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# ***Sapphire Insights***

## **Workforce related Strategies of Global Companies during COVID 19**

*April 2020*



# Google

- Google is offering large blocks of emergency leave to parents struggling to deal with disruptions to their family schedules.
- At Google, employees taking care of children or family members are being offered two weeks off without dipping into their paid leave following the closure of any school or care facility.
- Google is offering four weeks to employees who are facing unexpected caregiving needs, and an additional six weeks of emergency care leave for employees who need to take time to take care of any family members who fall ill or are dealing with other medical conditions.
- Google benefits do not apply to contractors, who make up a large percentage of their workforces.



## *The Coca-Cola Company*

- Since the coronavirus outbreak began, Coca-Cola have implemented additional cleaning and sanitization routines, focusing on high-touch surfaces, and have taken steps to restrict visitors to the facilities.
- In some locations, delivery drivers do not leave their trucks, reducing person-to-person interactions. Some manufacturing plants have implemented split shifts to avoid shift-to-shift contact.
- Important to note that plant employees have minimal to no contact with the finished products. The European Food Standards Agency says that there is currently no evidence that food is a likely source or route of transmission of the virus.



- Walmart implemented an emergency COVID-19 leave policy, encouraging associates showing coronavirus symptoms to stay home and ensuring they have the support they need.
- Currently, the majority of associates and family members have everyday access to \$4 telehealth doctor visits.
- Walmart is waiving this fee for those plan members, providing them access to medical and behavioural services at no cost to them.
- Walmart's Resources for Living program, which includes behavioural counselling services at no cost, is another way associates can get support during these trying times.



- Amazon and Lyft are collaborating to reduce the hardships drivers are facing due to a drop in using the ride-hailing service.
- Lyft is encouraging its drivers to apply for roles in Amazon's fulfilment centres to support grocery and package deliveries.
- Amazon is ramping up hiring by opening 100,000 new roles to support people relying on Amazon's service in this stressful time.
- Bezos also reiterated Amazon's commitment to hiring 100,000 new roles, along with raising hourly wages for fulfilment workers.



- Pepsi will provide their associates 100% of pay for a two-week period for those who need to quarantine, are assessed by a doctor and are symptomatic or have been diagnosed, or who are caring for a sick family member in their household. For those diagnosed or caring for a diagnosed family member, Pepsi will also provide a minimum of two-thirds of pay for up to 10 additional weeks.
- If Pepsi was to close a facility due to COVID-19, and in the event that work could not be continued remotely, their associates in that facility will receive 100% of pay for up to 12 weeks. Finally, Pepsi recognize the burden inadequate childcare has on associates during this time, so they are offering a minimum of two-thirds pay for up to 12 weeks, subject to approval, for associates who may be impacted by lack of available childcare due to school or daycare closures or the lack of availability of a regular caregiver because of coronavirus.
- The additional compensation covers more than 90,000 frontline associates at both PepsiCo Beverages North America (PBNA) and PepsiCo Foods North America (PFNA) and consists of a minimum of an incremental \$100 per week for full-time employees over the next month. They will also hire 6,000 new, full-time, full-benefit frontline employees across the U.S. in the coming months.



- Nestle is working very hard to keep the employees healthy and safe. Nestle have implemented enhanced safety measures at all sites, with particular focus on frontline workers in Nestlé factories, quality labs and distribution centres. Where needed, nestle is offering free meals and transport for staff to help reduce the risk they fall ill.
- Nestle is also offering generous sick leave arrangements for those who contract the virus and will provide cash loans or advances for those in financial distress. All hourly and salaried staff affected by temporary stoppages will be paid in full for a minimum of twelve weeks (subject to local labour laws and regulations).



# Cognizant

- Cognizant offers extra 25% of base pay to India employees.
- Staff at Cognizant Technology Solutions Corp's India and the Philippines centre, up to associate level, will get extra salary in April, chief executive Brian Humphries said in a note to employees.
- The US-headquartered company said the extra money, at 25% of base pay, is in recognition of the hardship the employees and their families face as they work from home in the wake of the Covid-19 pandemic.
- This will apply to more than two-thirds of the India workforce. "This will be processed with your April pay check, and we will be reviewing this approach monthly," Humphries said.



- During this coronavirus pandemic, PayPal will provide additional support and flexibility to manage individual circumstances through April 30.
- If they are diagnosed with the coronavirus, they will continue to be paid without interruption throughout the time they are ill.
- If the office is closed temporarily due to the impacts of the coronavirus, they will continue to be paid during the time office is closed, even if you do not have the ability to work from home.
- To address specific challenges they may face as a result of the coronavirus, such as caring for children or other family members, the need to stay home due to an underlying illness or health vulnerability, or other personal or medical needs, they may request up to 2 additional weeks of paid time off through the Crisis Leave Program.



- Food maker, Mondelez has increased hourly wages by \$2 and will pay \$125 weekly bonus for sales representatives till May 2nd.
- These benefits will go to the more than 10,000 workers who are making, selling and distributing products to retail partners across the country.
- The company also said in a press release that any impacted U.S.-based employees will receive up to two additional weeks of paid leave at 100% of pay.
- Mondelez also announced that it will hire 1,000 workers to deal with a surge in demand for food and household products. The company encourages individuals who may have been displaced by the closing of other businesses to apply for the positions.



- Fiat will temporarily defer the salaries of its white-collar workers by 20% for the next three months as the automaker attempts to save cash to weather the coronavirus crisis.
- CEO Mike Manley also will take a 50% cut in his salary and members of the Group Executive Council (GEC), the company's highest executive decision-making body, will all take 30% salary cuts.
- Fiat Chrysler Chairman John Elkann and the rest of the automaker's board also have unanimously agreed to forgo their remaining 2020 compensation.
- The salary cuts for the white-collar workers are expected to be repaid no later than March 15 of next year. They are expected to impact most of the automaker's salaried workforce globally.



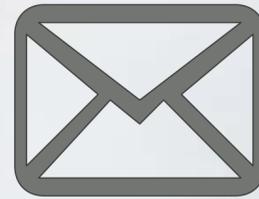
- JPMorgan Chase said it was giving bank tellers and other “front-line employees” a one-time bonus of up to \$1,000 to help cushion the difficulties of working during the coronavirus pandemic.
- Many of the front line employees in their branches, operations and call centres, and other key sites who continue to go into their office or branch each day face particular challenges related to issues like childcare and transportation.
- JP Morgan Chase will make a one-time COVID-19 special payment equal to a maximum of US\$1,000,” the bank said, adding that the payments couldn’t exceed “10% of salary/regular pay or fixed pay in certain countries.”
- JPMorgan’s move may help shore up morale among employees who, because of the nature of their jobs, can’t work from home and therefore may face a higher risk of exposure to the coronavirus. The special bonus, which will be paid in \$500 instalments in April and May, applies to branch employees or workers who have to continue working at company buildings who earn less than \$60,000.
- The biggest U.S. bank by assets is also giving all employees up to five extra paid leave days and extended the carryover period of unused vacation days from last year to help workers deal with child care or dependent care issues.

- In response to the continuing COVID-19 crisis, Alegeus the market leader in consumer-directed healthcare (CDH) solutions, announced a new offering, the Employee Care Card, which enables employers to offer targeted financial support for employees to address their most immediate needs as the pandemic continues to unfold.
- Employees receive these relief funds via a convenient debit card, supported by a simple online experience to check their balance and view transactions.
- The Employee Care Card offers employers more flexibility than cash or gift cards to provide financial aid to their employees as they navigate this crisis. Employers determine the amount they wish to contribute per employee, as well as the type of eligible expenses they want to allow – from groceries and home office supplies to educational supplies and more. Unlike cash or gift cards, employers control how the dollars can be spent, preserve unspent dollars, and gain real-time insight into employee spending trends.



# NETFLIX

- Netflix recently announced that it has set up a \$100 million relief fund for cast and crew members working on studio productions that have been halted by the coronavirus outbreak.
- Aside from providing relief to its own productions, Netflix also said that \$15 million will go to “third parties and non-profits providing emergency relief to out-of-work crew and cast in the countries where they have a large production base.”
- The company has pledged \$1 million of that to the SAG-AFTRA COVID-19 Disaster Fund, the Motion Picture and Television Fund and the Actors Fund Emergency Assistance in the U.S., and another \$1 million between the AFC and Fondation des Artistes.



## **GET IN TOUCH**

Send us a mail or call us at:

### **Mumbai**

Tel: +91 2 2 4341 3000

### **New Delhi**

Tel: +91 11 4300 4 20 2

**[client@sapphirehs.com](mailto:client@sapphirehs.com)**