



How America's Largest Employers Are Treating Workers Amid the Coronavirus Crisis:

Hazard Pay

The COVID-19 pandemic has created a global health and economic crisis, and companies are at the frontline. JUST Capital knows that many companies face unprecedented operational and financial challenges and are making difficult decisions each day, including how to support their workers, customers, and communities. JUST Capital's polling shows that the American public's top priority when it comes to just business practices is the treatment of workers. As most areas of the United States begin to work towards reopening their businesses, **millions of workers remain on the frontlines, risking their health and safety to keep essential businesses open.** In March, workers across the country [walked off the job](#) to draw attention to the need for greater protections on the job and better pay. According to best practices JUST Capital is tracking, leading **companies are engaging their workers as they develop new health and safety practices, and raising wages for these frontline workers.**

Americans Want Companies to Pay Their Workers Fairly

- Our [polling](#) shows that **77% of Americans believe companies should be providing some kind of 'hazard pay' to their employees.**
- **67% of survey respondents want companies to maintain hazard pay over the next 12 months.**
- JUST Capital's polling has consistently shown that the top issue for the American public when it comes to just business behavior is paying workers fairly.
- JUST Capital's polling shows that **nearly 80% of Americans agree that employees don't share enough in their companies' success**, with a majority believing that that companies prioritize shareholders above workers and customers.

Leading Practices in Hazard Pay & Safety

- An [analysis](#) of the largest 301 employers shows that 29% of companies are offering some form of financial assistance, while only **12% of companies have instituted a temporary hourly wage increase or hazard pay to frontline workers who are at risk of contracting COVID-19.**
- In the Telecommunications industry, AT&T is providing a [20% bonus](#) above the regular hourly base rate of pay for many employees, and [Charter Communications](#) and [Tractor Supply](#) have instituted a permanent \$2/hr raise for all frontline workers.

For more insights, please contact corpengage@justcapital.com.