







**CANADIAN FEDERATION  
OF INDEPENDENT BUSINESS**

*In business for your business™*

# COVID-19 CFIB Member Survey #16 – Staffing Question Results

For July 16, 2020 release

# Methodology

-  Online survey (*Your Business and COVID-19 – Survey Number Sixteen*), started [July 3](#).
-  So far, Survey Number Sixteen has received a total of [3,816 responses](#) from small business across Canada.
-  For comparison purposes, a probability sample with the same number of respondents would have a margin of error of [+/-1.6%](#), 19 times out of 20.
-  Note on the next pages: The percentage of responses in charts may not always add up to 100%, due to rounding or multiple choice responses. There are instances in in this briefing that we do not report on certain provinces and sectors, as the sample size is less than 40 respondents.

#SmallBusinessEveryDay

CFIB

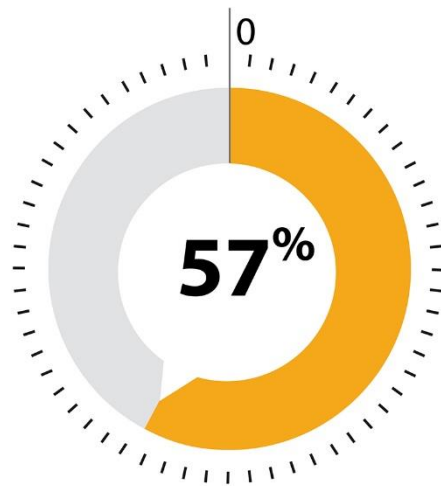
# Small Business Recovery Dashboard

Canadian small businesses

As of July 6, 2020



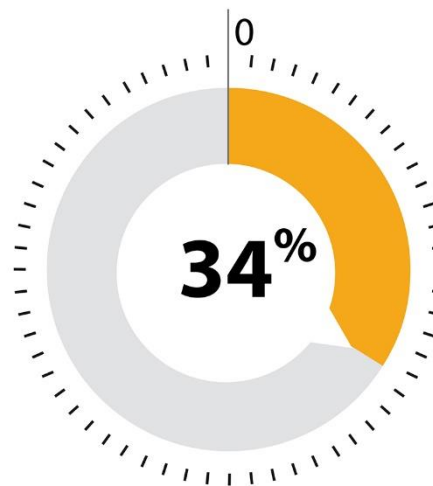
Fully open



Weekly variation: -1



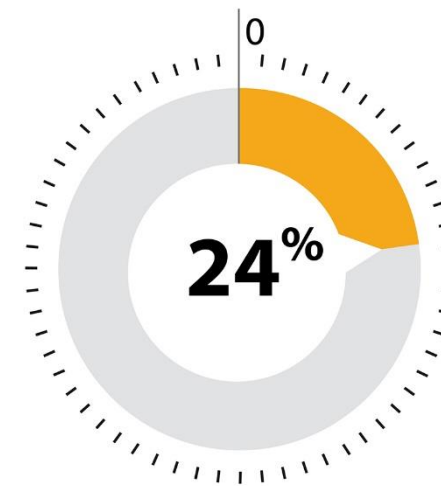
Fully staffed



Weekly variation: 0



With normal sales

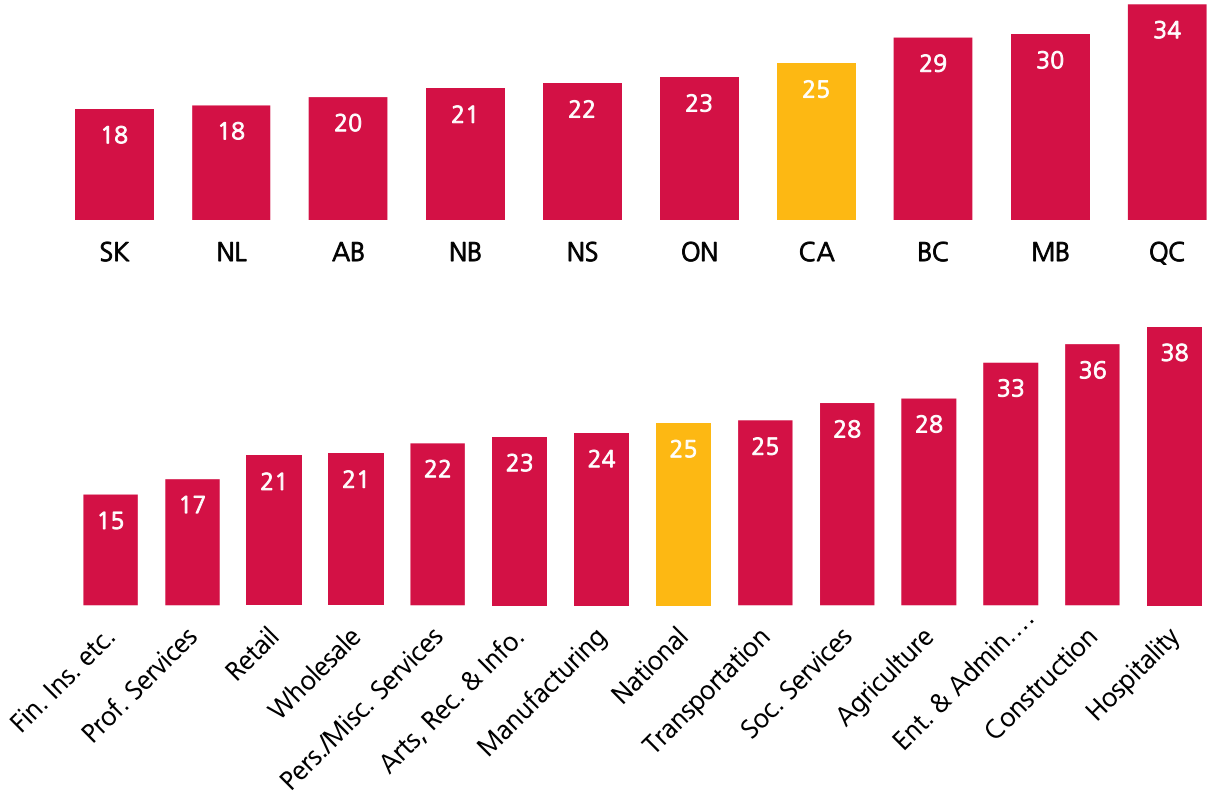
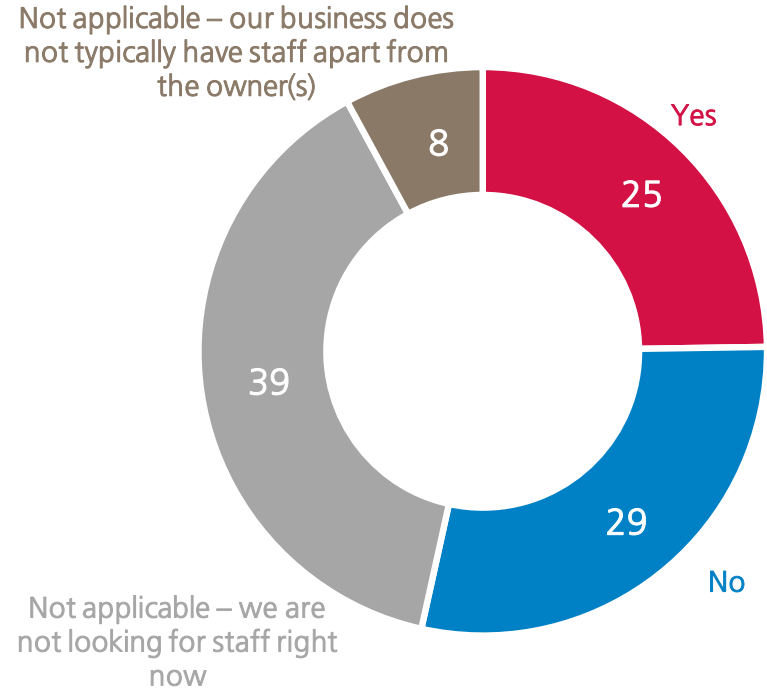


Weekly variation: +1

Source: CFIB, Your Business and COVID-19 – Survey Number Sixteen, July 3-TBD, 2020, preliminary results, n = 3,790, n = 3,673, n = 3,790.  
Note: This data will be updated on the CFIB website by July 7, 2020.

# Is your business currently having a hard time finding the staff it needs to operate?

(% response)

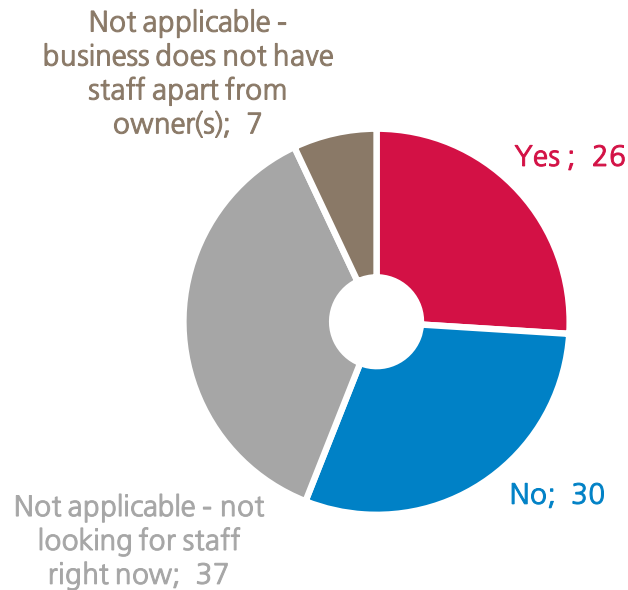


Source: CFIB, Your Business and COVID-19 – Survey Number Sixteen, July 3-TBD, 2020, preliminary results, n = 3,700.  
 Note: Percentages may not add to 100% due to rounding.

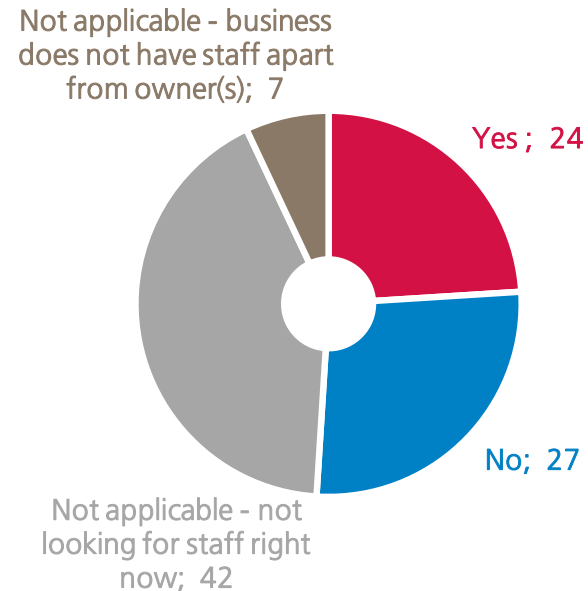
# For those that are fully open, partially open, and fully closed: Is your business currently having a hard time finding the staff it needs to operate?

(% response)

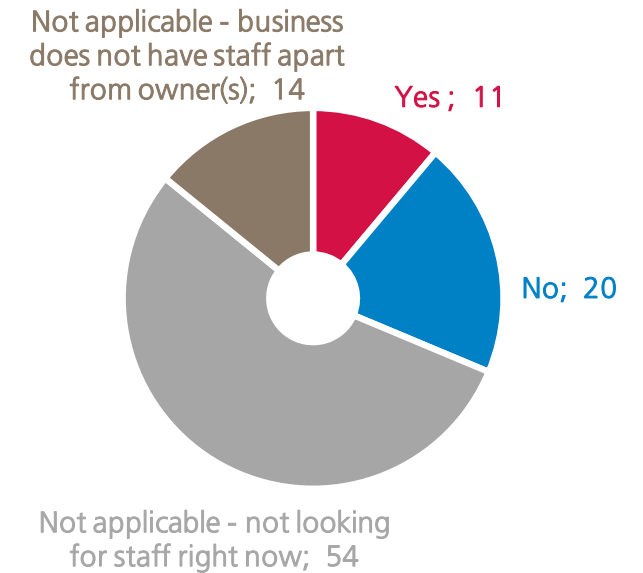
## Fully open



## Partially open



## Fully Closed

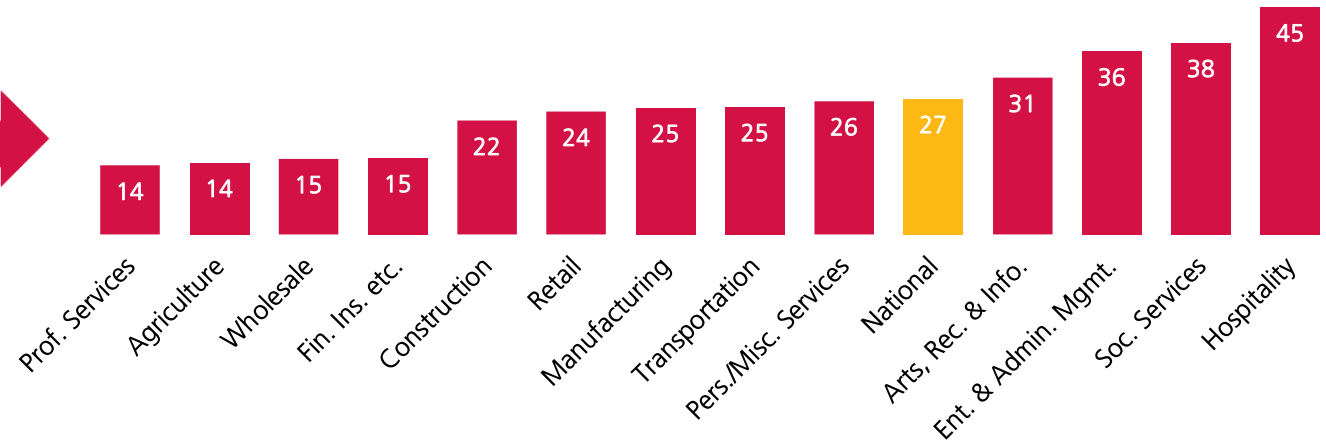
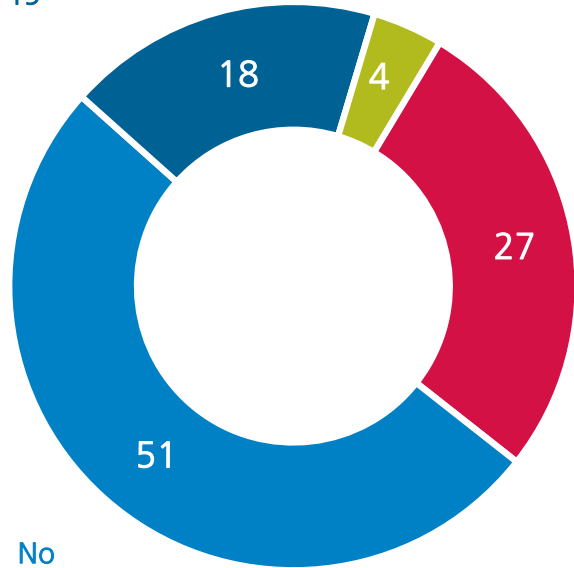


Source: CFIB, Your Business and COVID-19 – Survey Number Sixteen, July 3-TBD, 2020, preliminary results.  
Note: Percentages may not add to 100% due to rounding.

**For those with employees –**  
**Have any of your staff, who were laid-off due to COVID-19, refused to return to work when recalled? (% response)**

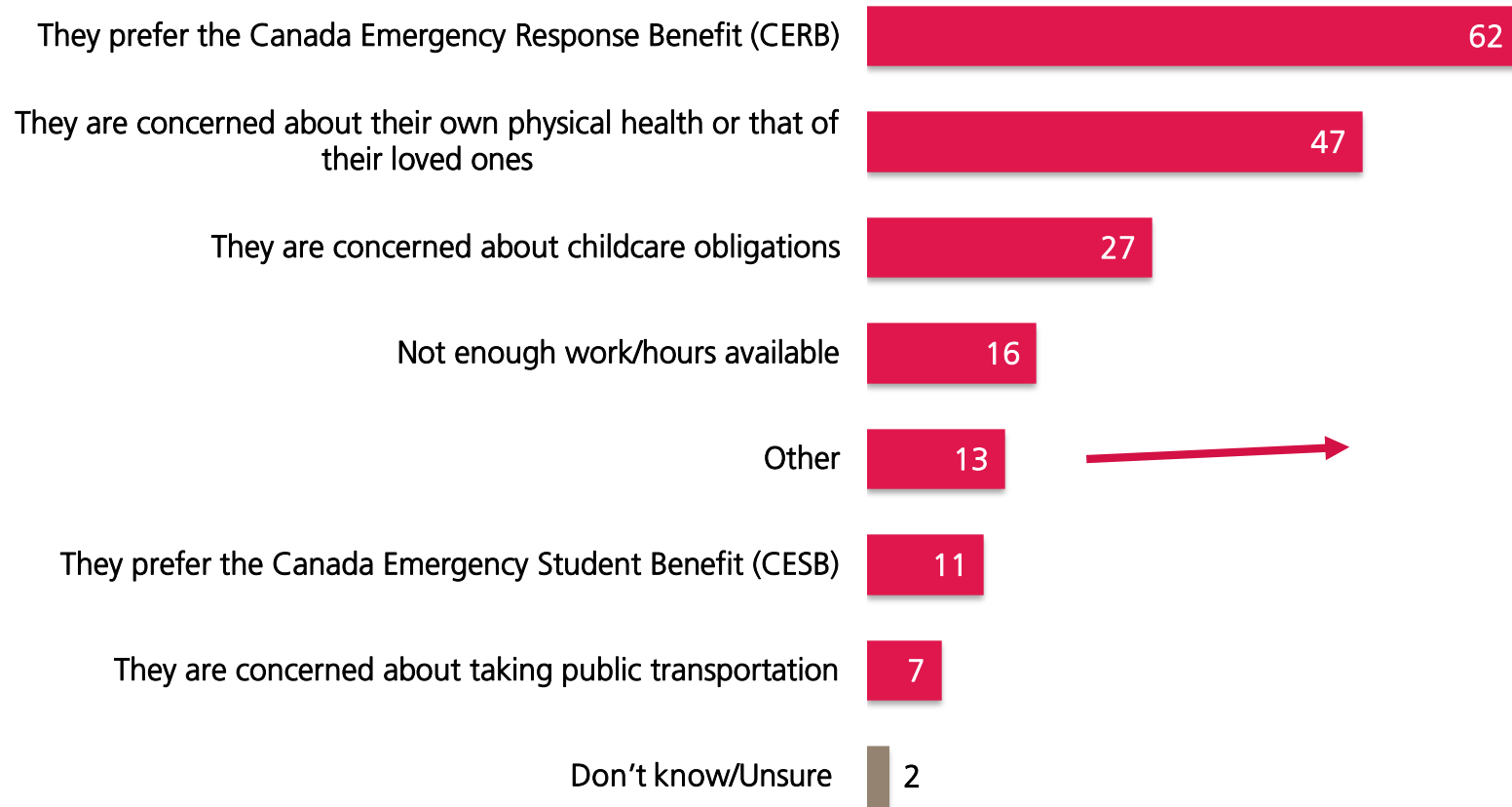
Not applicable - we have staff but did not lay-off any of them due to COVID-19

Not applicable - our business did not have staff prior to COVID-19



Source: CFIB, Your Business and COVID-19 – Survey Number Sixteen, July 3-TBD, 2020, preliminary results, n = 3,389.  
 Note: Percentages may not add to 100% due to rounding.

**For those whose staff refused to return to work when recalled –**  
**What reason(s) has your staff given for refusing to return to work?**  
 (Select all that apply % response)



**14%** of all businesses have had staff refuse to return to work because they prefer CERB

- Other** reasons given include:
- Found another job since being laid off
  - Do not feel comfortable returning to work yet
  - Do not want to abide by new health and safety requirements

Source: CFIB, Your Business and COVID-19 – Survey Number Sixteen, July 3-TBD, 2020, preliminary results, n = 868.  
 Note: Respondents were allowed to select multiple responses, percentages will not add to 100%.

## From Survey 12 (June 6-11, 2020):

(% response)

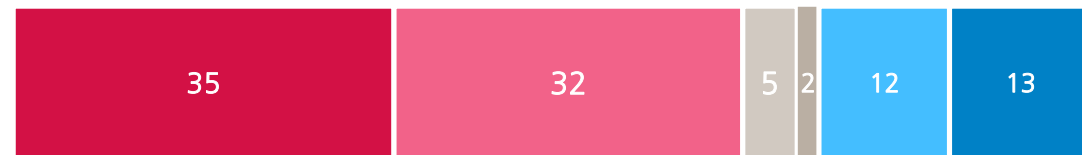
A worker's CERB benefits should end if the employer asks that worker to return to a pre-CERB position



To remain on CERB benefits, a worker should be available and looking for work



CERB should be modified to allow people to earn more income and still get partial CERB as they transition back to work



■ Strongly agree  
 ■ Somewhat agree  
 ■ Don't know/Unsure  
 ■ Not applicable  
 ■ Somewhat disagree  
 ■ Strongly disagree

Source: CFIB, Your Business and COVID-19 – Survey Number Twelve, June 6-11, 2020, n = 5,668; n = 5,648; n = 5,636.  
 Note: Percentages may not add to 100% due to rounding.



# Recommendations

## The Canada Emergency Response Benefit (CERB)

- As the economy reopens, CERB benefits for workers who are offered their job back should end unless they show evidence of illness related to COVID 19.
- Current CERB users should be available and looking for work – similar to the requirements of the EI system.
- Allow CERB benefits to be scaled back as employment earnings get scaled up. This would encourage more people to go back to work and gradually earn more money without the fear of reaching the current cut off which only allows them to earn up to \$1,000 without being required to pay back the entire CERB amount.
- Workers need to be transitioned off of CERB and moved onto CEWS. CEWS needs to be improved to ensure more small firms can access the program. All small firms should have access to a 10 per cent wage subsidy, with a subsidy of 25, 50 or 75 per cent based on revenue losses of 5, 10 or 15 per cent.