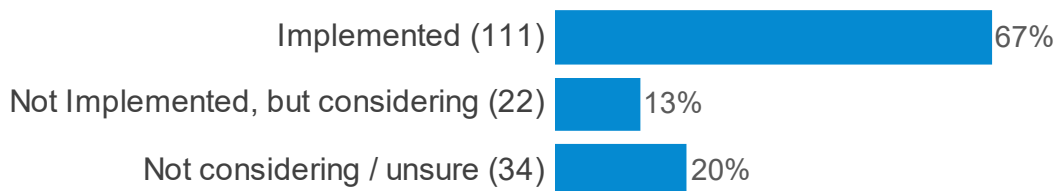
Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Encouraging remote work if possible)



Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Increasing cleaning or sanitizing regimen, e.g. buildings, surfaces, equipment)

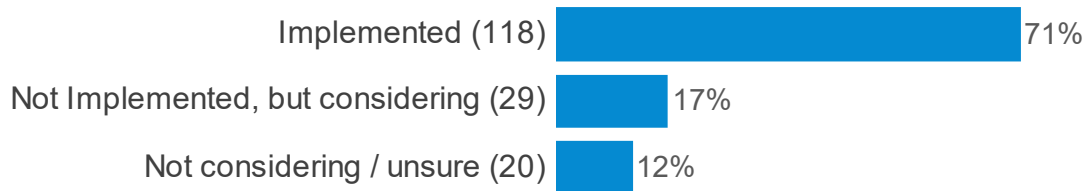


Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Networking with other organizations regarding their strategies/plans)

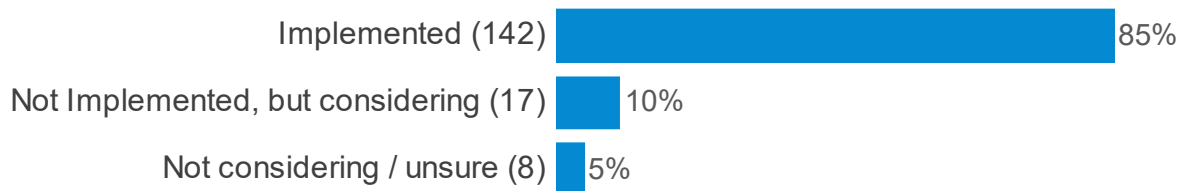




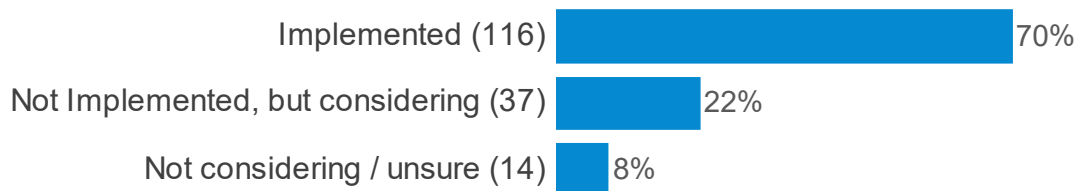
Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Restricting facility access)



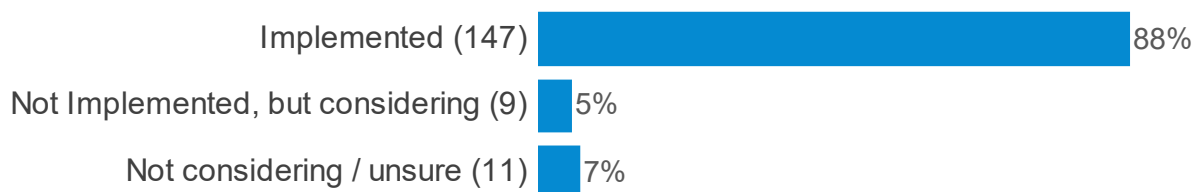
Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Shifting to virtual meetings and virtual training sessions)



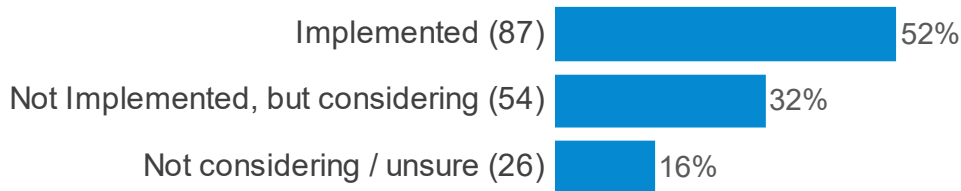
Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Suspending domestic business travel)



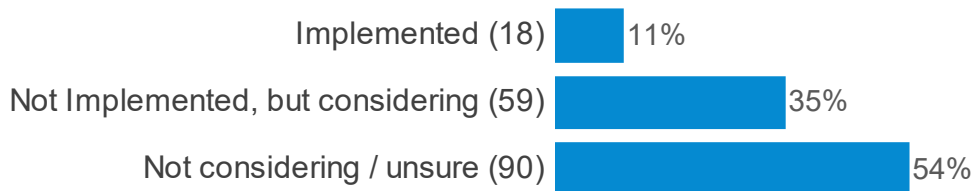
Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Suspending international business travel)



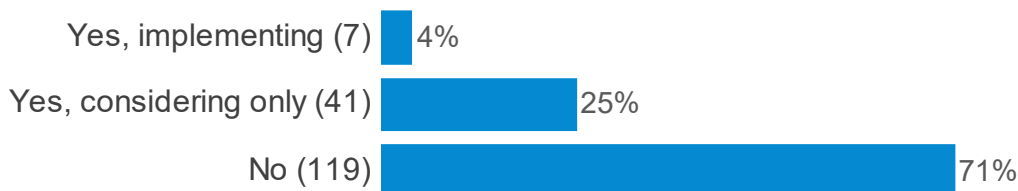
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Training managers around human resources and business continuity updates)**



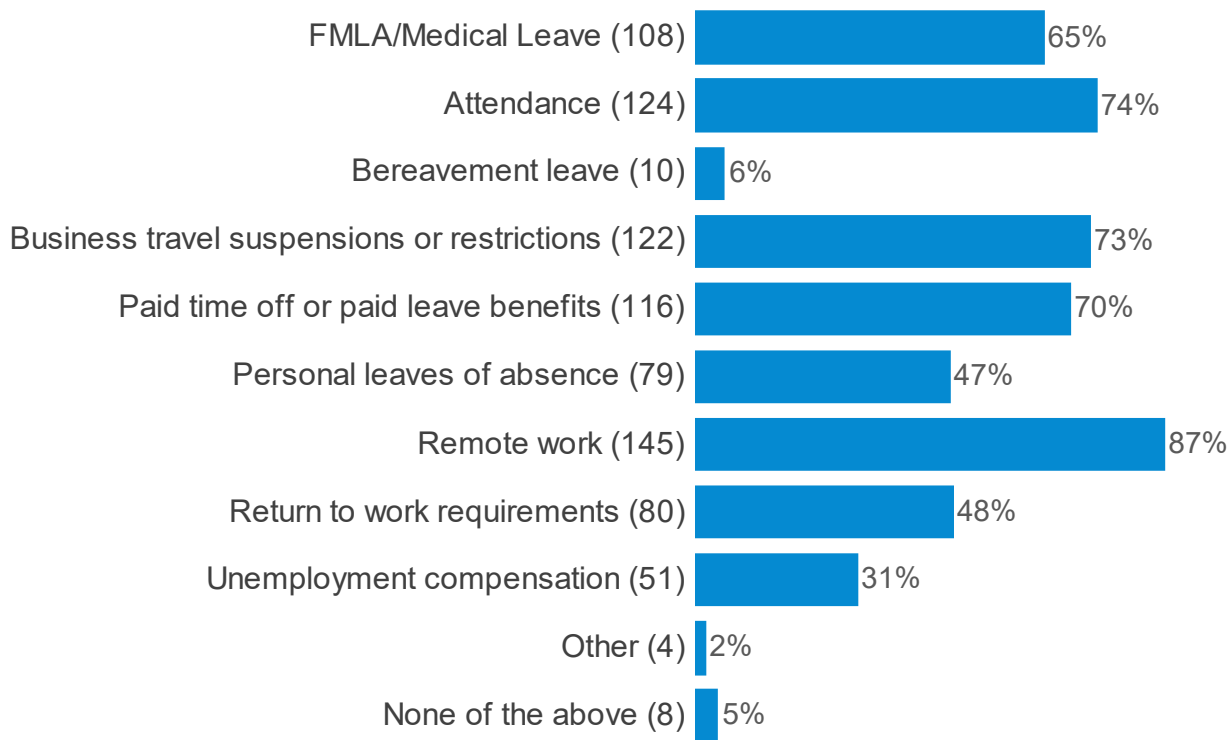
**Which of the following preventive actions have you implemented or considered regarding your organization's business continuity plan (e.g. supply chain, financial implications, temporary shutdown) ? (Working extra shifts now given employee and supply availability)**



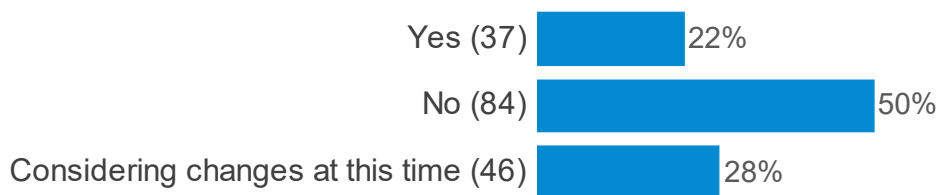
**Is your organization implementing or seriously considering a work stoppage or shutdown?**



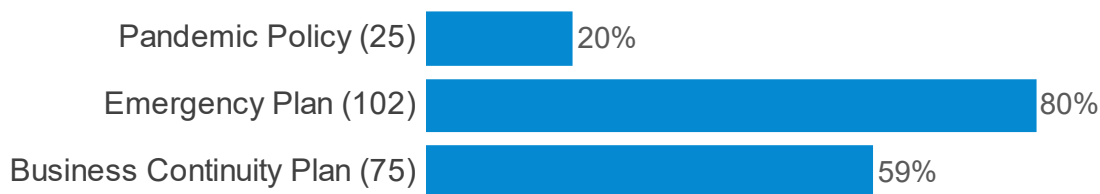
Which Human Resource policies and benefits have you evaluated in preparation?  
**(Please select all that apply)**



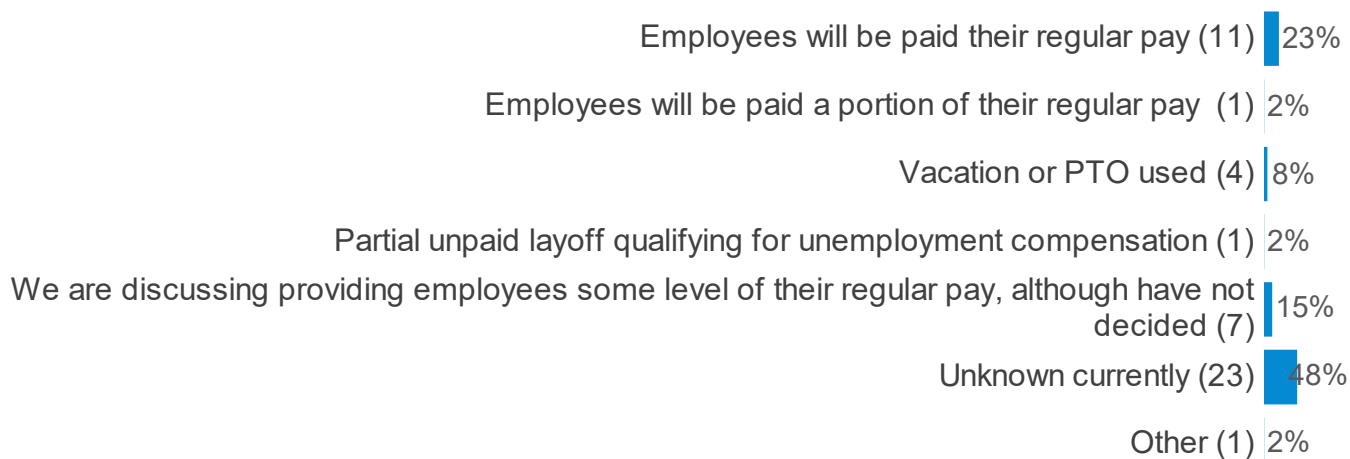
**Are you planning to make any changes to your personnel policies and benefits to respond to the COVID-19 pandemic?**



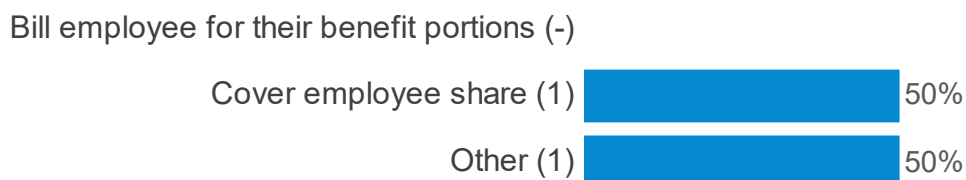
**Which of the following formal (i.e., written / documented) policies does your organization maintain?**



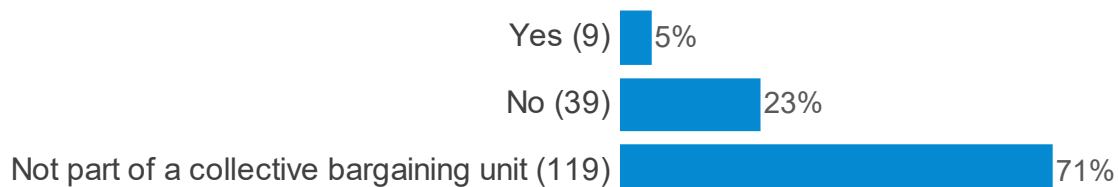
## If your organization is temporarily shutting down, how are you planning to pay employees?



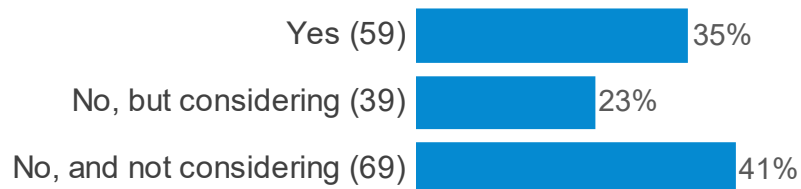
## How is your organization handling employee benefits?



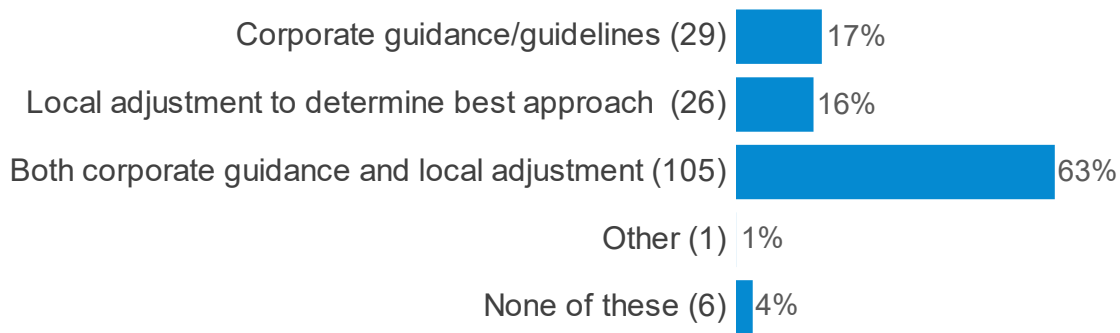
## If your organization is part of a collective bargaining unit, is a temporary shutdown addressed in the contract?



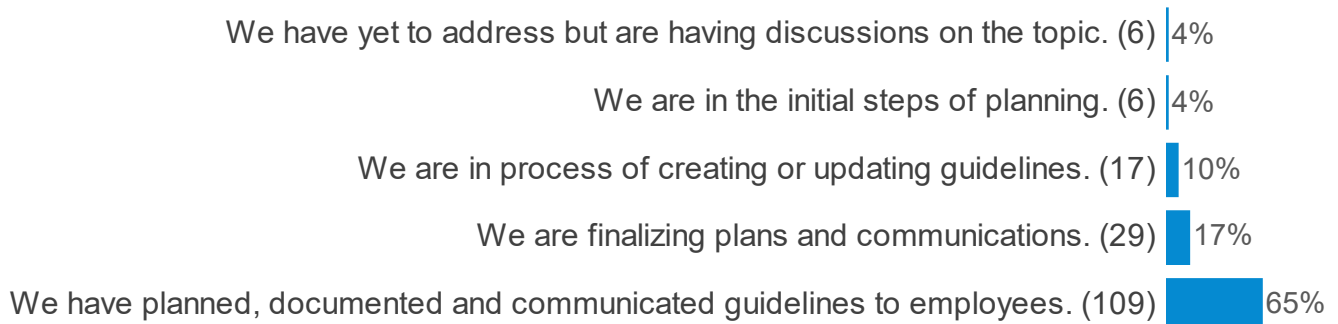
## Does your organization have a COVID-19 pre-screening questionnaire for visitors?



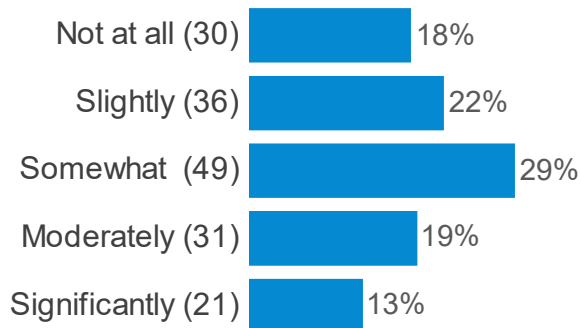
## Overall, what approach is your organization taking to prepare and plan for COVID-19?



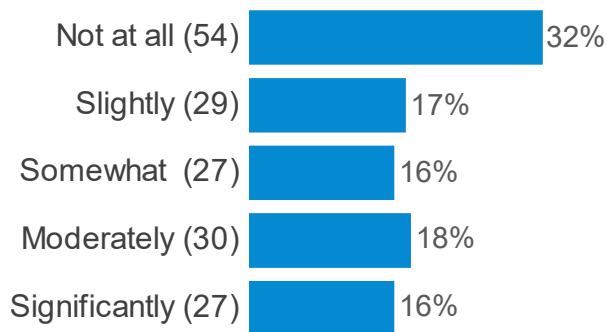
## How has leadership communicated preparation guidelines?



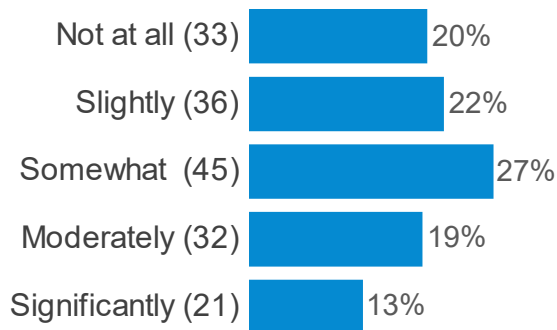
## To what extent has the COVID-19 pandemic negatively impacted the following aspects of your organization's business: (Business outlook (i.e., sales / revenue))



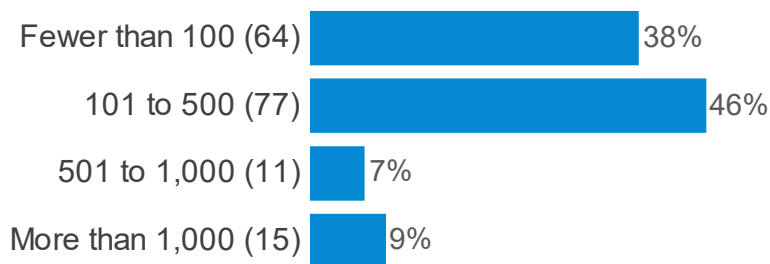
**To what extent has the COVID-19 pandemic negatively impacted the following aspects of your organization's business: (Hiring projections / outlook)**



**To what extent has the COVID-19 pandemic negatively impacted the following aspects of your organization's business: (Business / capital spending)**

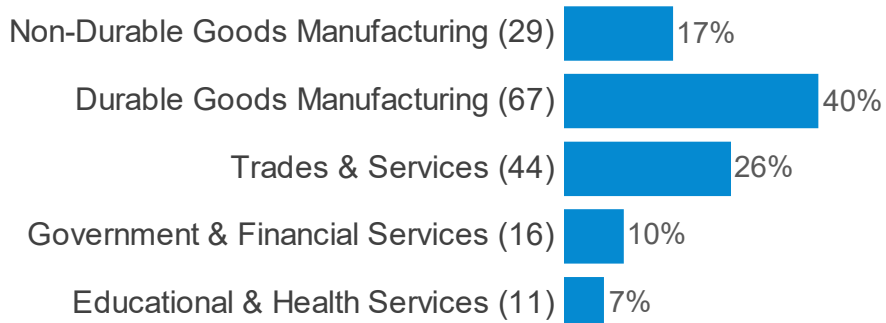


**How many employees does your organization have in the State of Michigan?**



**Please select one of the following industry families:**

Goods Producing, Non-Manufacturing (-)



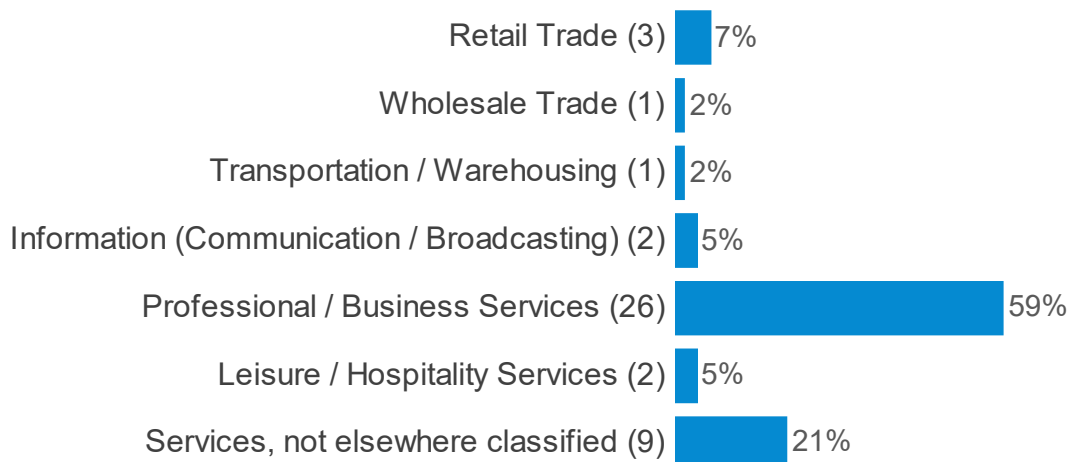
**Please select one of the following industry categories:**

Natural Resources / Mining (-)

Utilities (-)

Construction (-)

**Please select one of the following industry categories:**



**Please select one of the following industry categories:**



Please select one of the following industry categories:

