



*COVID-19 Benefit &  
Policy Directions*

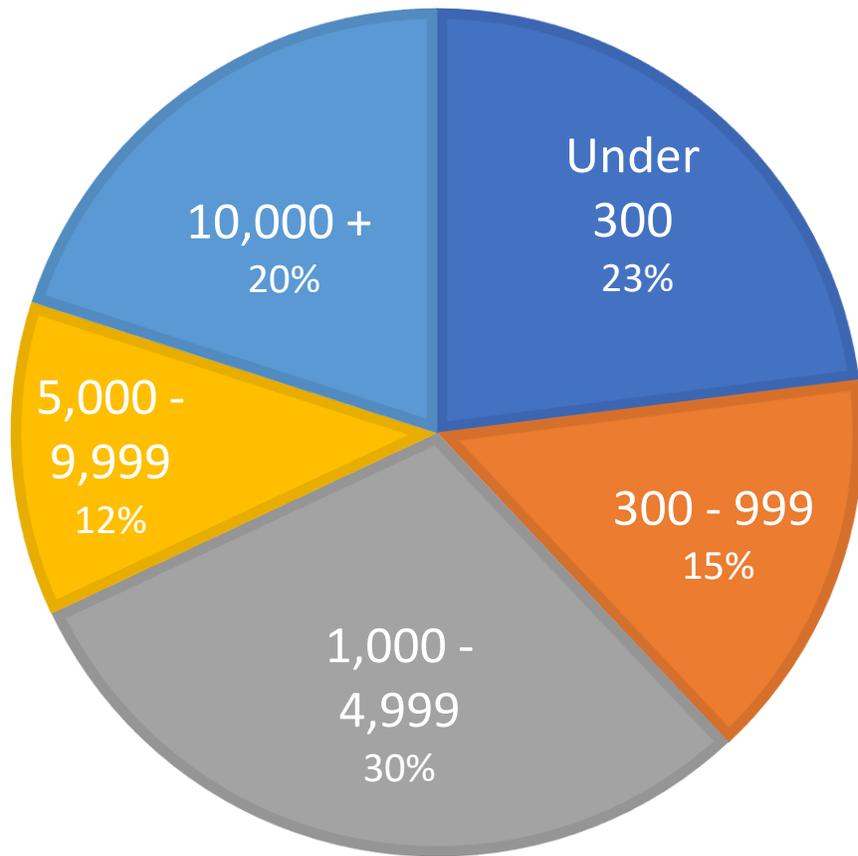
***EMBARGOED/NOT FOR RELEASE BEFORE: Monday, March 30, 8:00 a.m. ET***



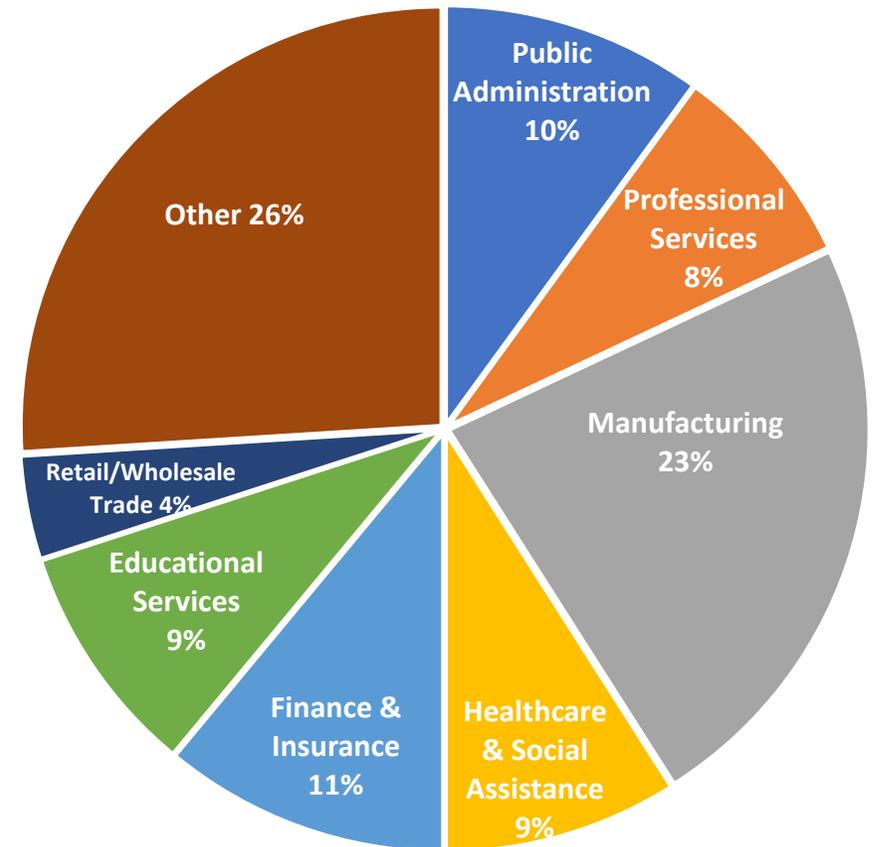
## About the Survey

- Requested by employers to offer direction and insights as to how organizations are managing COVID-19
- Online survey was conducted from March 18-23, 2020
- 256 employers that are members of coalitions from across the country completed the survey

# Employer demographics

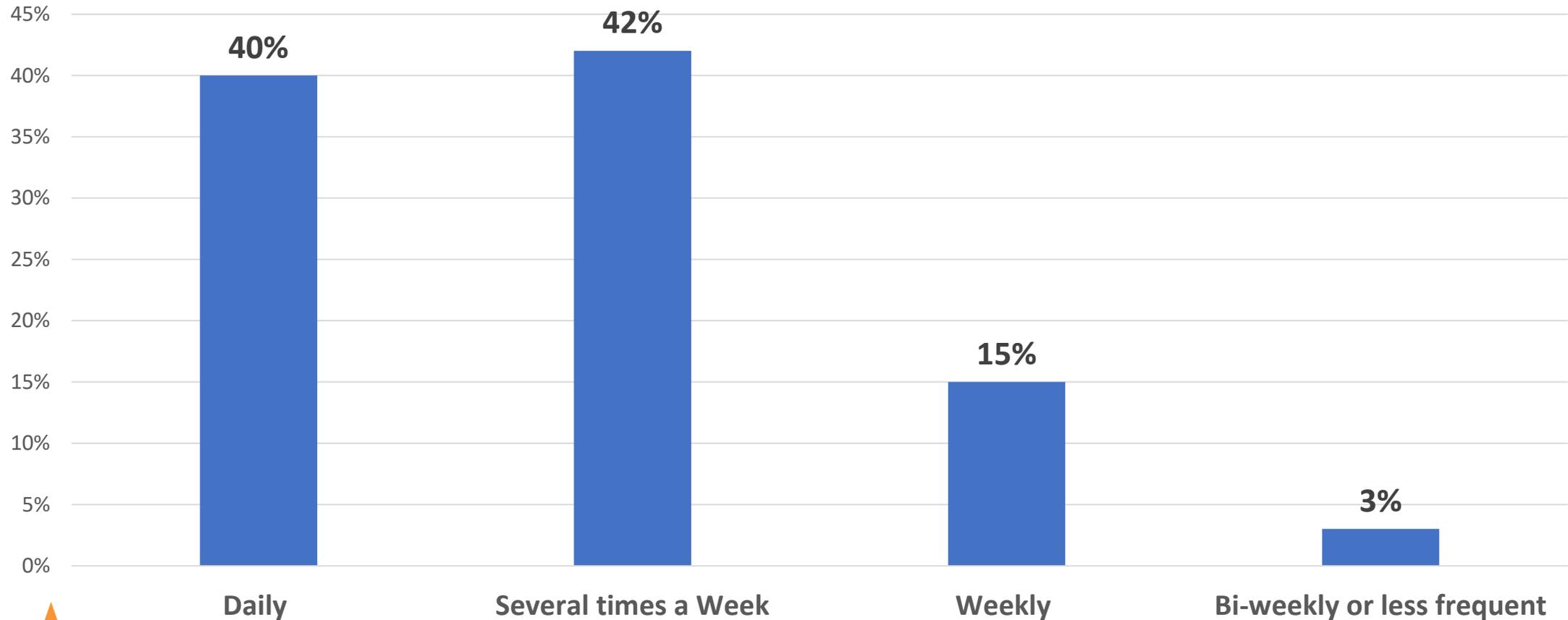


By Size

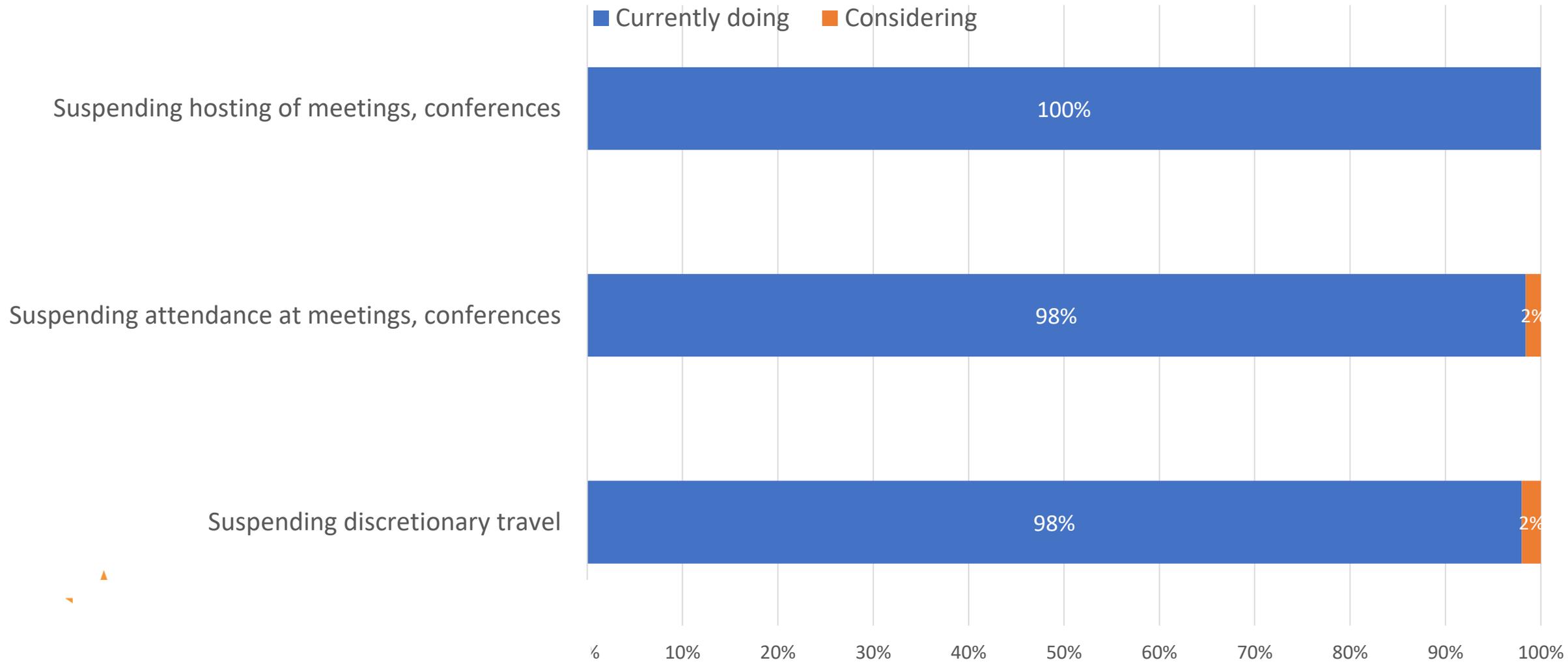


By Industry

# How frequently are you educating/updating your employees on COVID-19?



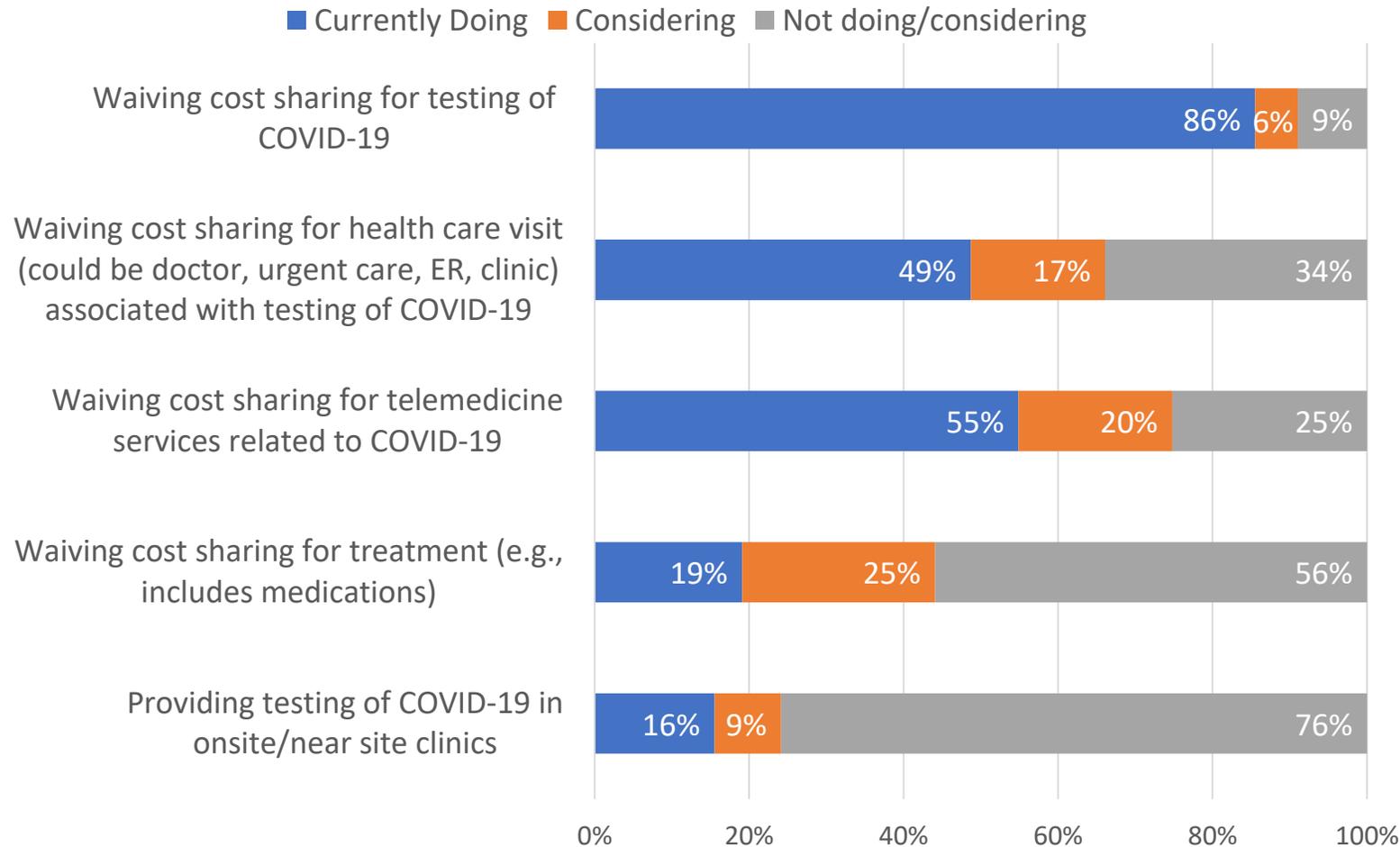
# Consensus: No in-person meetings or travel



# Benefits coverage

- Great majority waiving cost sharing for the testing of COVID-19
- Roughly half of employers are waiving cost sharing for:
  - Healthcare visits associated with the testing
  - COVID-19 related telemedicine visits
- A minority are waiving cost sharing for the actual treatment of conditions related to COVID-19
- Few employers are currently offering COVID-19 testing at onsite/near site clinics (where applicable)

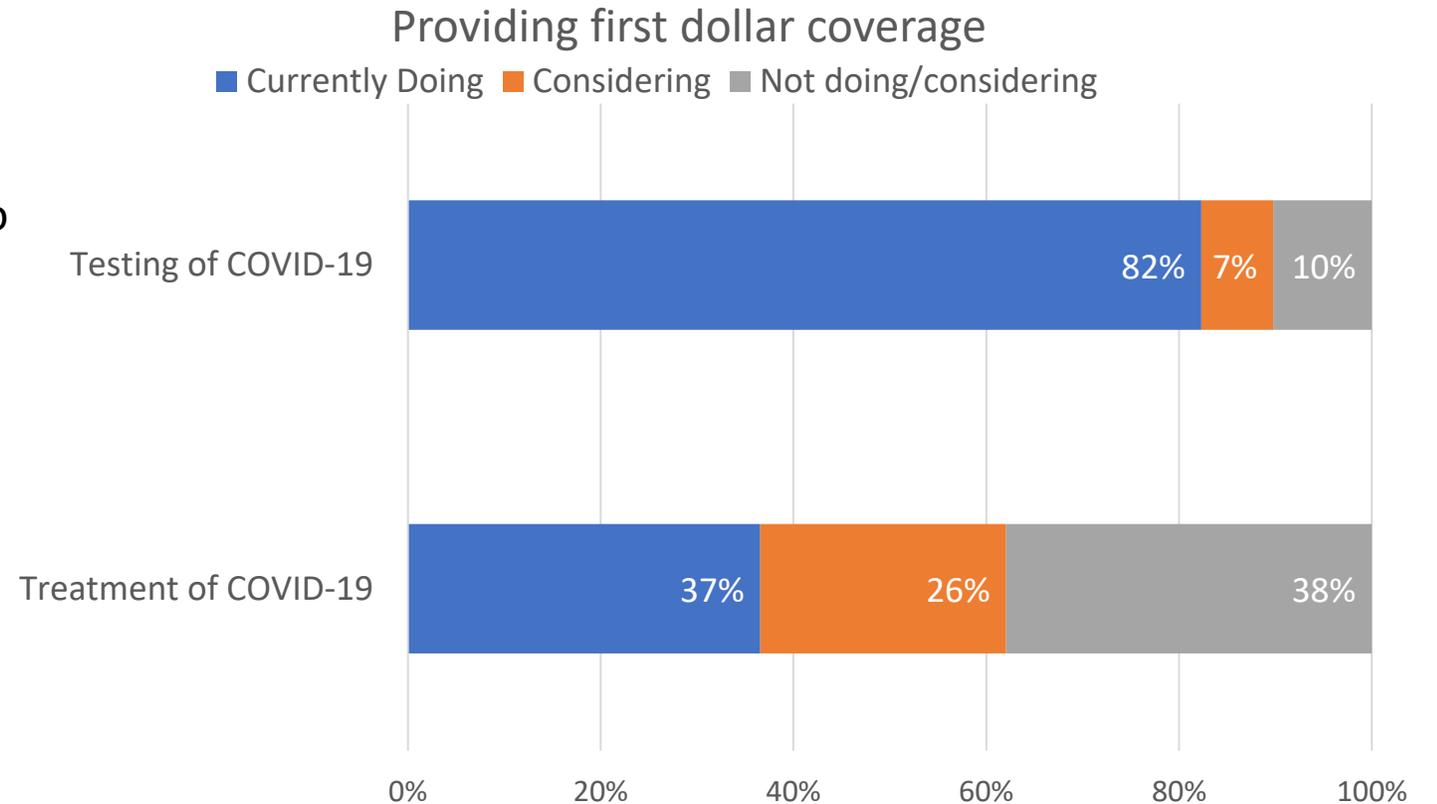
## Benefits coverage for all covered lives (overall)



# Benefits coverage: HSA high deductible health plans

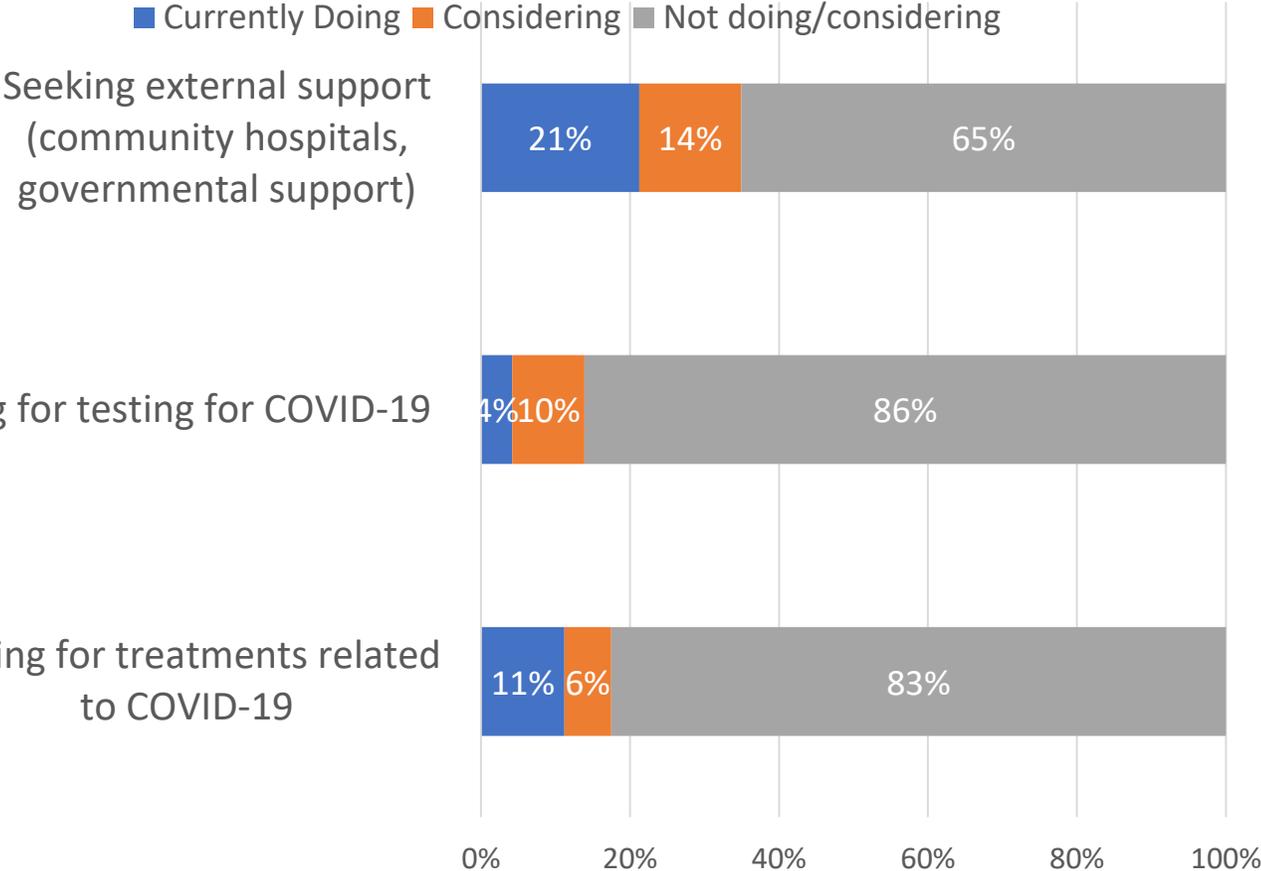
In light of the recent IRS guidance related to HSA HDHPs:

- The great majority are paying or considering to pay for testing as a first dollar benefit
- Less than half are paying for treatment of conditions related to COVID-19 as a first dollar benefit



# COVID-19 coverage for non-benefit eligible employees or contractors

## Non-benefit eligible employees

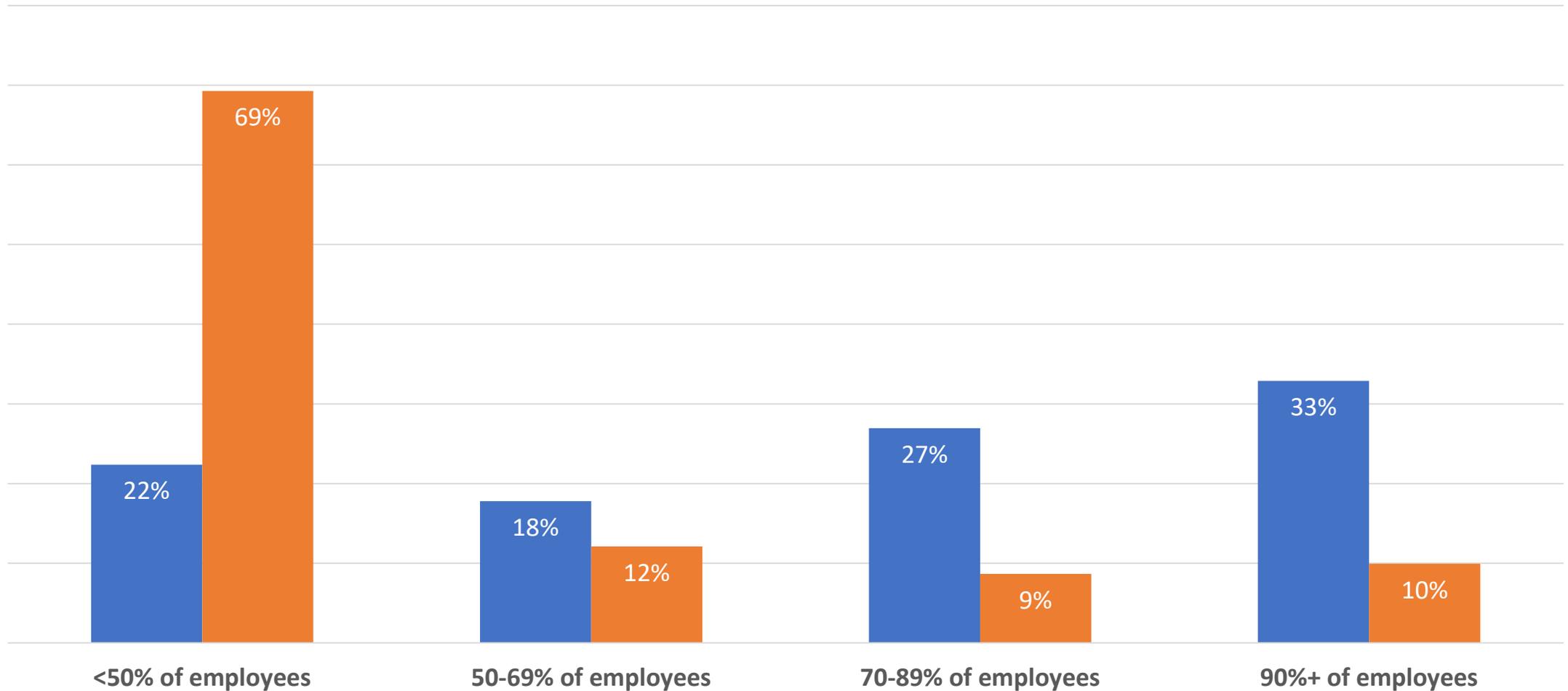


## Contractors (sample responses)

- Must meet CDC criteria restrictions
- Only allowing those performing work essential to production
- Continue to ensure they can work, unless finances are not available
- Those that can work from home are doing so
- Same rules for regular employees
- Only scheduled deliveries allowed
- Most consulting and project work is being rescheduled
- Ensure all contractors and visitors follow recommended preventive protocols
- Vendors and visitor complete a small questionnaire to assess risk of COVID-19 prior to building entry

# Ability to effectively work from home

■ Salaried ■ Hourly

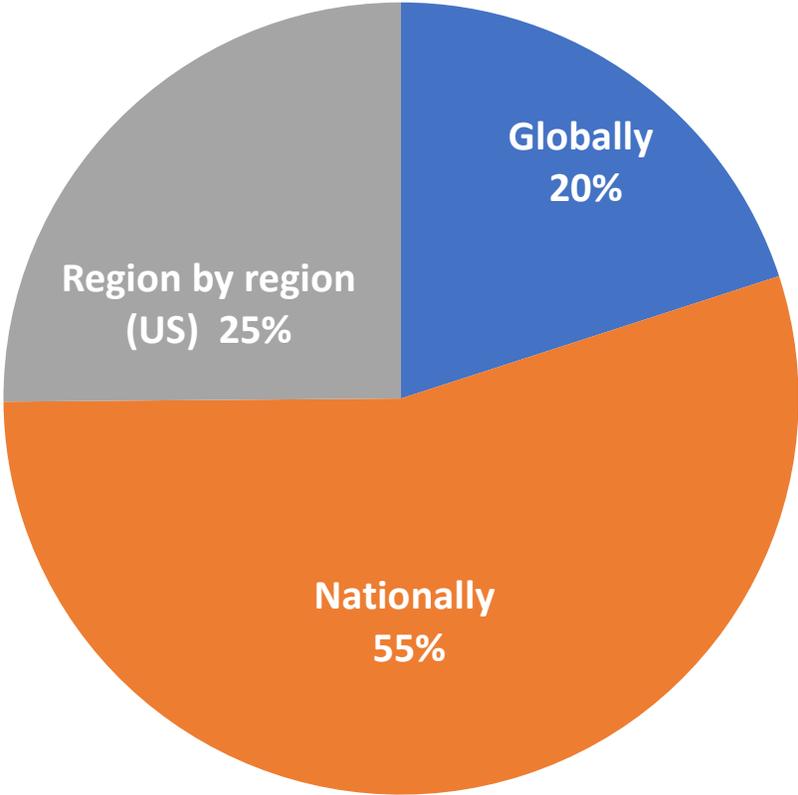


# Ability to effectively work from home (by industry)

|                                | Salaried |            |            |            |     | Hourly     |            |            |      |     |
|--------------------------------|----------|------------|------------|------------|-----|------------|------------|------------|------|-----|
|                                | <50%     | 50-69%     | 70-89%     | 90+%       | N/A | <50%       | 50-69%     | 70-89%     | 90+% | N/A |
| Educational Services           | 28%      | 17%        | <b>33%</b> | 17%        | 6%  | <b>74%</b> | 9%         | 13%        | 4%   | 0%  |
| Finance & Insurance            | 4%       | 23%        | 8%         | <b>65%</b> | 0%  | 28%        | 18%        | <b>22%</b> | 32%  | 0%  |
| Healthcare & Social Assistance | 35%      | <b>30%</b> | 13%        | 22%        | 0%  | <b>71%</b> | 10%        | 0%         | 14%  | 5%  |
| Manufacturing                  | 16%      | 13%        | <b>36%</b> | 36%        | 0%  | <b>88%</b> | 3%         | 0%         | 0%   | 9%  |
| Professional Services          | 0%       | 14%        | 26%        | <b>58%</b> | 0%  | 48%        | <b>14%</b> | 24%        | 14%  | 0%  |
| Public Administration          | 23%      | <b>27%</b> | 36%        | 9%         | 5%  | <b>67%</b> | 17%        | 8%         | 0%   | 8%  |
| Retail/<br>Wholesale Trade     | 38%      | <b>25%</b> | 25%        | 13%        | 0%  | <b>70%</b> | 20%        | 10%        | 0%   | 0%  |

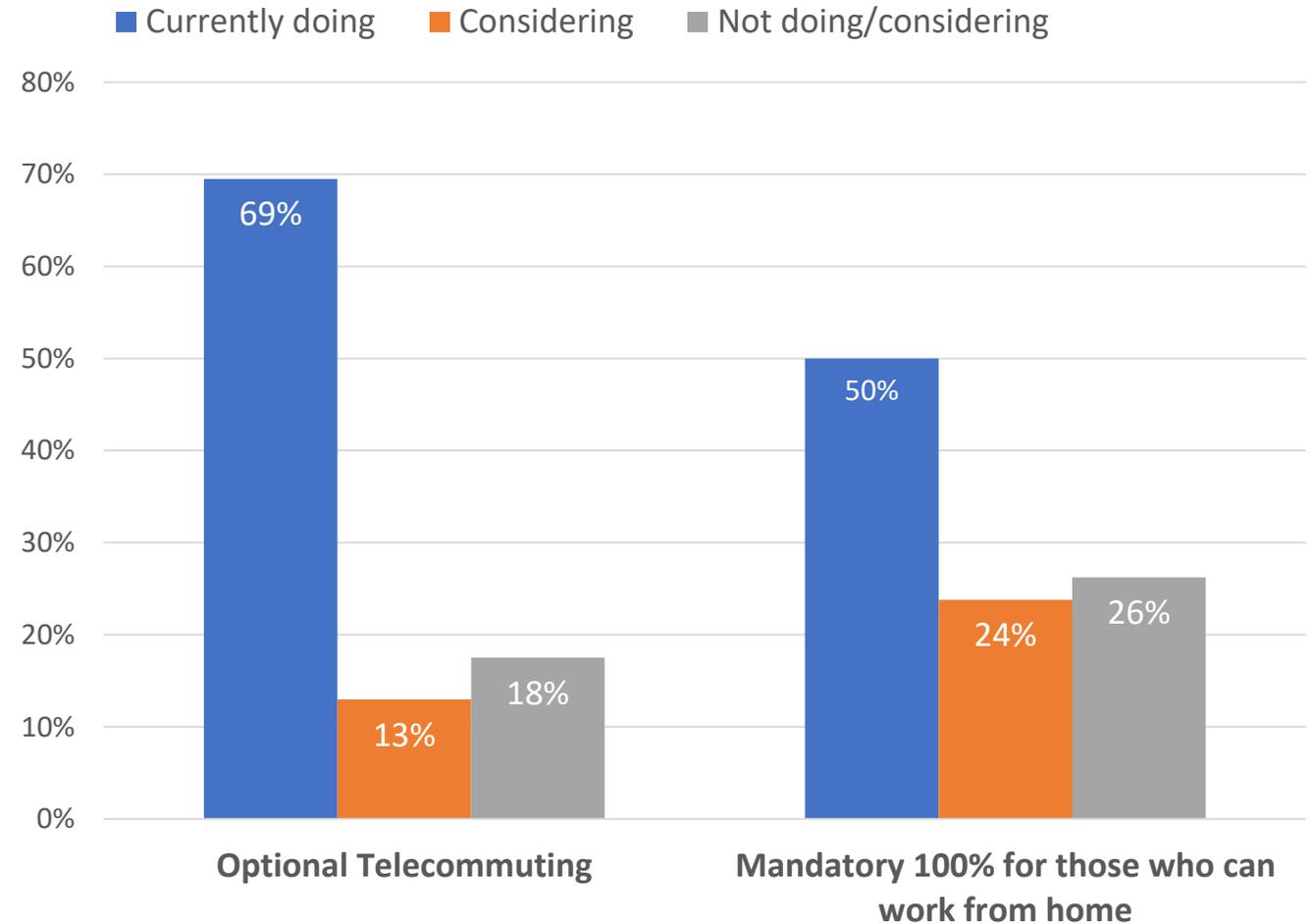
Median range

# How COVID-19 related policies are being generally being applied



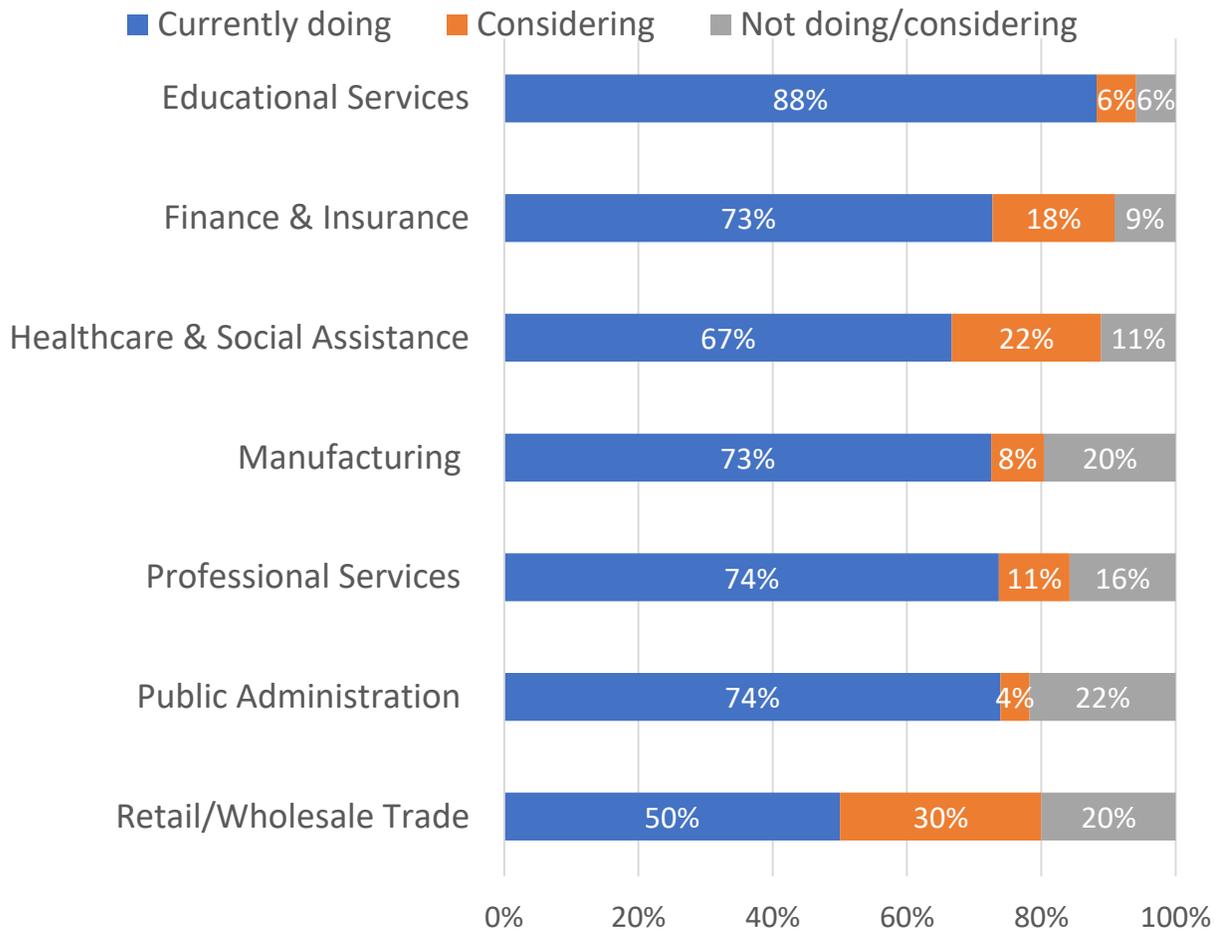
# Working from home (overall)

- The majority, whenever possible, have implemented work from home or telecommuting policies

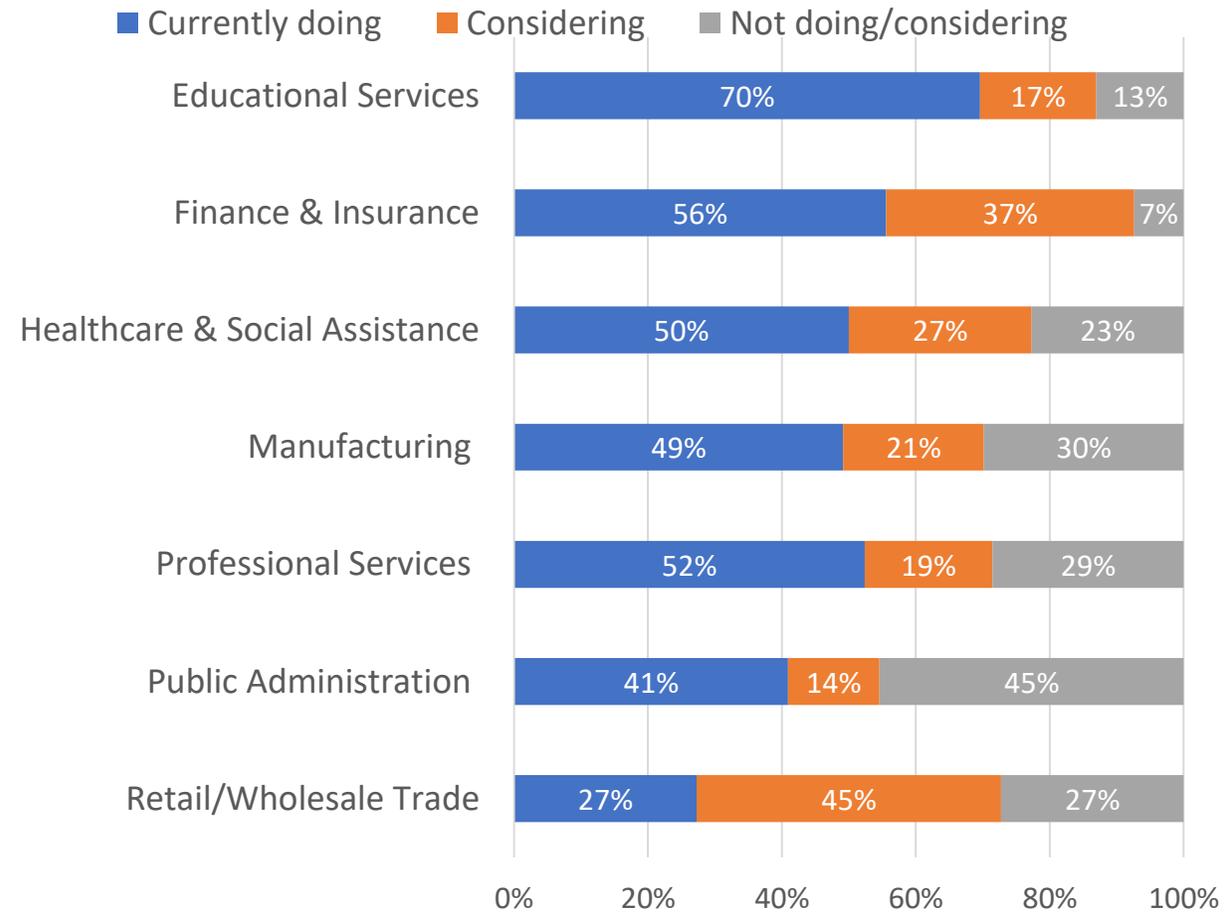


# Working from home (by industry)

## Optional telecommuting

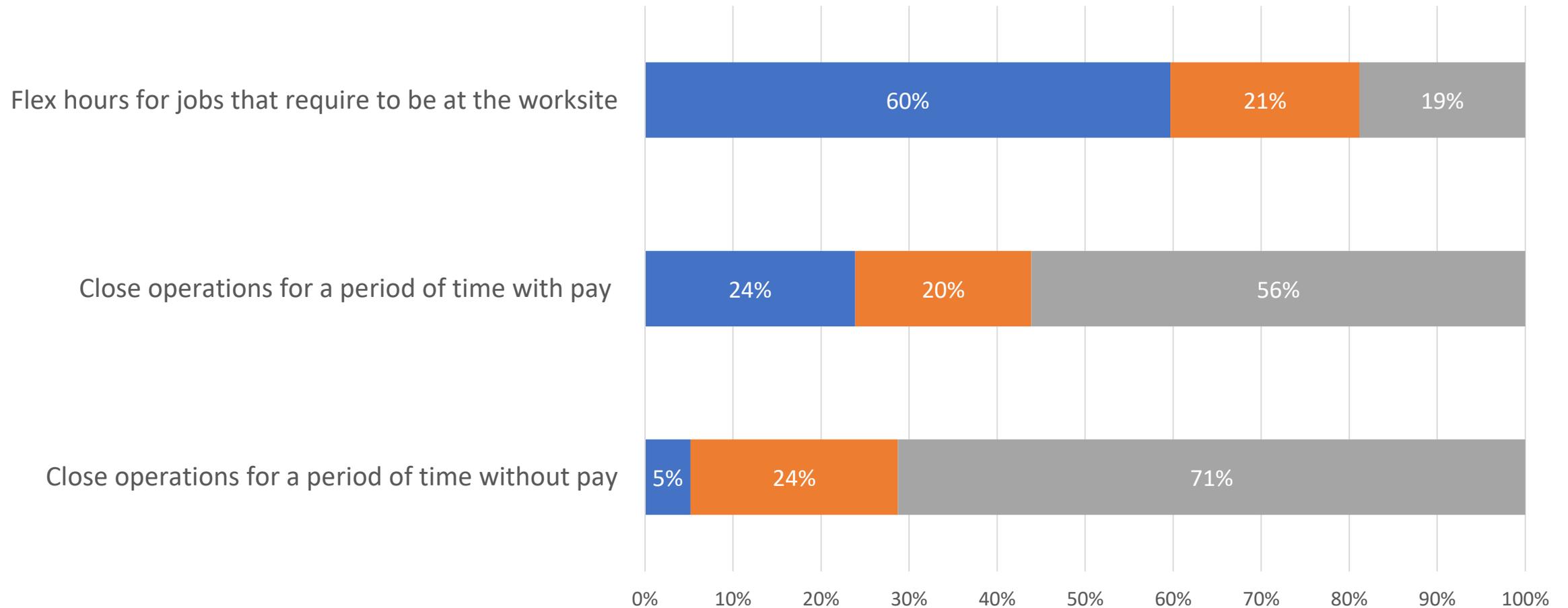


## Mandatory 100% for those who can work from home



# For employees that cannot work from home

■ Currently doing ■ Considering ■ Not doing/considering



# Paid time off/sick leave

■ Currently doing      ■ Considering      ■ Not doing/considering

Paid sick leave for those quarantined by or sick with COVID-19



Provide additional time off related to COVID-19



Allow employees to donate into a "time off bank" for other employees

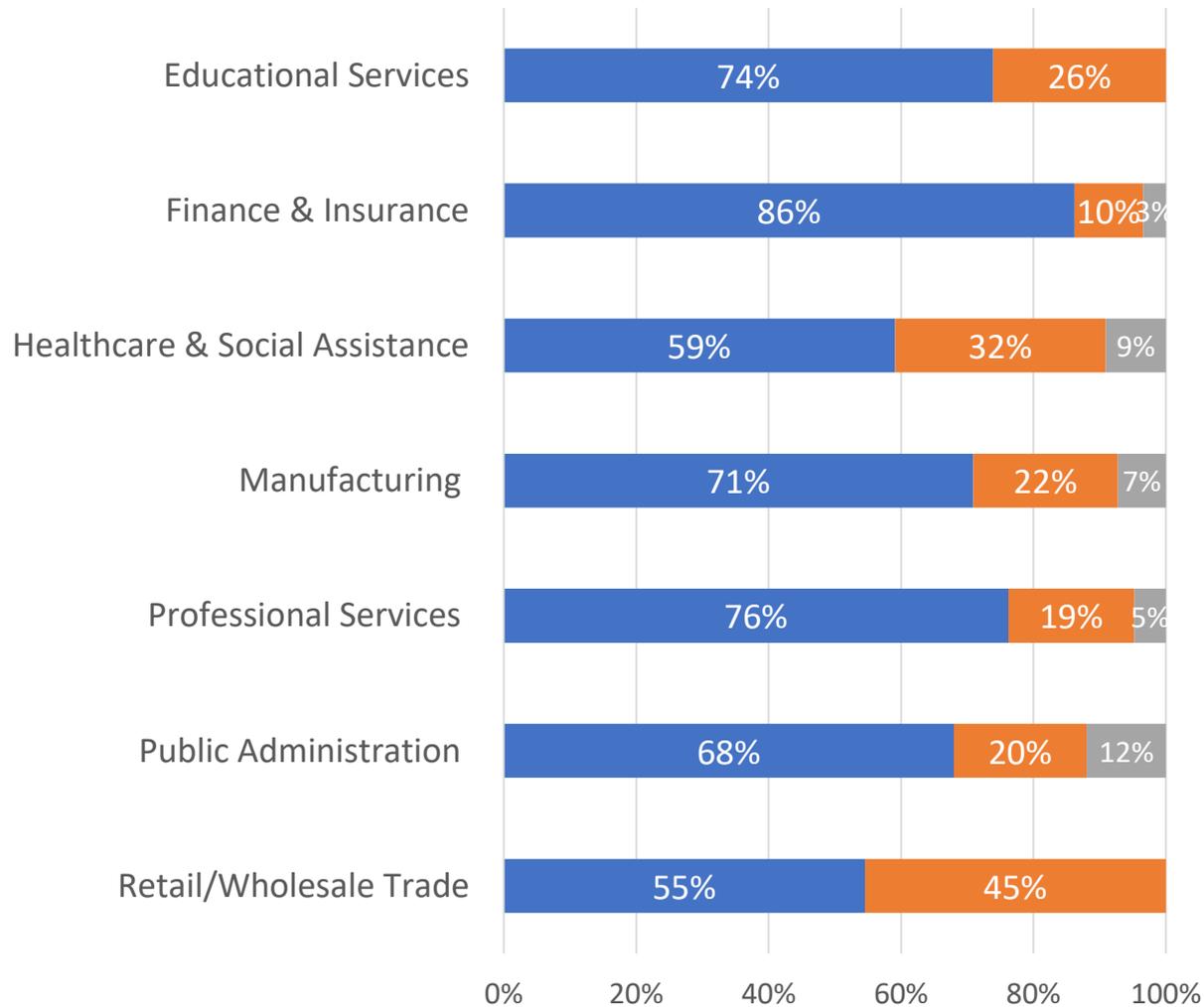


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

# Paid time off/sick leave (by industry)

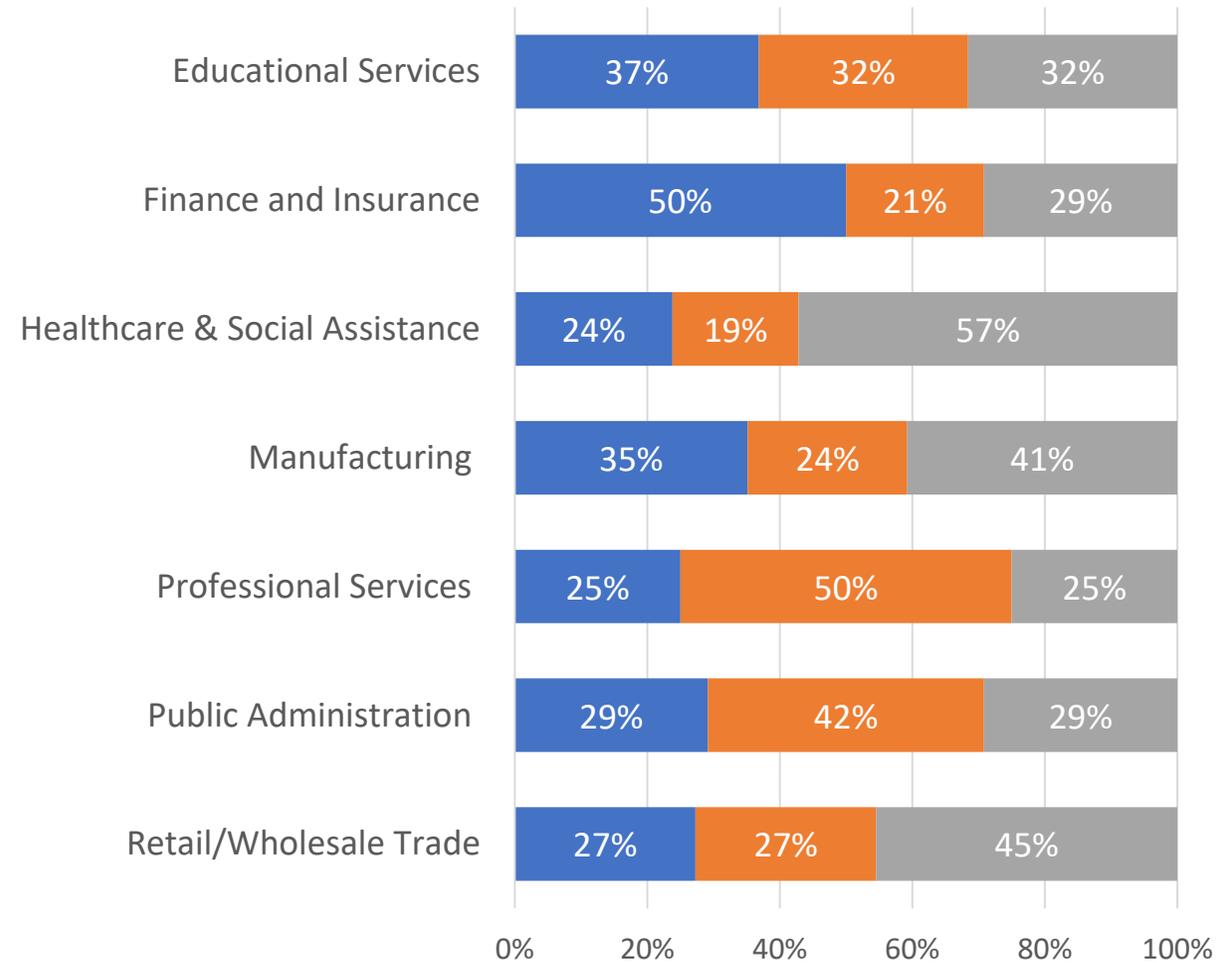
## Paid sick leave for those quarantined or sick

■ Currently doing ■ Considering ■ Not doing/considering



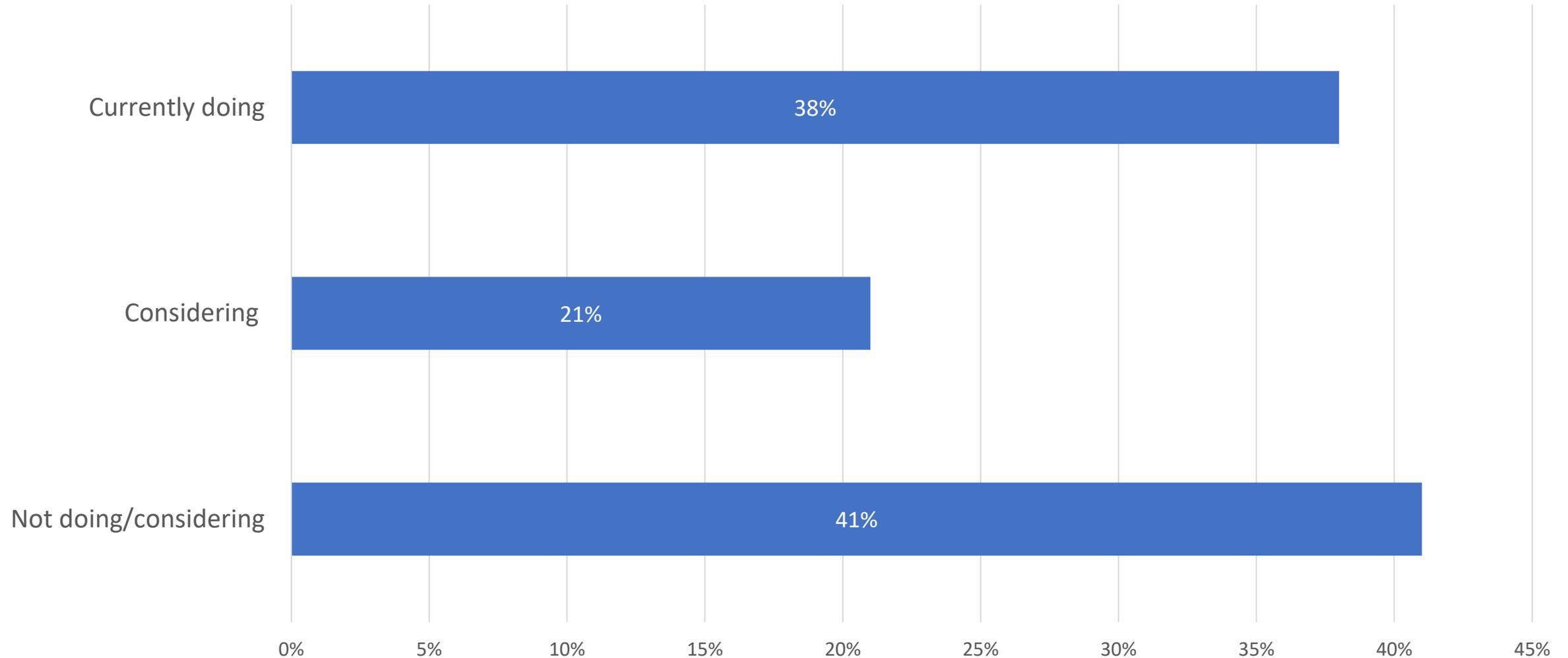
## Provide additional time off

■ Currently doing ■ Considering ■ Not doing/considering



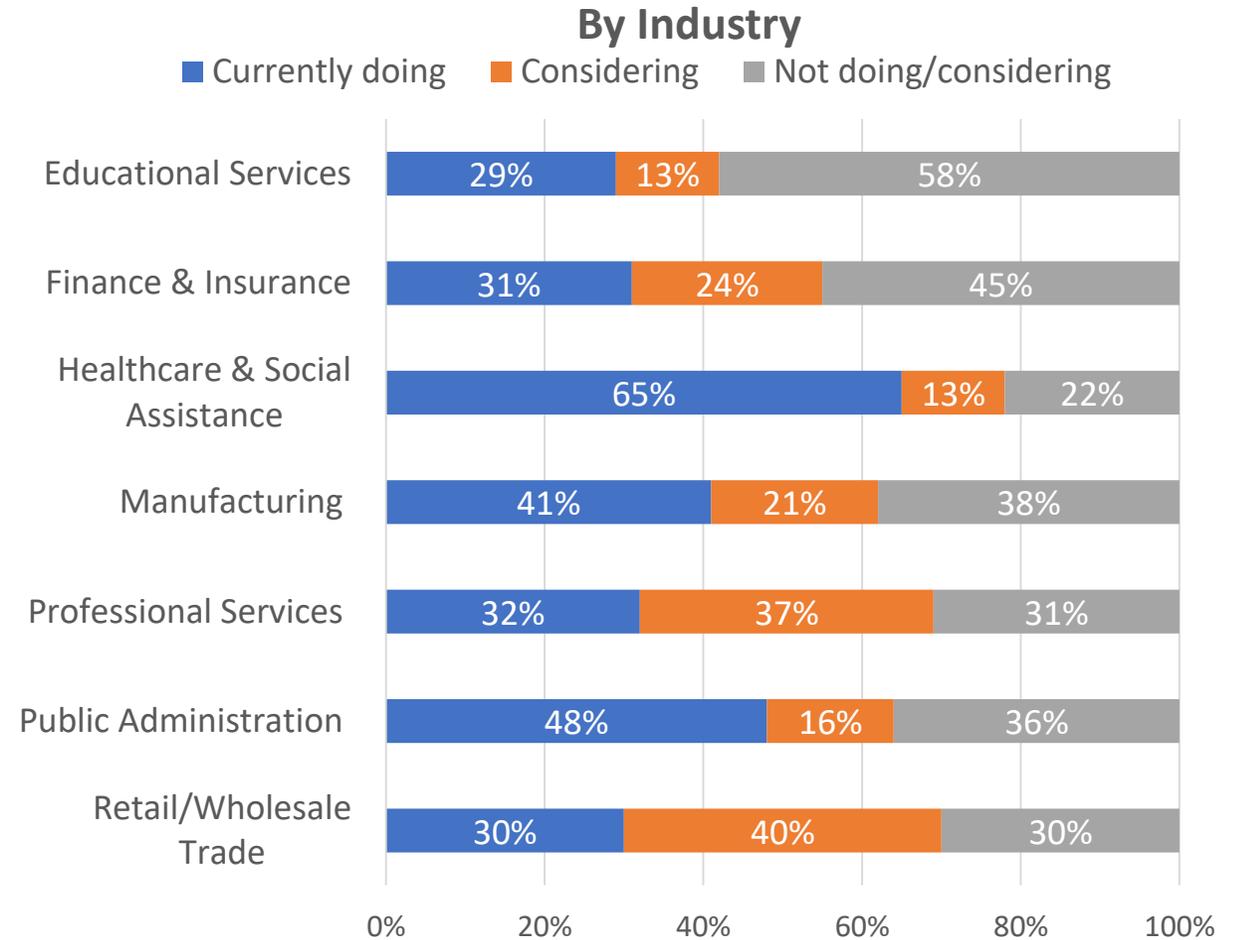
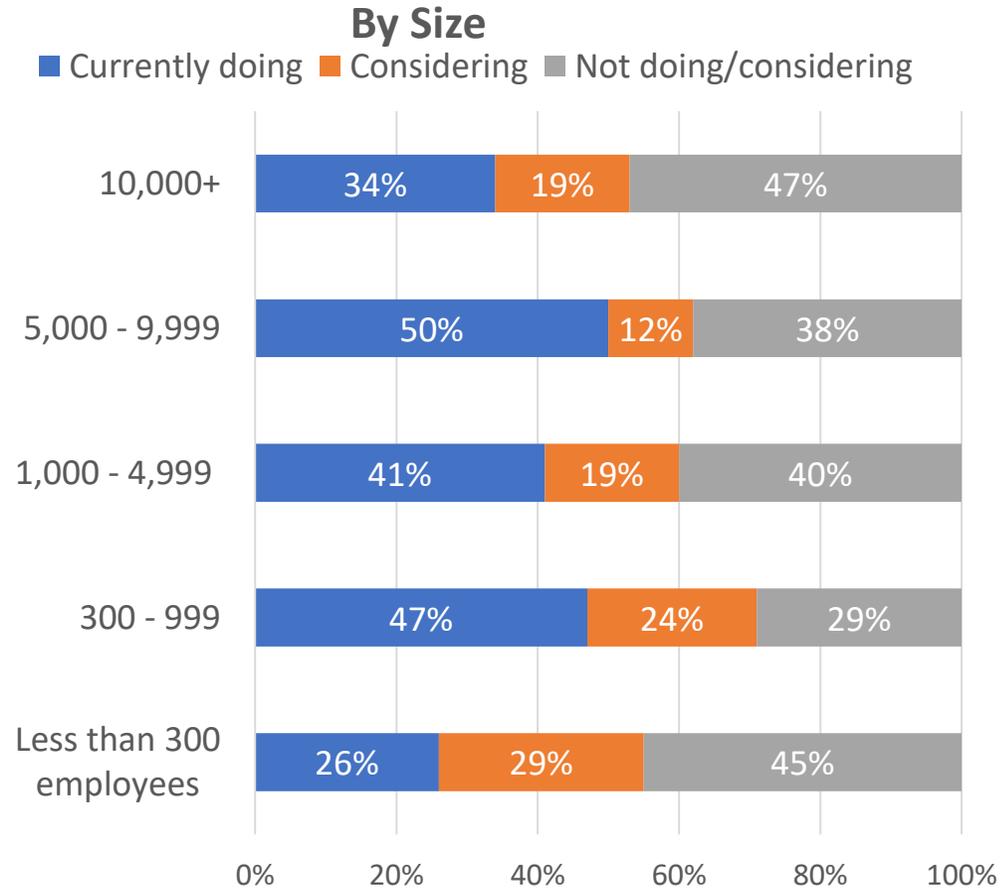
# For those who can't work

## REQUIRING USE OF VACATION AND OR SICK TIME BEFORE ADDITIONAL PAID LEAVE



# For those who can't work

## REQUIRING USE OF VACATION AND OR SICK TIME BEFORE ADDITIONAL PAID LEAVE

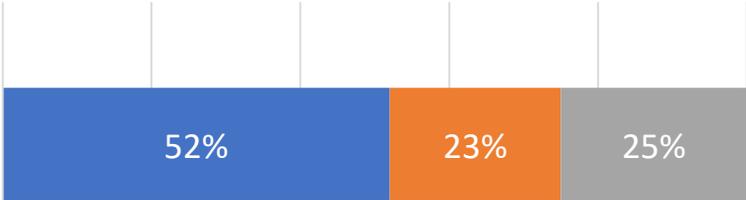


# Emotional and caregiving support

■ Currently doing ■ Considering ■ Not doing/considering

- Over half are providing special support for the emotional risks posed by COVID -19
- Accommodation of caregiving responsibilities (e.g., schools and daycare shutting down) is also a key issue employers are considering
- Some are offering extended family leaves on either a paid or unpaid basis

Provide special support for the emotional risks posed by COVID-19



Unpaid family leave for caregiver support affected by COVID-19



Paid family leave for caregiver support affected by COVID-19

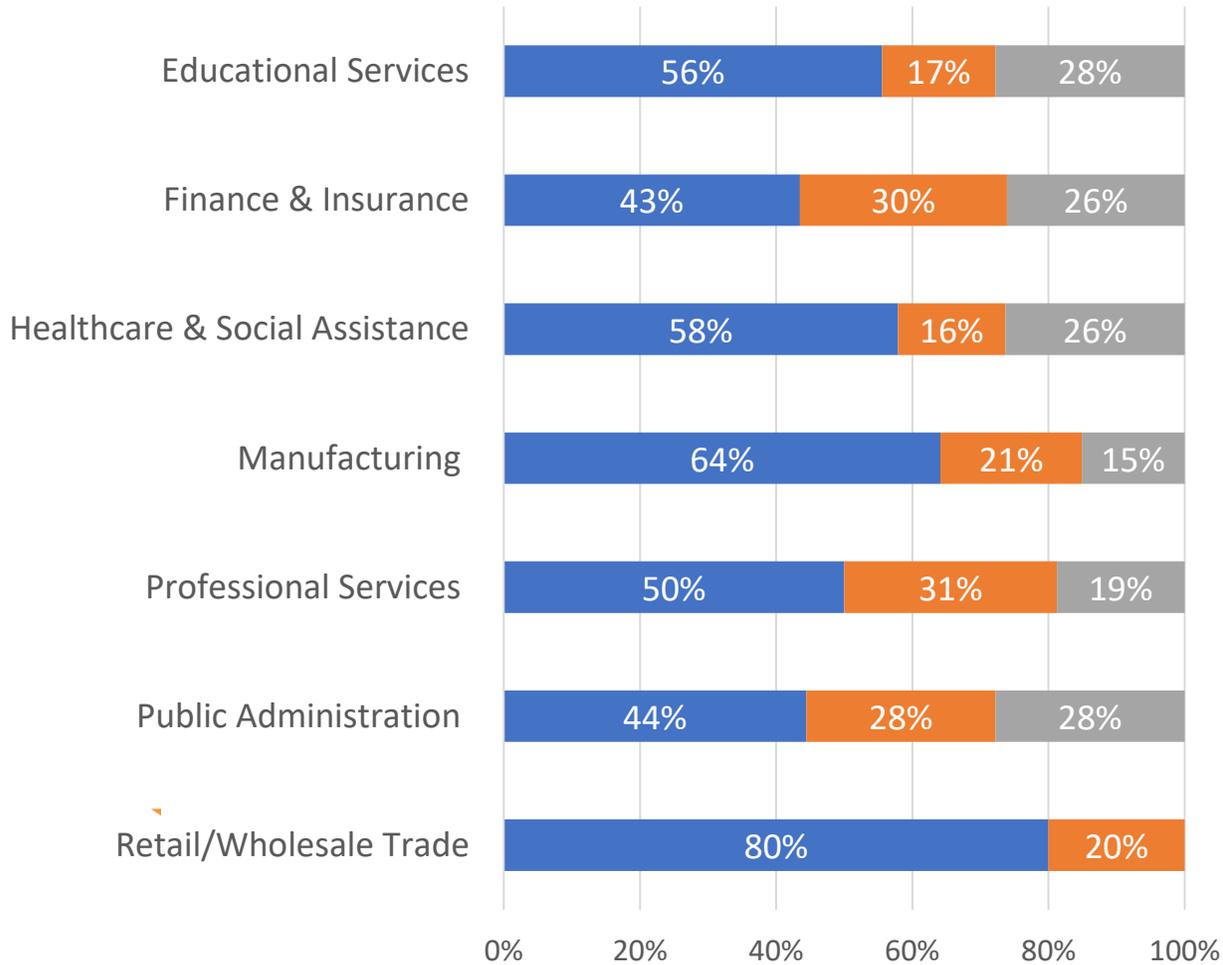


0% 20% 40% 60% 80% 100%

# Caregiving affected by COVID-19 (by industry)

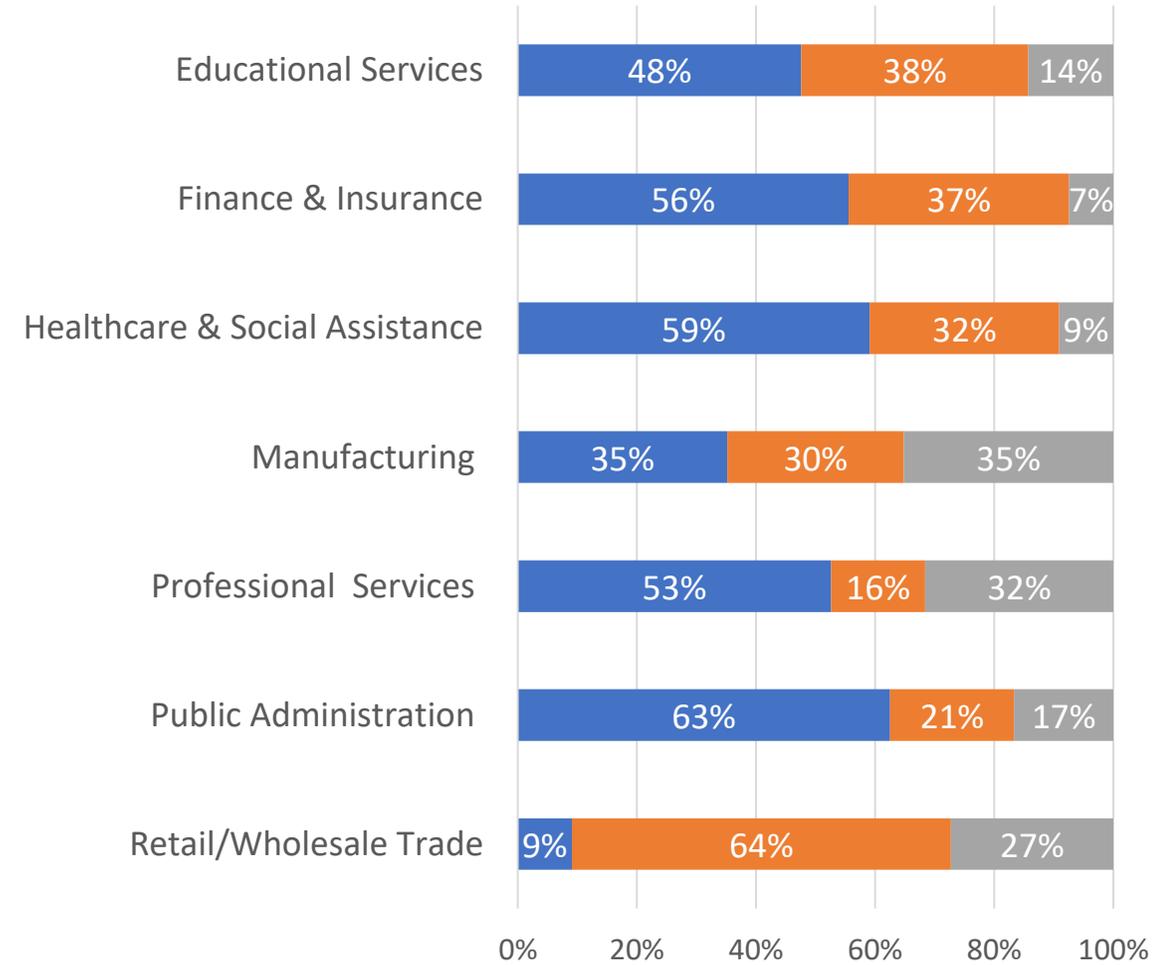
## Unpaid family leave for caregiver support

■ Currently doing ■ Considering ■ Not doing/considering



## Paid family leave for caregiver support

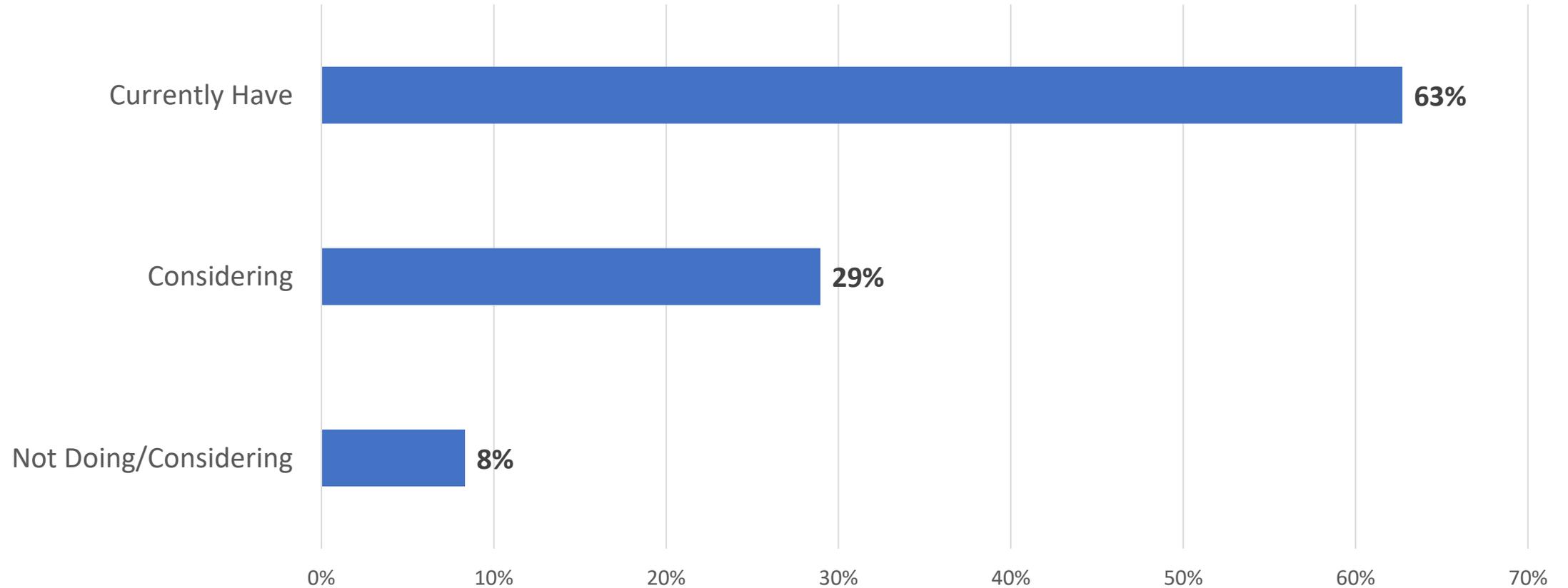
■ Currently doing ■ Considering ■ Not doing/considering



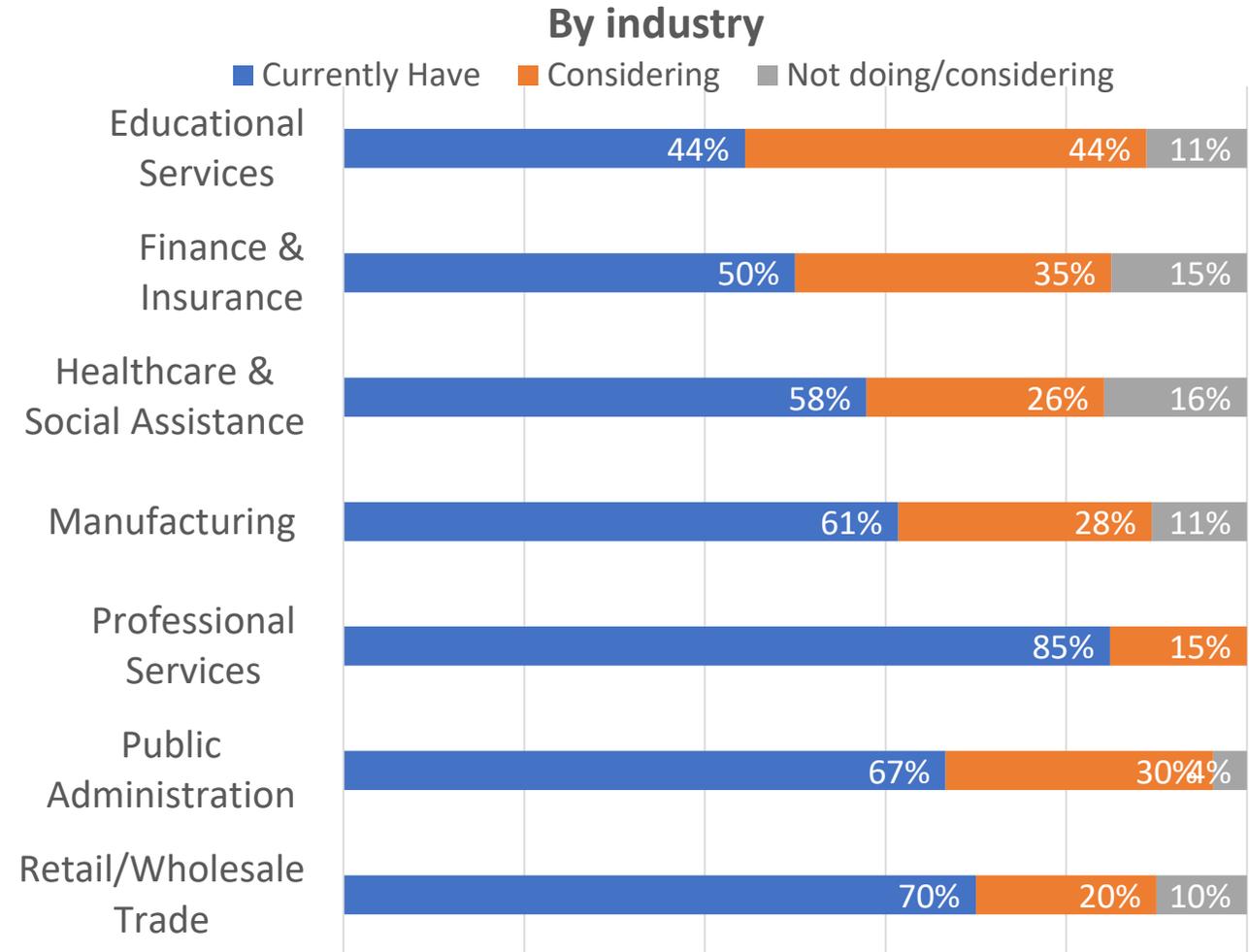
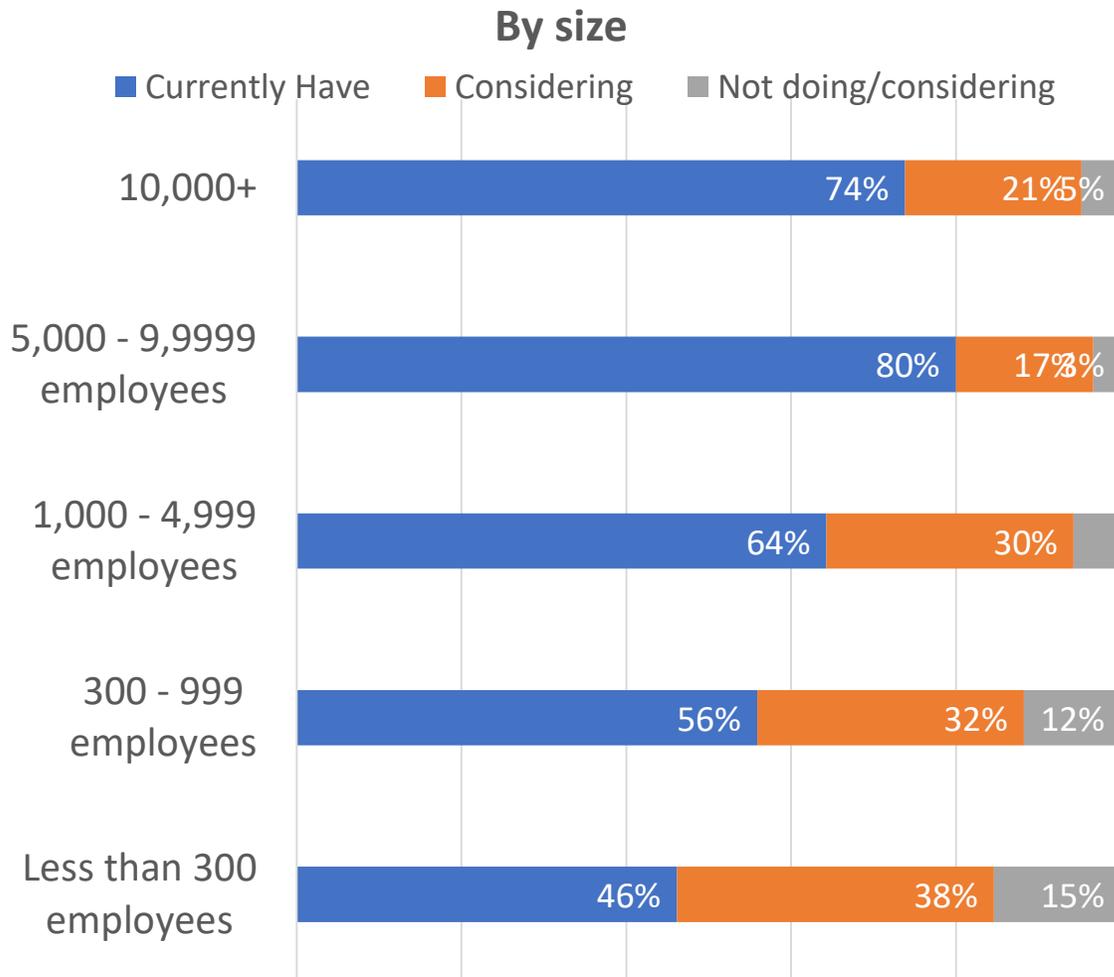
# Examples of approaches related to those with young children

- Encouraging to work from home - with pay
- Providing paid leave/flexible schedules for employees with young children
- Flexible time off (paid if vacation/sick time available or unpaid)
- Relaxing work from home policy while kids are home
- Can work remotely until further notice
- Not making special considerations at this time – but may change depending upon the extent of the closures
- Manager determine process – can allow flexible work schedule and paid time off

# Organization has formalized infectious disease response plan



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# How can coalitions best support employer COVID-19 efforts?

- Share best practices to support employees
- Offer information and available resources for employees on telemedicine, changes in Rx policies
- Provide information regarding our insurance and network options
- Keep us informed of changes or suggestions for handling employee matters
- Provide credible information on impact of economic fallout – what it could do to clients, staffing levels and ability to sustain coverage for employees
- Send accurate governmental and other COVID-19 updates
- Offer access to testing and cost info - would like to commit to paying for, but not without information
- Once available - supply lists of locations for free testing
- Provide relevant and reliable information and policy templates

# Upcoming Events

## COVID-19 Employer Town Hall – Addressing Mental Health and Wellbeing *Hosted with APA Foundation Center for Workplace Mental Health*

When: April 2, 2020 | 5:00 p.m. ET

## Leadership Summits 2020 *Learn. Lead. Together.*

When: June 15 -16

Where: Detroit Renaissance Marriott or virtual

**Register today:**

<https://nationalalliancehealth.swoogo.com/2020leadershipsummits/begin>



[Register here](#)

### Healthcare leadership. Now more than ever.

While many things seem uncertain, one thing you can count on is the National Alliance Leadership Summits 2020 on June 15-16.

### Registration is at a new rate.

Whether virtually or in person:

National Alliance Members: **\$195**

Non-members: **\$295**

### Learn. Lead. Together.

#### Mobilizing Collective Action Summit

June 15 | 1 - 5 p.m. ET

- Why Collective Action Matters
- Aligning Health Plans to Accelerate Synergy & Impact
- A RESET of Stakeholder Approaches to Behavioral Health
- Mobilizing the Next Generation of Hospital Transparency
- Activating Efforts to Eliminate Waste & Inappropriate Care

#### Total Person Health Summit

June 16 | 8 - 12 p.m. ET

- Collaborating to Achieve Health & Economic Sustainability
- Integrating Wellbeing and Social Determinants
- Personalizing the Patient Journey
- Employer Health Innovations
- Addressing Stigma Across the Spectrum

#### Achieving Value 2020 Summit

June 16 | 1 - 5 p.m. ET

- Tackling the Healthcare Affordability Crisis
- Leveraging Policy Towards Systemic Change
- Disrupting for Value
- Redefining Employer & Health System Partnerships
- Extracting High-cost Claimant Waste

[View Agenda](#)

### Innovative opportunities to connect nationwide



This event brings employers and other healthcare stakeholders to learn and engage together. For more information or if you are interested in sponsoring, contact [Karlene Lucas](mailto:Karlene.Lucas).

[www.nationalalliancehealth.org](http://www.nationalalliancehealth.org)