

Majority of employers to mandate employee vaccinations only if federal requirements upheld



*On December 17, a federal appeals court reinstated the ETS that requires employers with at least 100 workers to mandate COVID-19 vaccines, reversing a previous ruling. The final decision on the ETS may rest with the Supreme Court.

A third of employers are waiting to require vaccinations

32% plan to require vaccinations only if the Executive Order (EO) or Occupational Safety and Health Administration Emergency Temporary Standard (OSHA ETS) takes effect



25% will implement mandates regardless of federal requirements



33% will adopt testing option in OSHA ETS rather than implement mandates

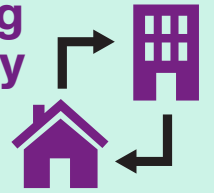
Support for financial incentives fades

75% offer no financial incentives, while **another 14%** have discontinued or plan to discontinue incentives

11% offer incentives with no current (or planned) end date

3% have either a health insurance surcharge for unvaccinated employees or premium reduction for vaccinated employees

Employees capable of working remotely have at least partially returned to the workplace in four-fifths of organizations



Key factors influencing employers' decisions

Public health recommendations	79%
State regulations and recommendations	74%
Business needs	71%
Physical layout of office space	68%
Community transmission rates in the local areas	59%

Actions to consider



Proceed with mandate or testing program preparations while awaiting court rulings on the EO and ETS. Develop a process to review requests for medical and religious exemptions.



Develop a testing strategy. Determine who you will test, the frequency, the type of test and who will pay for testing. Develop quarantine guidelines for those directly exposed to COVID-19.



Make mask-wearing mandatory in indoor workplaces.



Continuously monitor factors that influence decisions around remote work policies.

While 31% of employers are very concerned that vaccine mandates will prompt resignations, mandates do not appear to play a large role in talent recruitment or retention



Only **13%** said mandates led to some employee resignations, while **an equal percent (13%)** reported mandates helped with recruitment or retention*

*Findings as of November 2021.

Additional efforts to protect workers returning to the workplace

84%



of employers offer or plan to offer **testing**, most on a weekly basis

90%



require or plan to require **masks** to be worn indoors