



SPECIAL REPORT

COVID-19

and the Hourly Worker

COVID-19 is rapidly transforming workplaces, and we know that frontline employees are most affected. To better understand circumstances and how to help hourly workers at this time, Branch surveyed 1,000+ employees about how COVID-19 has affected their work.

Survey Date March 31, 2020



HOURLY EMPLOYEES EXPERIENCE GREATER JOB LOSSES, HOURS

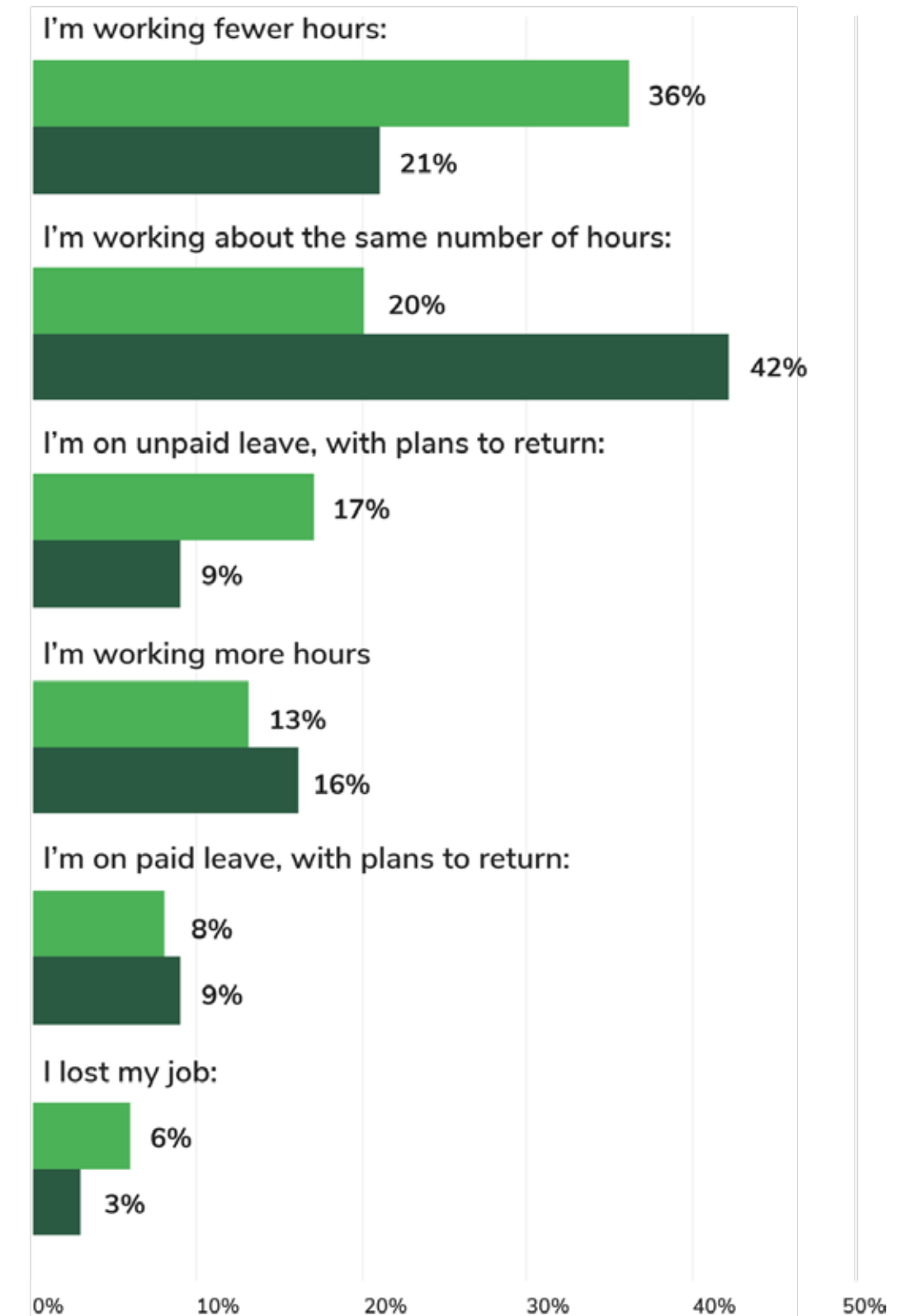
The percentage of hourly employees earning less increased (59% vs. 56%), with the percentage of job losses **tripling from 2% two weeks ago to 6% now.**

Only 28% of hourly employees are maintaining the same level of pay -- either through working the same number of hours or paid leave (vs. 33% two weeks ago).

As employers adjust to the new normal, more employers of hourly workers remained open with normal or reduced hours compared with two weeks ago (70% vs. 67%).

HOURS IMPACTED: HOURLY VS. SALARIED

● Hourly ● Salaried





FEAR OF EXPOSURE DETERS NEW APPLICANTS

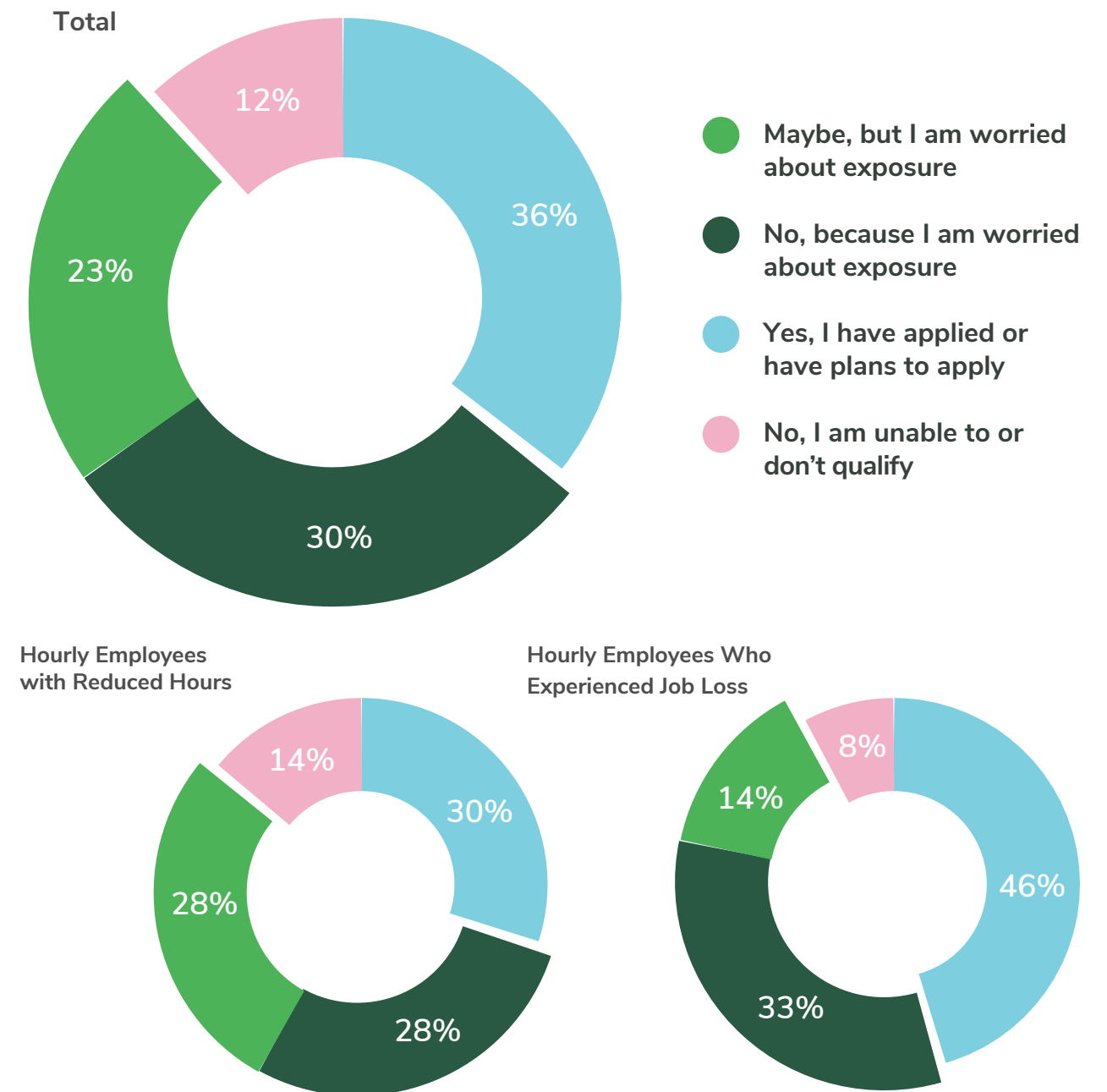


But despite the loss in income, over half of employees (53%) were hesitant or declined to apply to new jobs because of fear of exposure to COVID-19.

When asked about supplementing or replacing their income with new job opportunities, just 36% of hourly employees had applied or had plans to apply.

While hourly employees who had lost their jobs were the most likely to apply, **less than half (46%) had applied or had plans to apply** and a third (33%) had declined to apply at all because of exposure risk.

Majority of Hourly Workers Unlikely to Apply Over Virus Fears





Employers Increase Support & Financial Assistance

The overall percentage of employees receiving financial assistance doubled to 30% over the last few weeks.

Bonus Pay became the most popular form of assistance after shutdown leave, **more than tripling from 8% up to 29%**

While salaried employees were more likely to receive financial assistance, the percentage of hourly employees receiving some sort of financial assistance **increased 10% over the last two weeks.**



Top forms of financial assistance for hourly and salaried employees include:

Paid Sick Leave	38%
Bonus Pay	26%
Paid Shutdown Leave	24%
Emergency Fund	14%
Other	12%



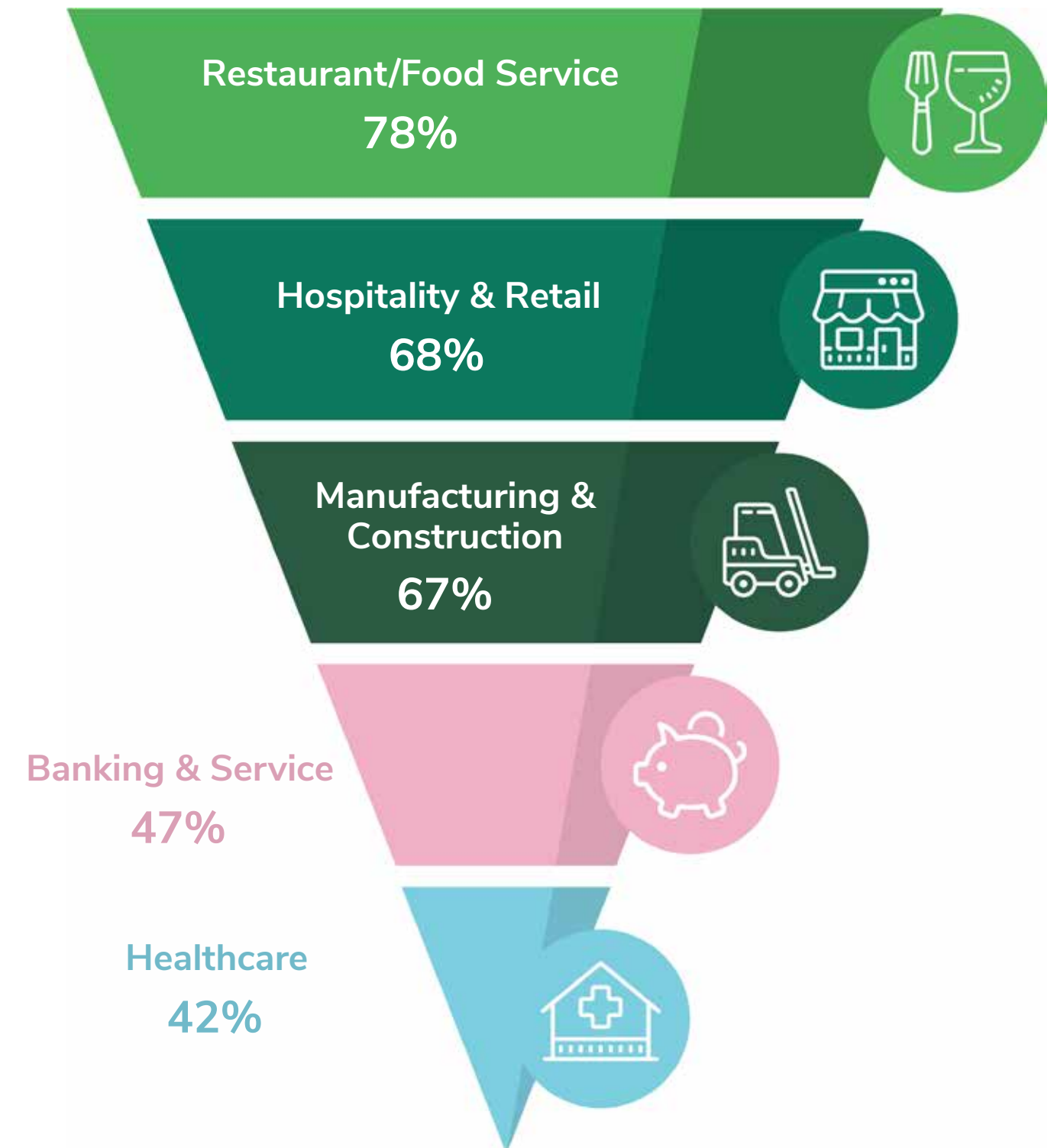
Industries Follow Food Service in Cutting Hours, Jobs

By industry, Restaurants/Food Service employees still had the highest percentage of **reduced hours or unpaid leave at 78%**, slightly lower than its rate of 82% from two weeks ago. Restaurant workers also had the highest rate of job losses (12%).

But reduced hours and job losses also continued across industries, with Retail, Manufacturing/Construction, and Banking/Financial Services experiencing 10+% increases in jobs and hours reduced compared to two weeks ago

Even Healthcare hourly employees experienced this loss.

Jobs + Hours Lost Across Industry





Hourly Workers Worry More About Short-term Savings, Autocare

While groceries remained the top concern for hourly workers, hourly workers **became more concerned about home/rent affordability (64% vs. 60%)**, autocare (20% vs. 16%), and short-term savings (15% vs. 12%).

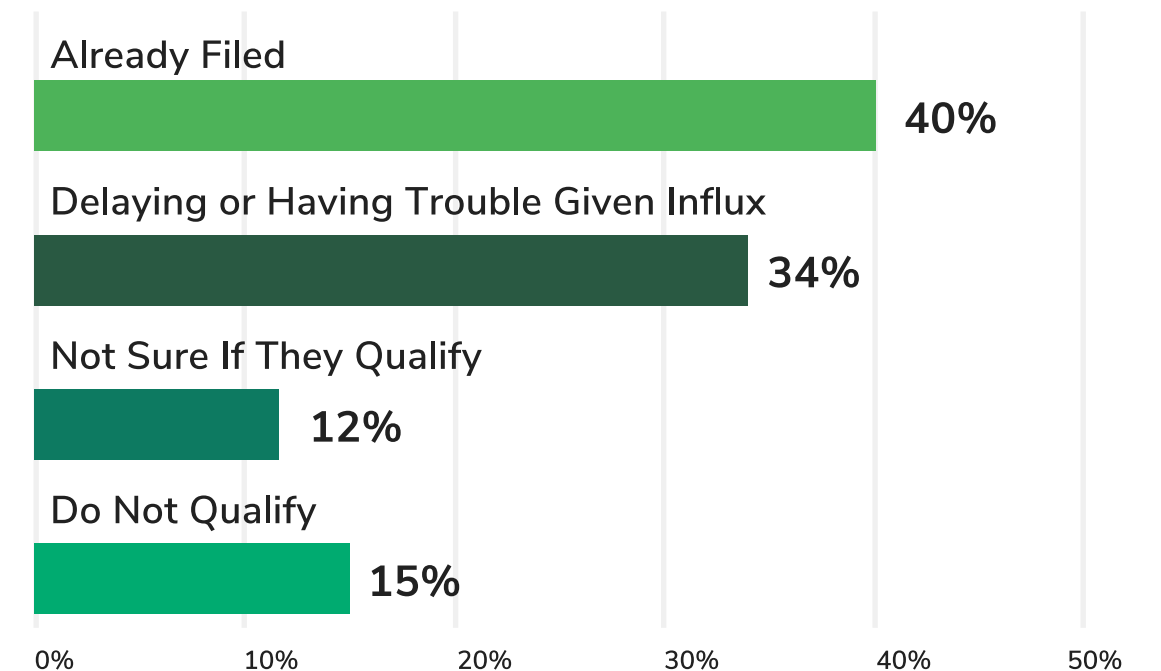
Taxes Filed, Unemployment to File

Hourly employees are ready for their stimulus checks, as **nearly 90% of hourly employees had filed their taxes** within the last two years.

But less than half of hourly employees who lost their job have already filed for unemployment (40%), with 34% delaying or having trouble given the influx of requests. An additional 12% weren't sure if they qualified, will 15% did not apply because they did not qualify.



Unemployment Filings for Those Lost Their Jobs





EMPLOYEES REMAIN CONFIDENT, UNDETERRED

Despite the upheaval, hourly workers were actually more confident in their employment outlook over the next three months:

The portion of hourly employees who were either confident or very confident increased to 39%, up four percent from two weeks ago

Slightly less remained neutral (34% vs. 37%)

Those who were not confident also decreased slightly (28% vs. 27%)



39%
Confident or Very Confident



34%
Neutral



27%
Not Confident