

Employers enhancing efforts to keep workers safe and delaying full return to the workplace



Employers continue to take measures to encourage employee vaccinations*

88%

Flexible scheduling to facilitate vaccination



62%

Paid time off to get vaccinated



59%

Additional leave for employees with negative reactions from the vaccine



Half of employers provide or plan to provide onsite or near-site vaccination



*Data collected prior to federal vaccine mandate and accompanying paid time off requirements



Employers are also taking additional actions to promote a safe and healthy workplace

Use workplace exposure tracing to alert employees to potential exposure



Require masks indoors at any of their locations

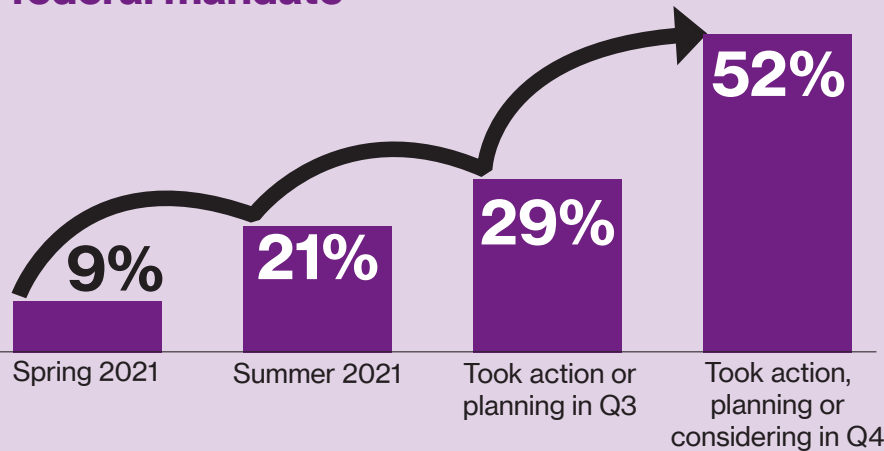


■ Action taken ■ Planning or considering



11% of organizations require testing at work or at home to enter the workplace. Of these, 46% test only unvaccinated employees.

The number of companies with one or more workplace vaccination requirements was set to double by Q4 even before new federal mandate



44%

require or are looking to require vaccination to enter the workplace



37%

require or are looking to require vaccination as a condition of employment



Tracking vaccination status

59% currently tracking
19% planning or considering



Requiring proof

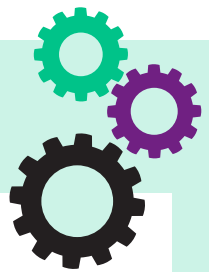
62% require proof such as completed CDC vaccination card
36% rely on employee self-reporting
75% collect information internally and not through a vendor



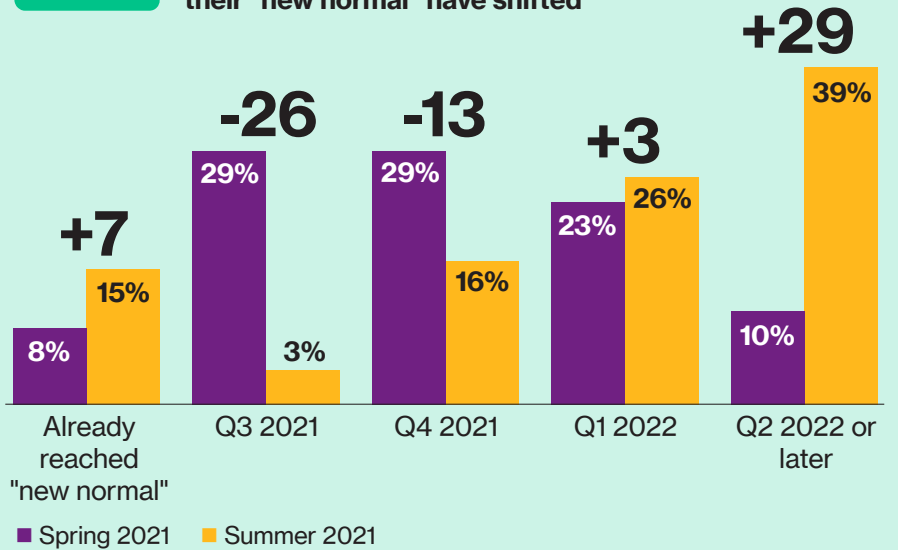
Actions to consider in response to an evolving pandemic



The Delta variant has prompted many employers to reconsider their workplace reopening plans



Expectations for when employers will reach their "new normal" have shifted



As you reassess your own organization's plans for a return to the workplace, consider the following:

- ✓ **Are you already making it easy for employees to get vaccinated?** Consider offering scheduling flexibility, pay for time spent getting vaccinated, additional leave for negative reactions and possible financial incentives.
- ✓ **How will you comply with new OSHA regulations mandating either vaccine or testing?** How will you verify vaccination? What type of testing will you offer?
- ✓ **Review and update as necessary your requirements for masks in indoor workplaces, exposure tracing and testing.**
- ✓ **Monitor state and local laws and requirements.**
- ✓ **Evaluate opportunities to improve workplace ventilation.**