

Gallagher Better WorksSM

Helping you face your
future with confidence.



May 2020 | Special Pandemic Response Issue

Define your path forward

COVID-19 firmly established itself as one of the most disruptive events in modern history. During this unprecedented disruption to business and employees' lives, employers must address the effects of the known and the unknown stressors. To define a path forward, these stressors must be addressed and their impact understood.

Organizations that understand the connection between employee wellbeing and organizational wellbeing are well-equipped to assess and address both the immediate challenges and longer-term impact of this crisis. To help your greatest asset — your people — it's important to consider the unforeseen effects of quarantine as well as the impact on your global workforce.



Gallagher Better WorksSM is founded on the concept that “the whole person comes to work each day.” To help your people engage in their work and invest in your organization’s success means investing in them — with benefits and HR programs that support their health, talent, financial security and career growth — all at a sustainable cost structure. With a people strategy rooted in the wellbeing of your people, your organizational wellbeing can thrive — even in times of uncertainty. Your workplace will work better and you can face the future with confidence.

This newsletter covers a wide range of subjects, including leadership, communications, creative compensation and staffing, and more implications of COVID-19. Now more than ever, employers need timely insights to navigate the multitude of issues arising from this global pandemic. A better response to COVID-19 starts here.

[Click to view](#) our Canadian Gallagher Better WorksSM INSIGHTS: COVID-19 Volume 1 & 2

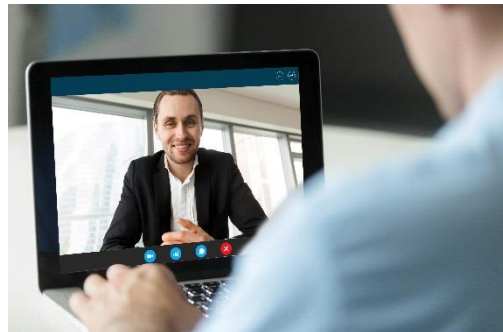
The Unforeseen of Quarantine

As employers and employees adjust to the pandemic and new routines, some individuals may unexpectedly start struggling to maintain healthy habits that previously seemed innate. Feelings of loneliness can creep in, impacting sleep, diet, stress, anxiety and depression levels, as well as compromising the immune system. As such, issues related to addiction and weight management may resurface or become elevated as a consequence of current situations.

[Read more](#) about the unforeseen physical and mental wellbeing challenges of quarantine.

Leading with Authenticity During COVID-19

As COVID-19 continues to touch nearly every aspect of our lives, many people are struggling with its impact on their work lives. While people struggled with issues like stress, uncertainty, and work-life balance before COVID-19, now these issues have become even more challenging. Many people have asked if being an authentic leader is still a good idea, when stressors are stronger than ever before.



In fact, being an authentic leader is even more important during stressful times. Being authentic will facilitate others opening up about their struggles and stressors, which will lead to more effective coping and outcomes that are more positive.

[Click here](#) for the three guidelines relating to being an authentic leader in times of COVID-19.

Will the COVID-19 Pandemic Alter the Drivers of Employee Engagement?

The COVID-19 pandemic is unprecedented in its global reach and pace of spread throughout communities worldwide. Its trajectory underscores the increasing need for organizations to continually assess their approach to protecting the safety and security of employees, including a significant focus not only on the physical wellbeing of the workforce, but also emotional wellbeing and employee engagement.

[Read more](#) about what propels workforce engagement during bad times.

Rethinking and Rebalancing Staffing, Compensation and Benefits in the COVID-19 Crisis

How organizations handle reductions in force will have a long-term impact on their ability to manage their employee value proposition and future efforts to retain, recruit, and possibly rehire former employees.



[Read more](#) about reduction considerations

Supporting Your Global Workforce During COVID-19 and Beyond

This latest pandemic highlights an ever-increasing need for organizations to assess their approach to their employee duty of care — how they protect the safety and security of employees to support their physical and emotional wellbeing. While authorities and public health bodies are taking steps to manage the outbreak, all organizations should consider the risk posed to employees' wellbeing and the organization's operations.

[Take a look](#) at the global workforce employee and country classifications.

Return to Workplace Key Considerations Start-Up Guide | Canada

These are unprecedented times — our communities, families, employees and organizations as a whole have all been impacted by the COVID-19 pandemic. The decision to return to the workplace is complex and encompasses a variety of key aspects, including considerations of who, when and how because of the need to ensure a safe, clean and secure workplace for all.

Gallagher’s insurance, risk management, and consulting professionals have developed a process that will help you confidently protect your people, property, and profits through a five-step action plan.

[Download](#) our Return to Workplace Considerations Start-Up Guide

[Get access](#) to our OnDemand webinar COVID-19 Recovery: A Five-Step Process to Returning to the Workplace

Legislative Updates for Employers

Compliance alerts and legislative updates for employers.

Federal government launches the Canada Emergency Wage Subsidy program

[Read here](#)

Federal government launches the Canada Emergency Response Benefit

[Read here](#)

Quebec government ends the newly introduced COVID-19 related Temporary Assistance Workers Program, in light of the new federal Canada Emergency Response Benefit

[Read here](#)

British Columbia enacts unpaid employment-protected sick leave and COVID-19 related leave of absence

[Read here](#)

For additional resources, click [here](#) to visit our Pandemic website.

COVID-19 Pulse Survey: Return to Workplace

Gallagher’s Return to Workplace pulse survey looks further out to after the shelter-in-place period ends. Questions include to what degree organizations plan to change their 2021 benefits packages, as well as whether or not pandemic-related wage adjustments will remain in place. Look for reports to be posted on Gallagher’s pandemic page.

[Take the Survey](#)

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