

# *COVID-19 Employer Return to Work Strategies*

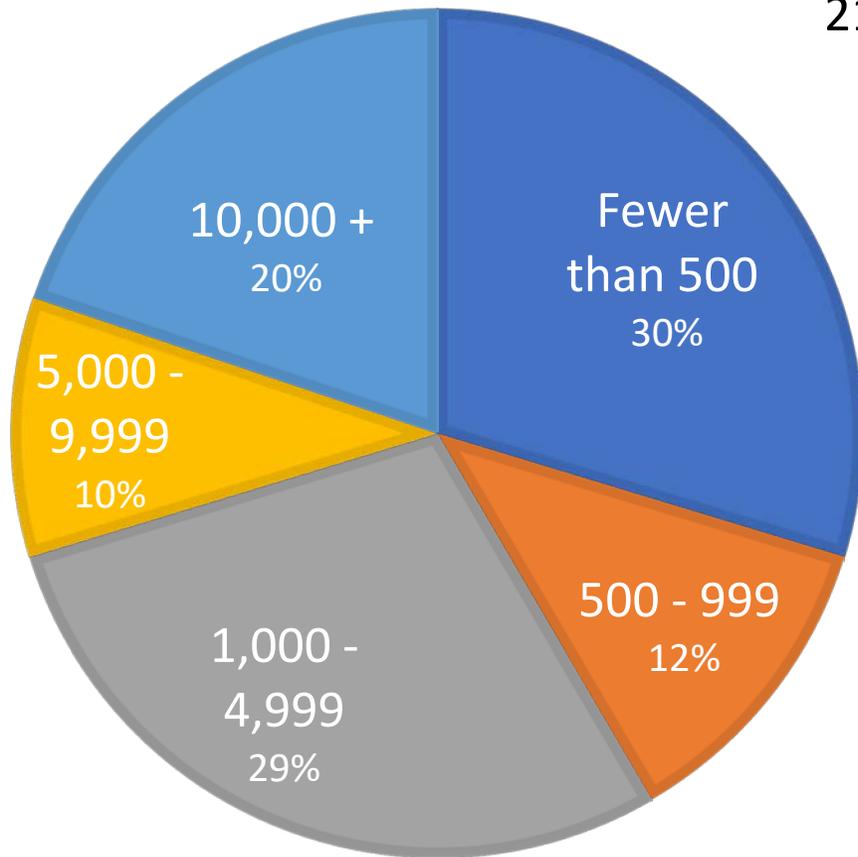
*Survey Results*

*May 18, 2020*

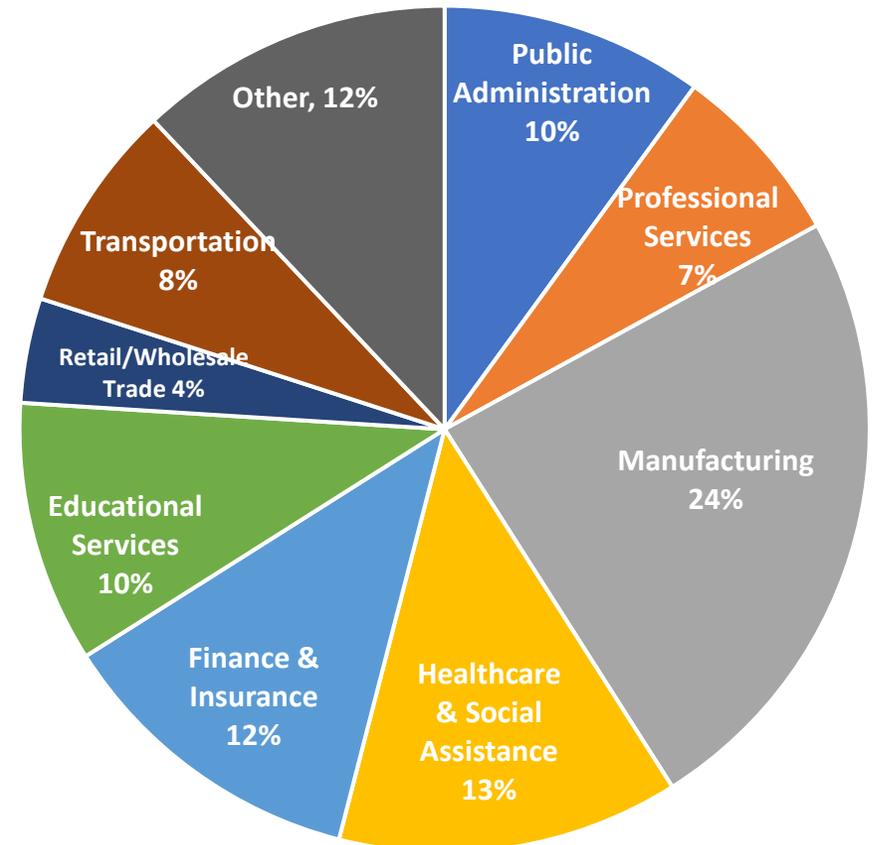
# Employer demographics

Total responses:  
210 employers nationwide

*Conducted*  
4/29/20 - 5/10/20

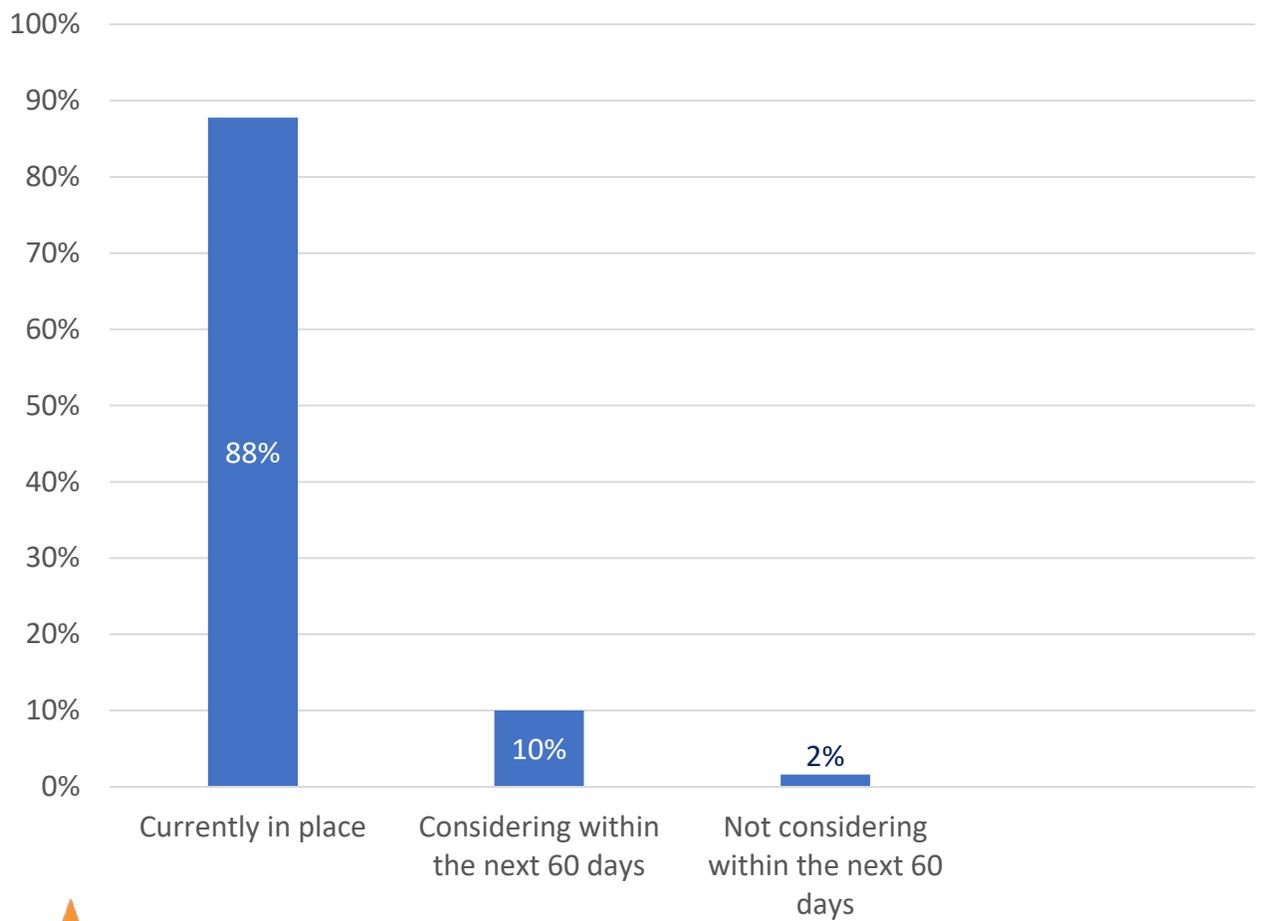


By Size



By Industry

# Has your organization developed a COVID-19 'return to work' task force:



Return to Work task force  
Currently in Place by  
Employer Size

Employer Size (# of Employees)	% Employers w Return to Work TF
10,000 or more	98%
5,000 - 9,999	95%
1,000 - 4,999	97%
500 - 999	86%
Less than 500	67%

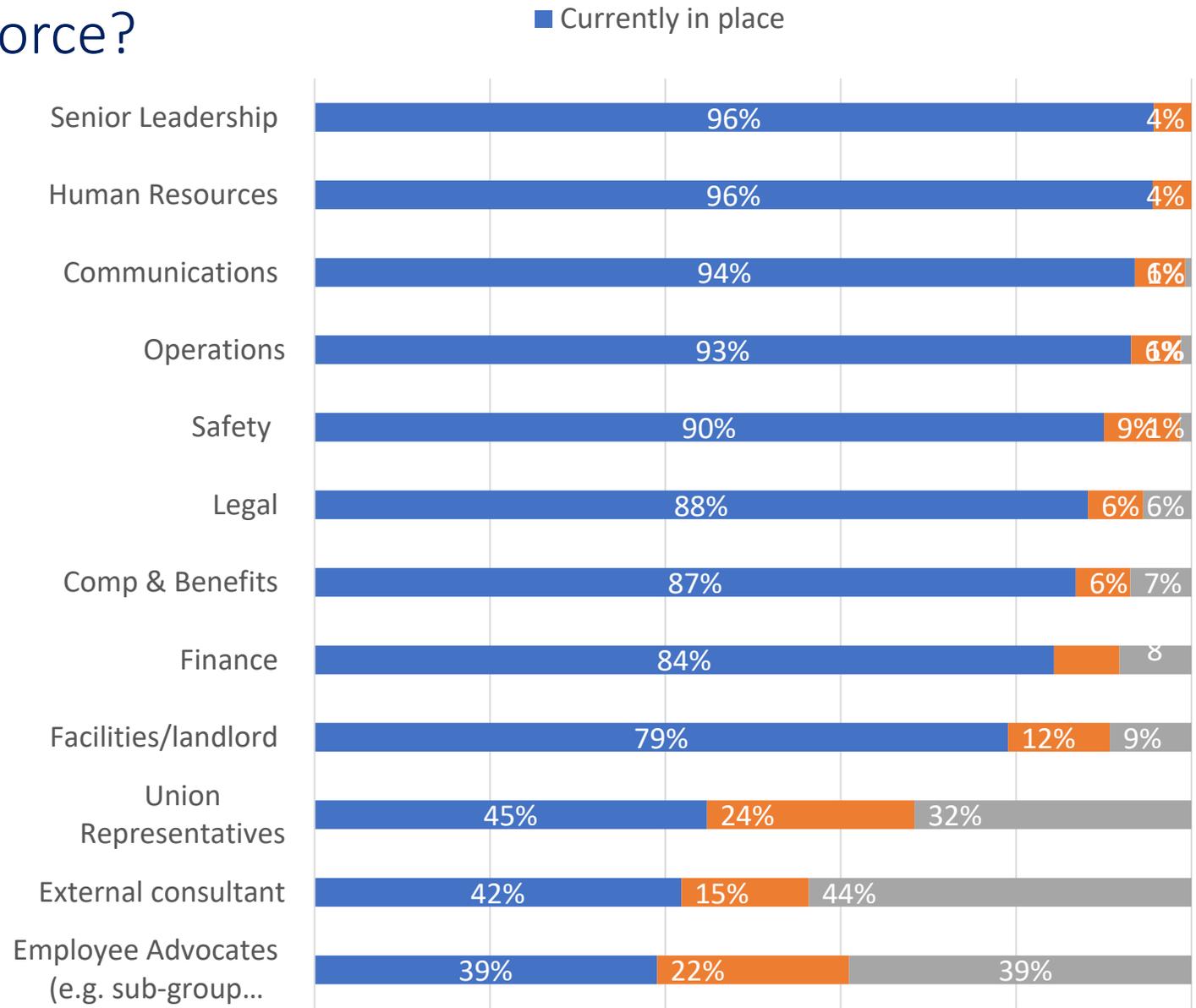


# Which of these are represented on your COVID-19 'Return to Work' task force?

There is typically broad representation on "return to work" task force including:

- senior leadership
- human resources
- communications
- operations
- safety
- legal
- compensation & benefits
- finance
- facilitates

Where applicable, unions and employee advocates may also be included.

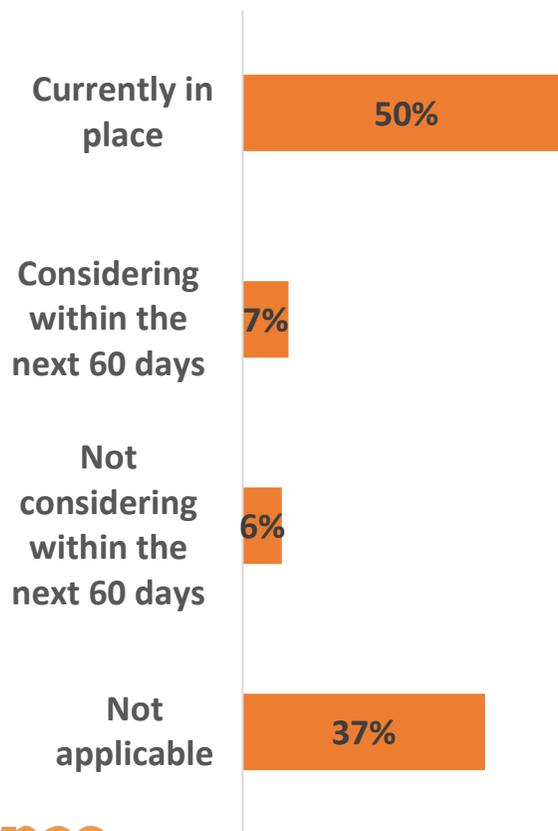


# Is a Clinical Advisor included on Return to Work Task Force?

A clinical advisor is currently included on Return to Work task force about half the time

- varies significantly by size of employer

## Overall

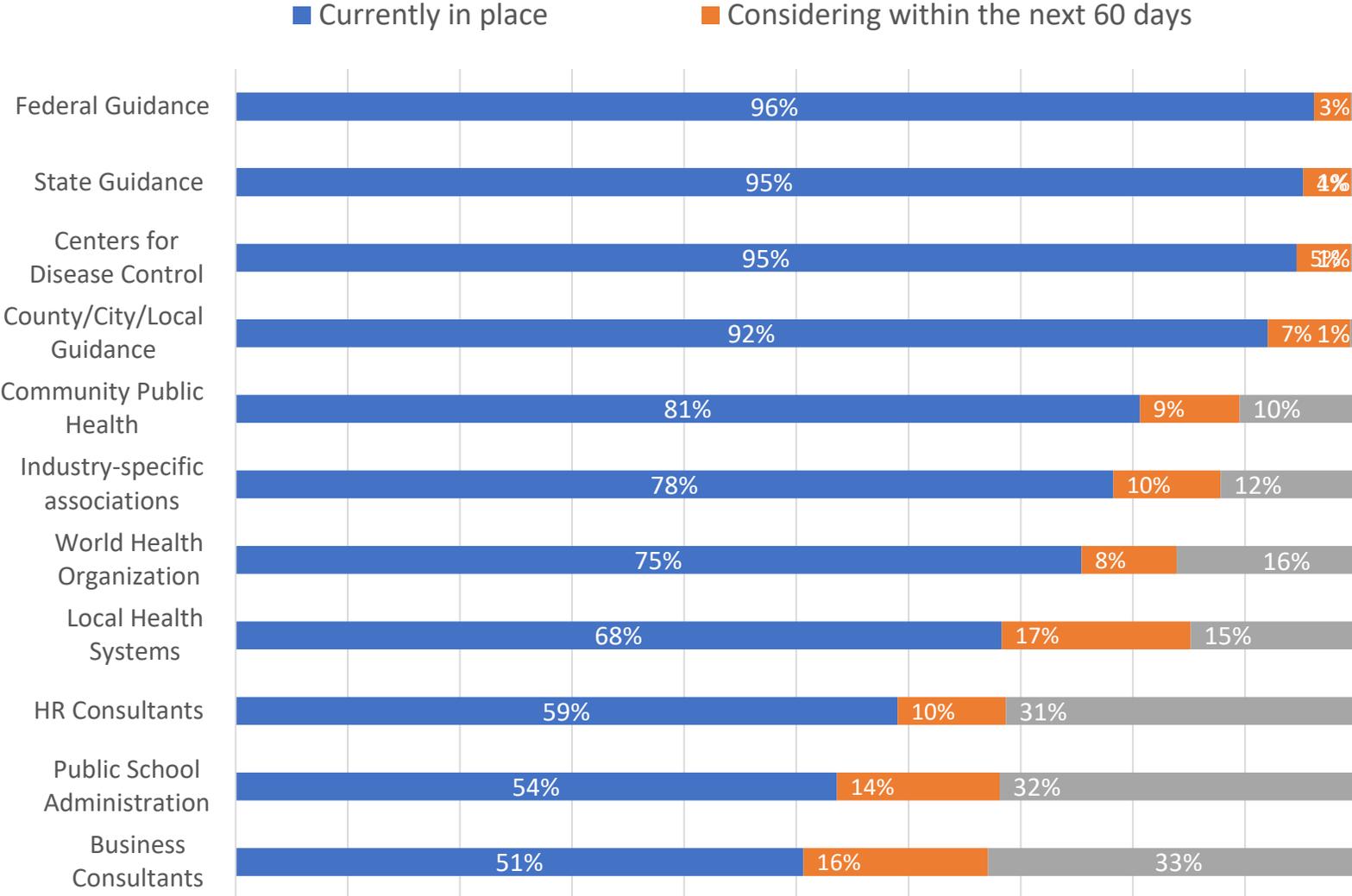


## % Employers with Clinical Advisor currently in place as part of Back to Work Task Force

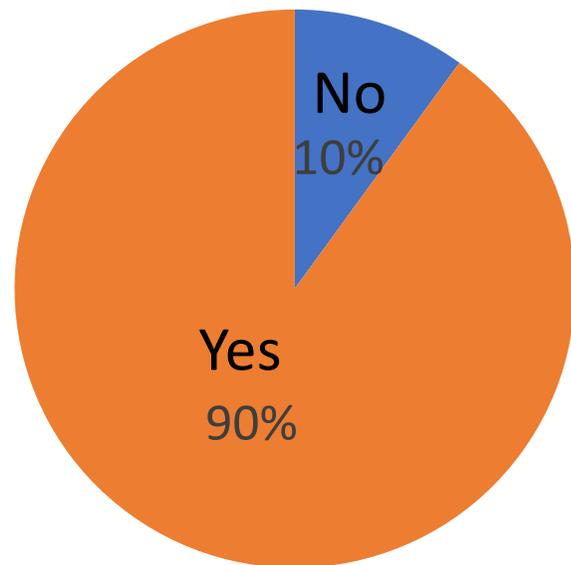
Employer Size (# of Employees)	% Employers w Clinical Advisor
10,000 or more	76%
5,000 - 9,999	64%
1,000 - 4,999	59%
500 - 999	44%
Less than 500	8%

# External Sources of Guidance for Return to Work Planning

- Almost all employers are relying on guidance at the federal, state and local level
  - The Centers for Disease Control (CDC) is looked to by 95% of employers
- Many employers are also looking for guidance from:
  - Community Public health
  - Industry-specify Associations
  - World Health Organization
  - Local Health Systems



As you return to work, are you considering a phased re-entry of your workforce?



What factors are you considering in phased re-entry?

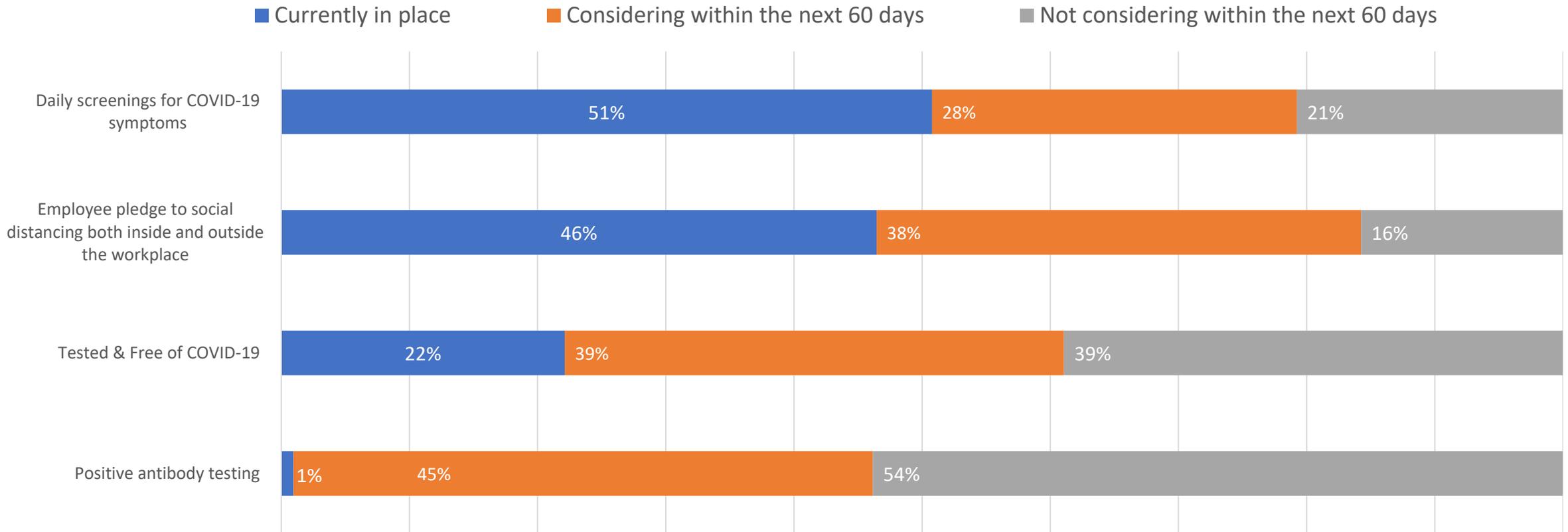
	Currently in Place	Considering Next 60 Days
Ability to Work from Home	92%	6%
Criticality of Job Function	88%	10%
Health-related risk factors	82%	15%
Family or Childcare issues	79%	17%
Age-related risk factors	77%	17%
Employee Readiness	74%	18%
State of employment	82%	14%
Regions within state	70%	20%

# COVID-19 Screening for Return to Work

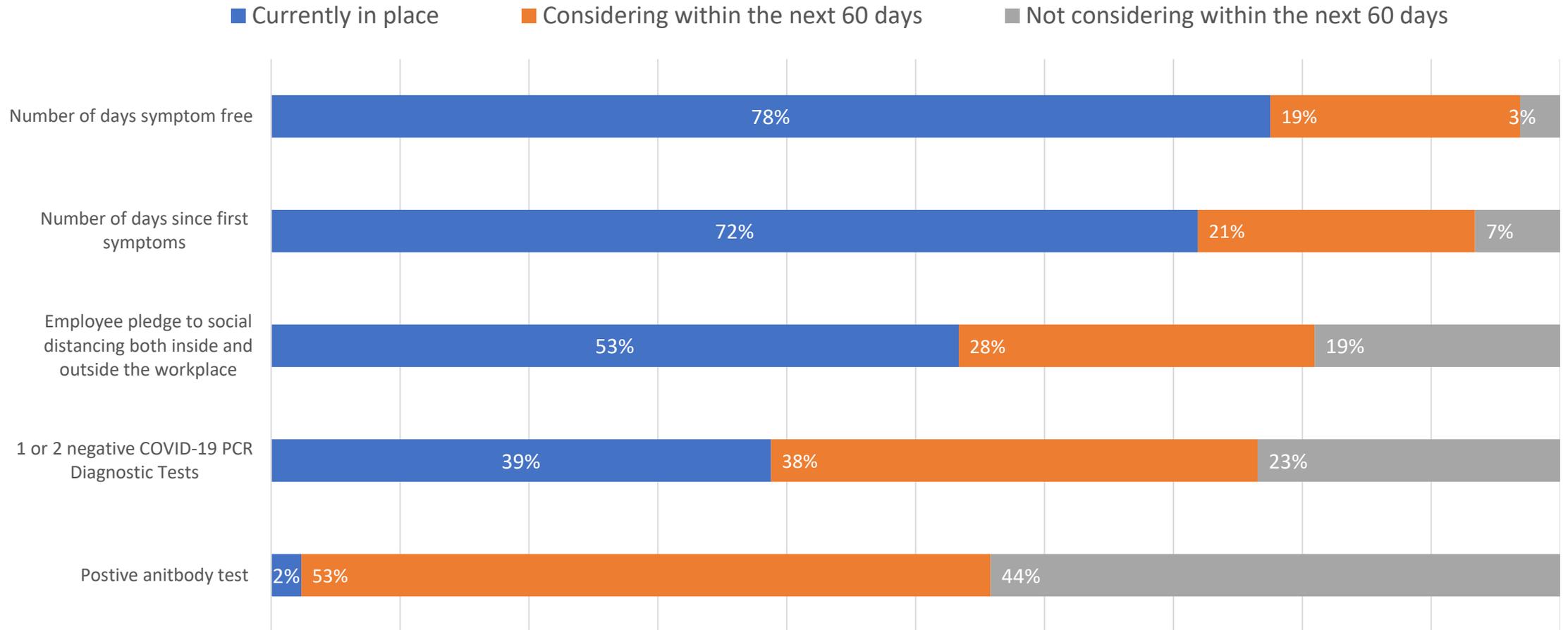
- Most common forms of screening for Covid-19 are “symptom screening” and “temperature screening”
- Covid-19 testing is not yet in place for most employers but is being looked at either through the community or the company itself

	Currently in Place	Considering Next 60 Days
Covid-19 Symptom Screening	67%	26%
Temperature Screening	61%	31%
Community Covid-19 Testing	45%	34%
Company Covid-19 Testing	43%	24%

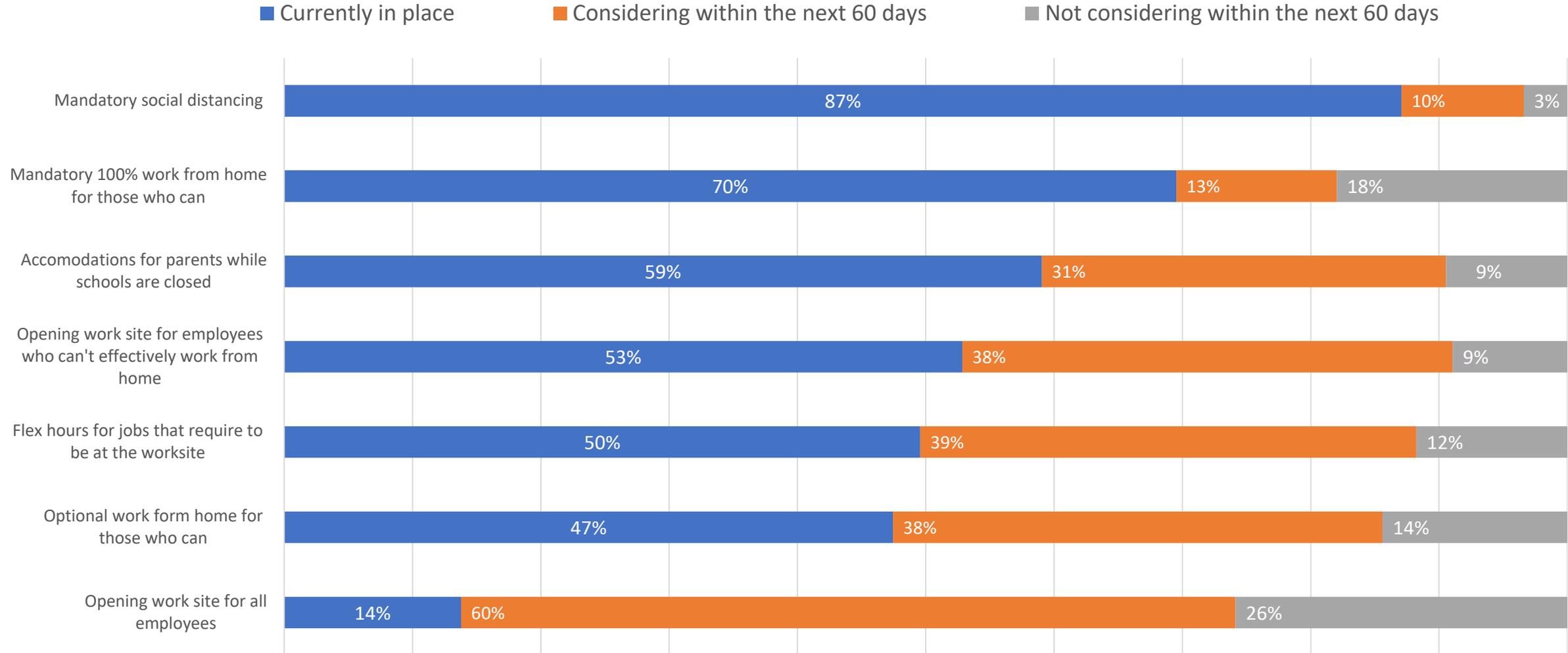
# Which of these criteria are you considering in clearing employees to come back to work



# What criteria are you considering for return to work for those that have had or been quarantined because of COVID-19?



# Policies implemented for your workforce

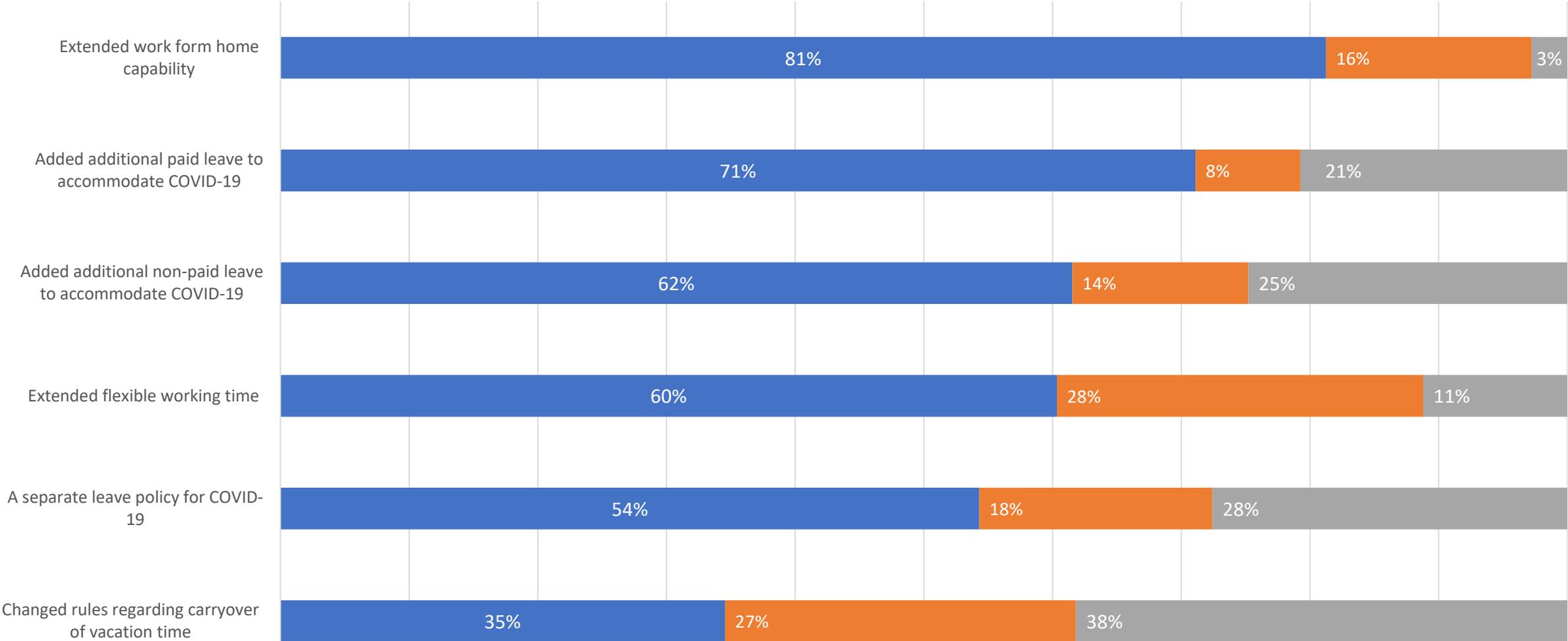


# Employer COVID-19 Safety Strategies

	Currently in Place	Considering Next 60 Days
Increased Cleaning of Workspace	90%	10%
Mandatory Use of Masks	88%	9%
Restrictions on Meeting Size	81%	18%
Personal Protection Equipment (beyond masks)	58%	28%
Alternate Shifts	55%	30%
Separating Sites (no mixing of employees between sites/buildings)	49%	28%
Workplace Shields	47%	32%
Alternatives to Public Transportation	27%	27%
Changes to HVAC systems	19%	22%

# Leave Policies implemented for workforce

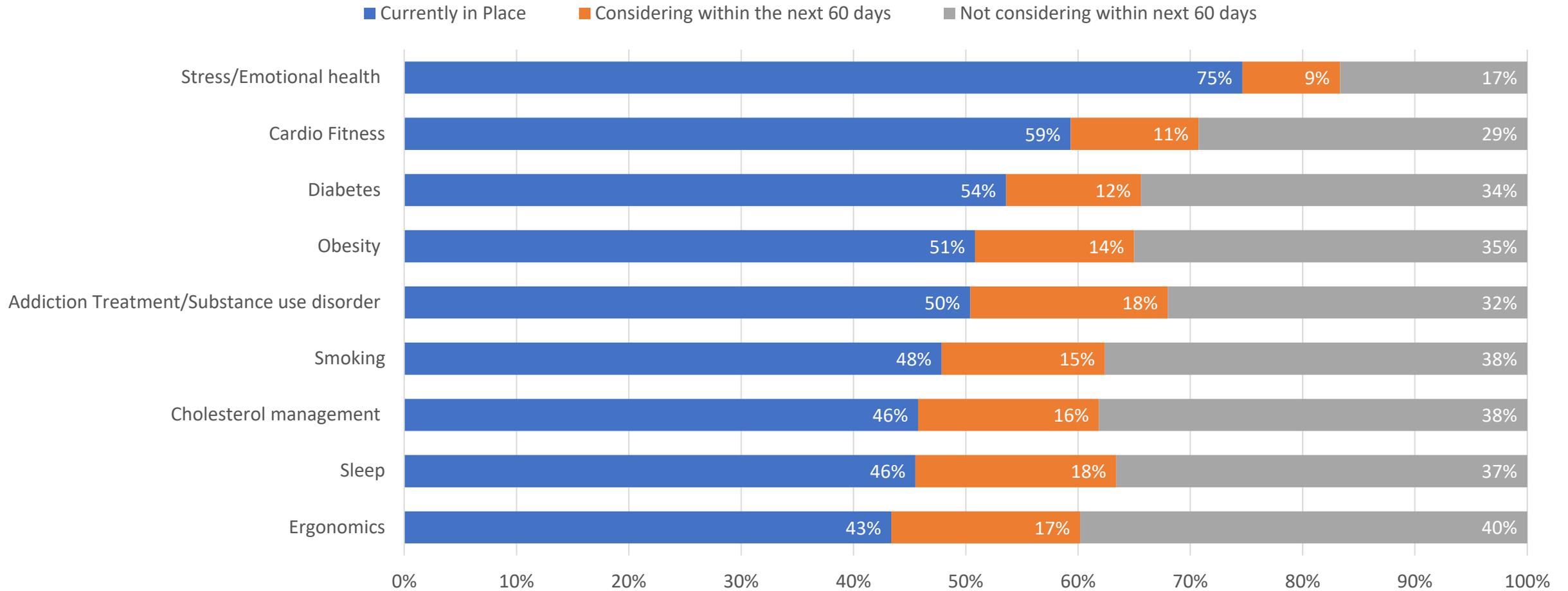
■ Currently in place    ■ Considering within the next 60 days    ■ Not considering within the next 60 days



## Which support programs is your organization providing in light of COVID-19?

	Currently in Place	Considering Next 60 Days
Increased communications on existing resources	90%	8%
Emotional Health	88%	3%
Financial Management	68%	12%
High Risk Populations including age, chronic disease	58%	27%
Training for manager to manage virtual teams	53%	27%
Employees who are pregnant	52%	18%
Choosing Wisely/ Shared Decision Making	46%	23%
Caregiving support services	42%	18%
Social Determinants of Health impacting your workforce	40%	28%
Cultural and Ethnic Diversity	40%	17%

# What virtual support is provided for any of the following health risk factors?



# On what has your organization communicated with employees?

■ Currently in Place   ■ Considering within the next 60 days   ■ Not considering within next 60 days

