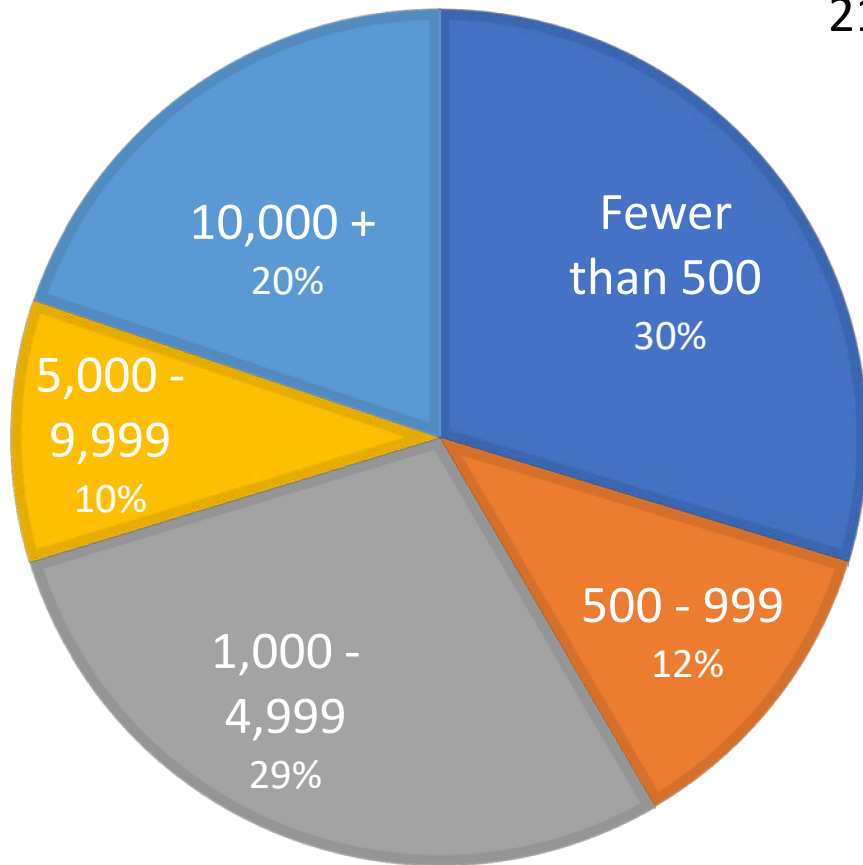


COVID-19 Employer Return to Work Strategies

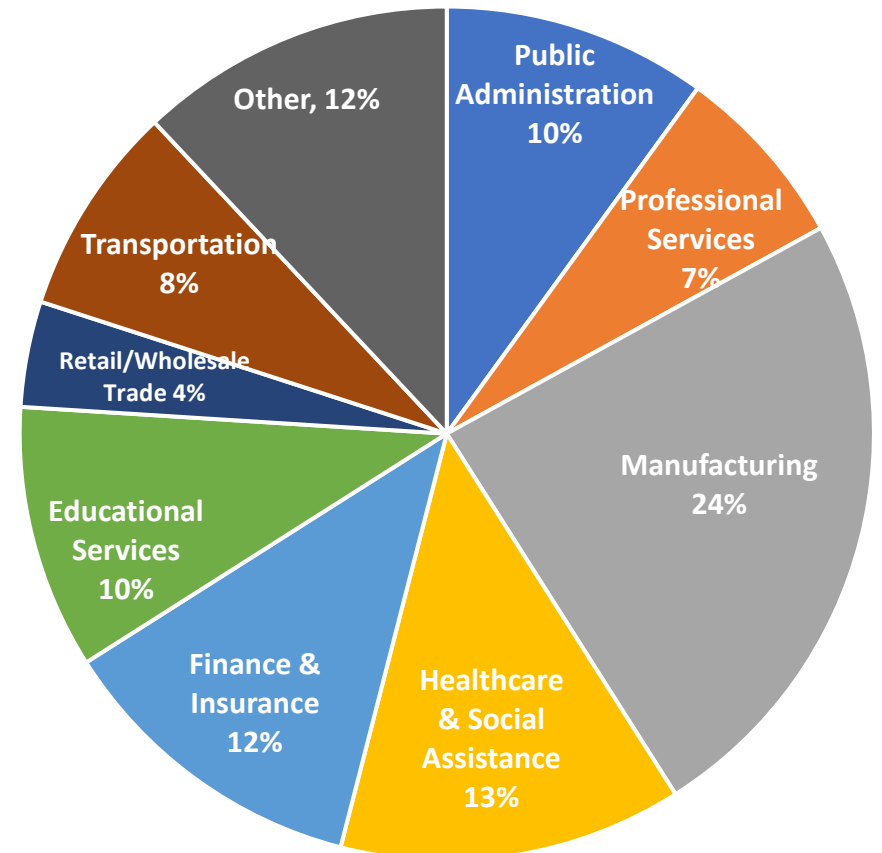
Survey Results

Employer demographics

Total responses:
210 employers nationwide

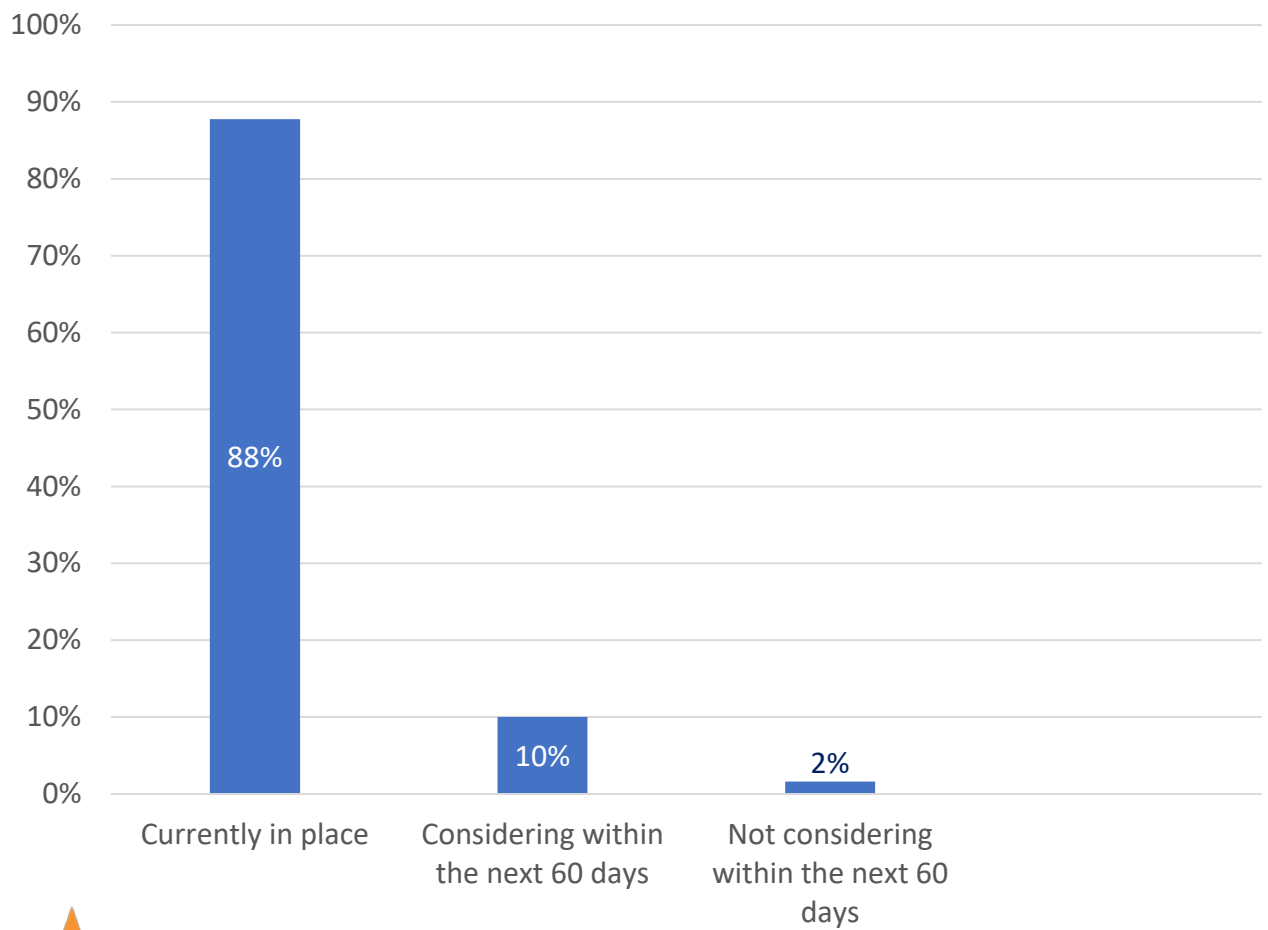


By Size



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 Clinical Advisor
10,000 or more	98%
5,000 - 9,999	95%
1,000 - 4,999	97%
500 - 999	86%
Less than 500	67%

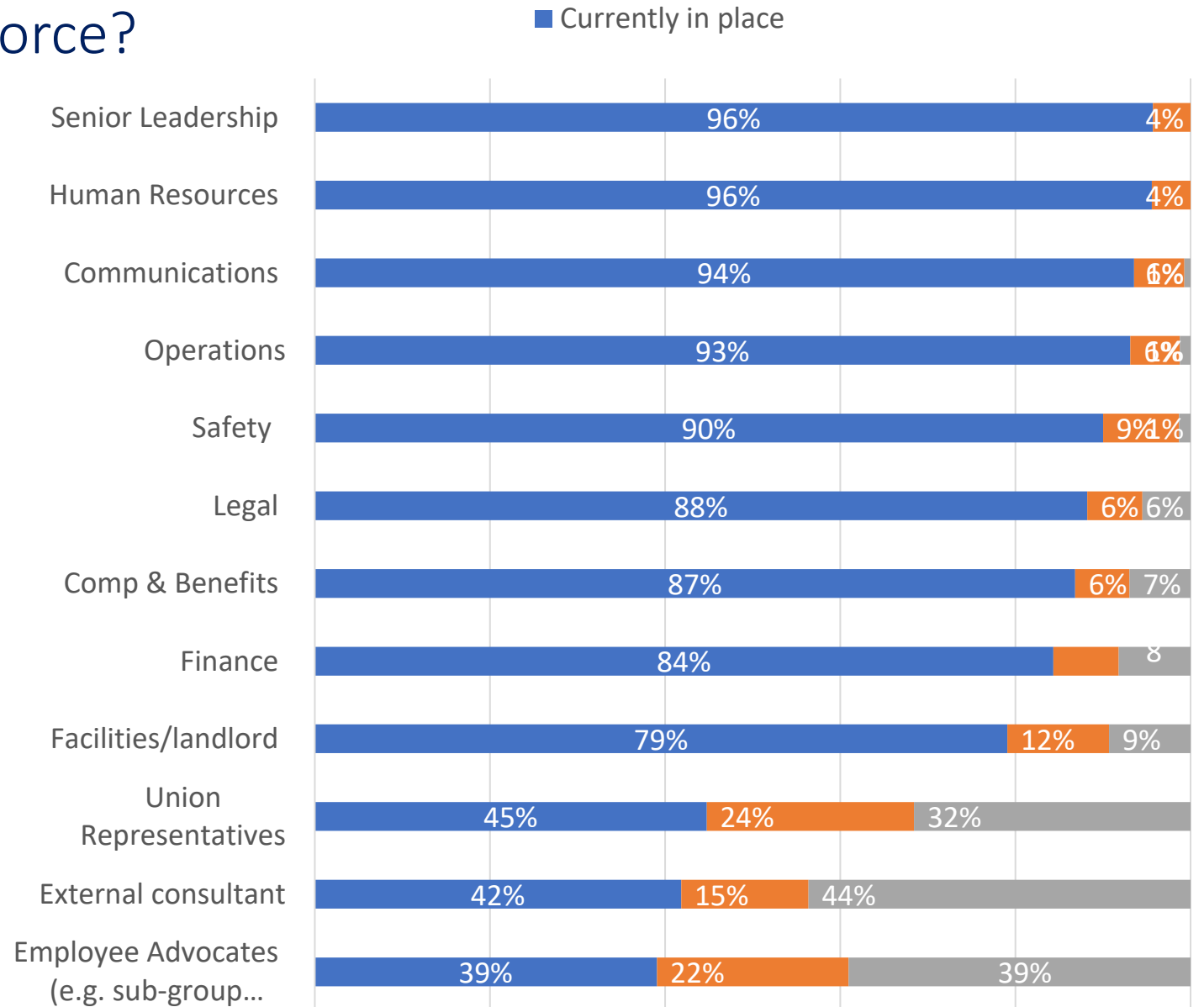


Which of these are represented on your COVID-19 'Return to Work' task force?

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.

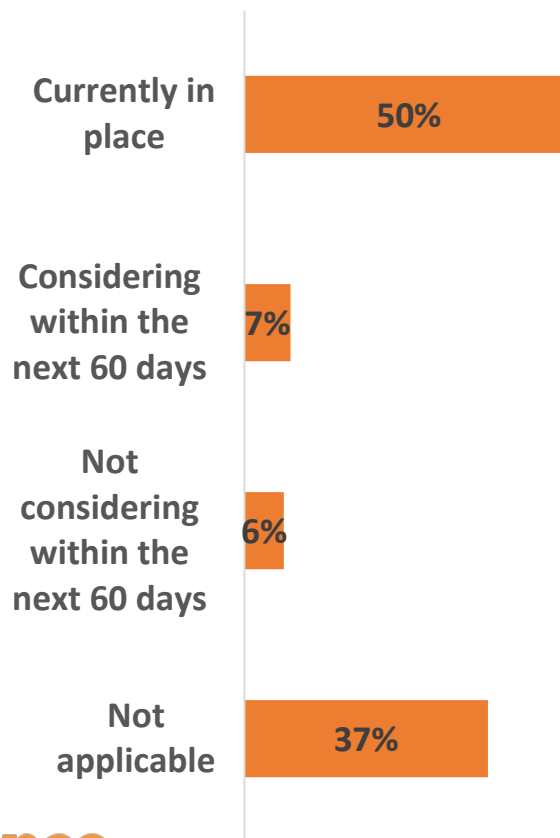


Is a Clinical Advisor included on Return to Work Task Force?

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

- varies significantly by size of employer

Overall

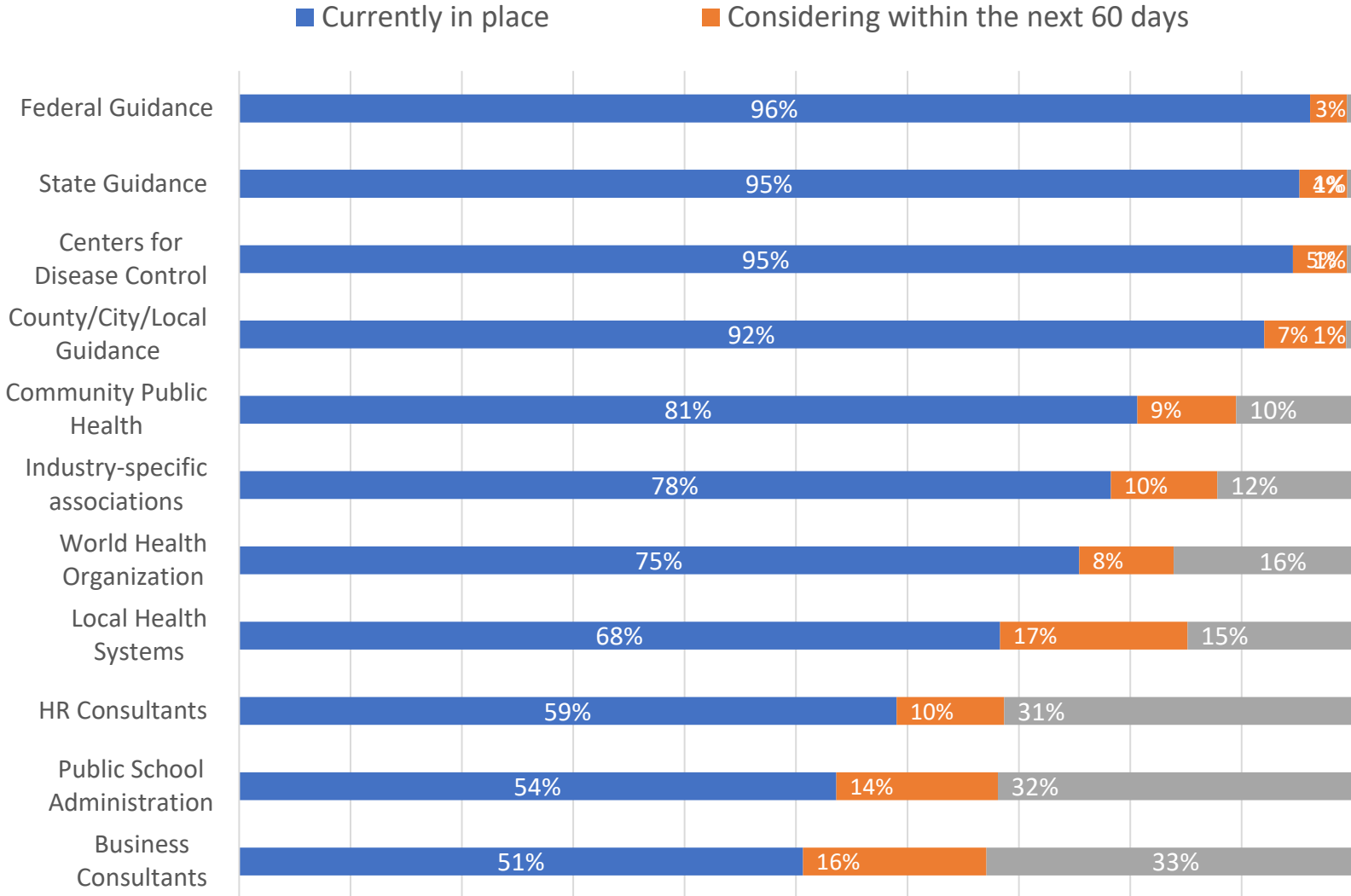


% Employers with Clinical Advisor currently in place as part of Back to Work Task Force

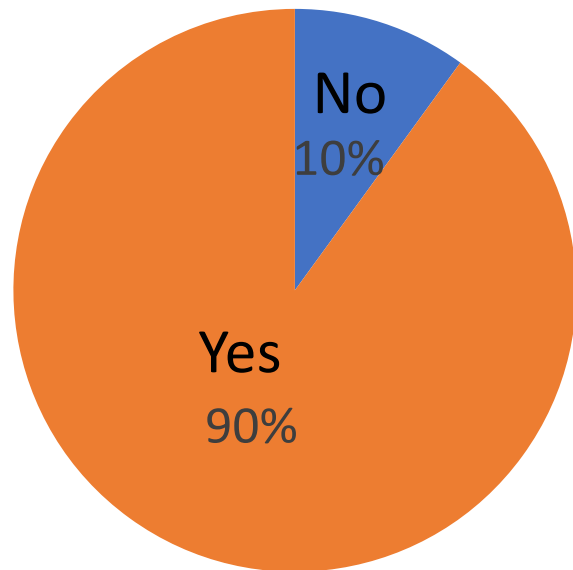
Employer Size (# of Employees)	% Employers w Clinical Advisor
10,000 or more	76%
5,000 - 9,999	64%
1,000 - 4,999	59%
500 - 999	44%
Less than 500	8%

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?

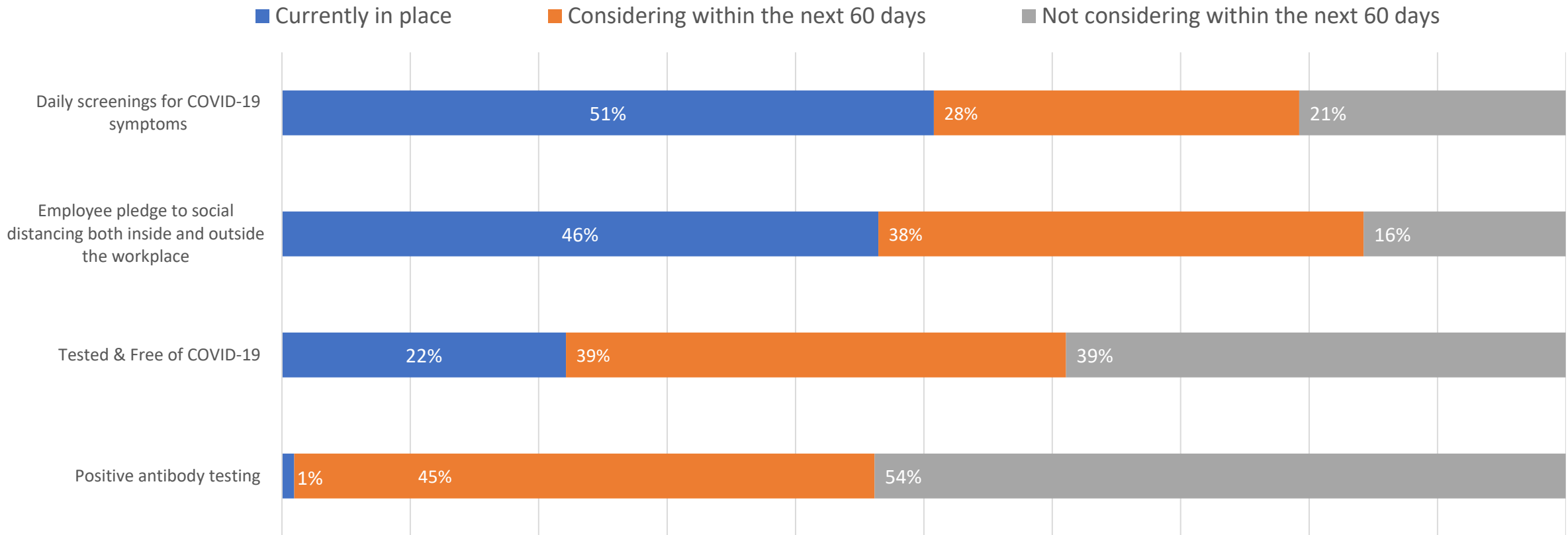
	Currently in Place	Considering Next 60 Days
Ability to Work from Home	92%	6%
Criticality of Job Function	88%	10%
Health-related risk factors	82%	15%
Family or Childcare issues	79%	17%
Age-related risk factors	77%	17%
Employee Readiness	74%	18%
State of employment	82%	14%
Regions within state	70%	20%

COVID-19 Screening for Return to Work

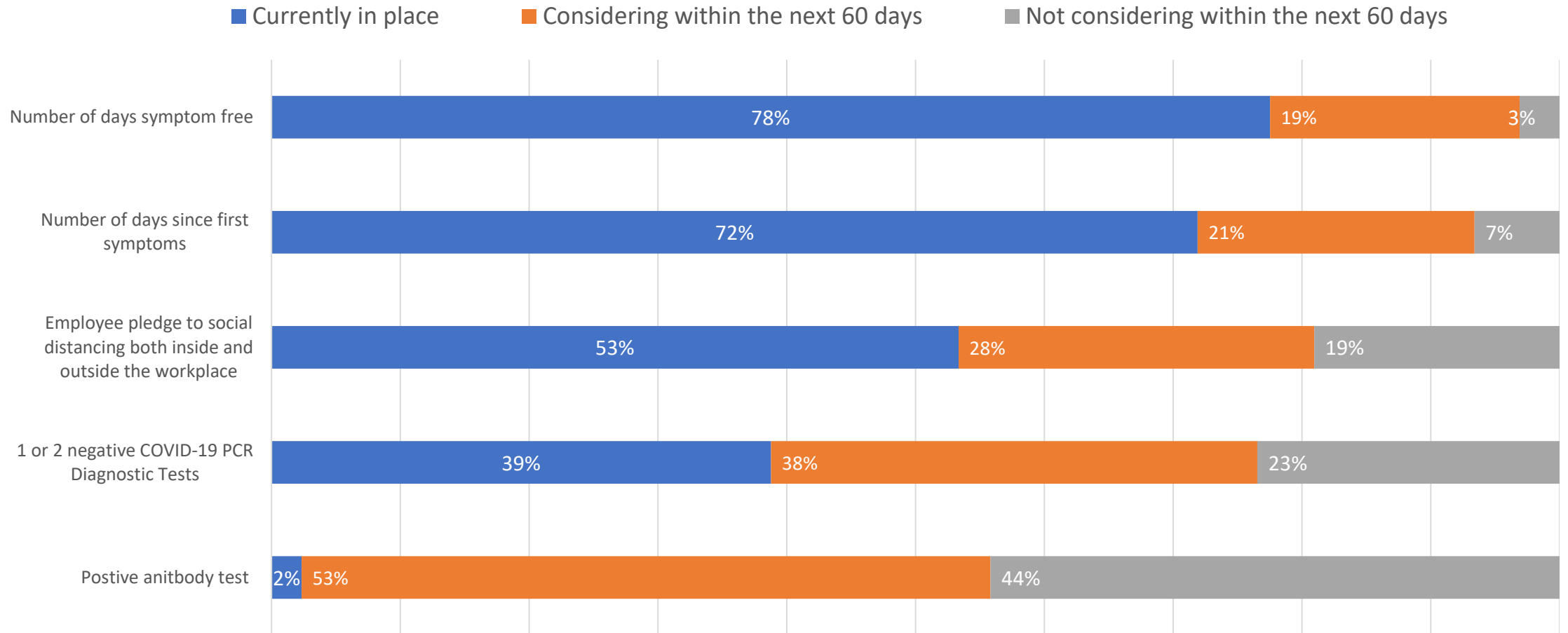
- Most common forms of screening for Covid-19 are “symptom screening” and “temperature screening”
- Covid-19 testing is not yet in place for most employers but is being looked at either through the community or the company itself

	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%

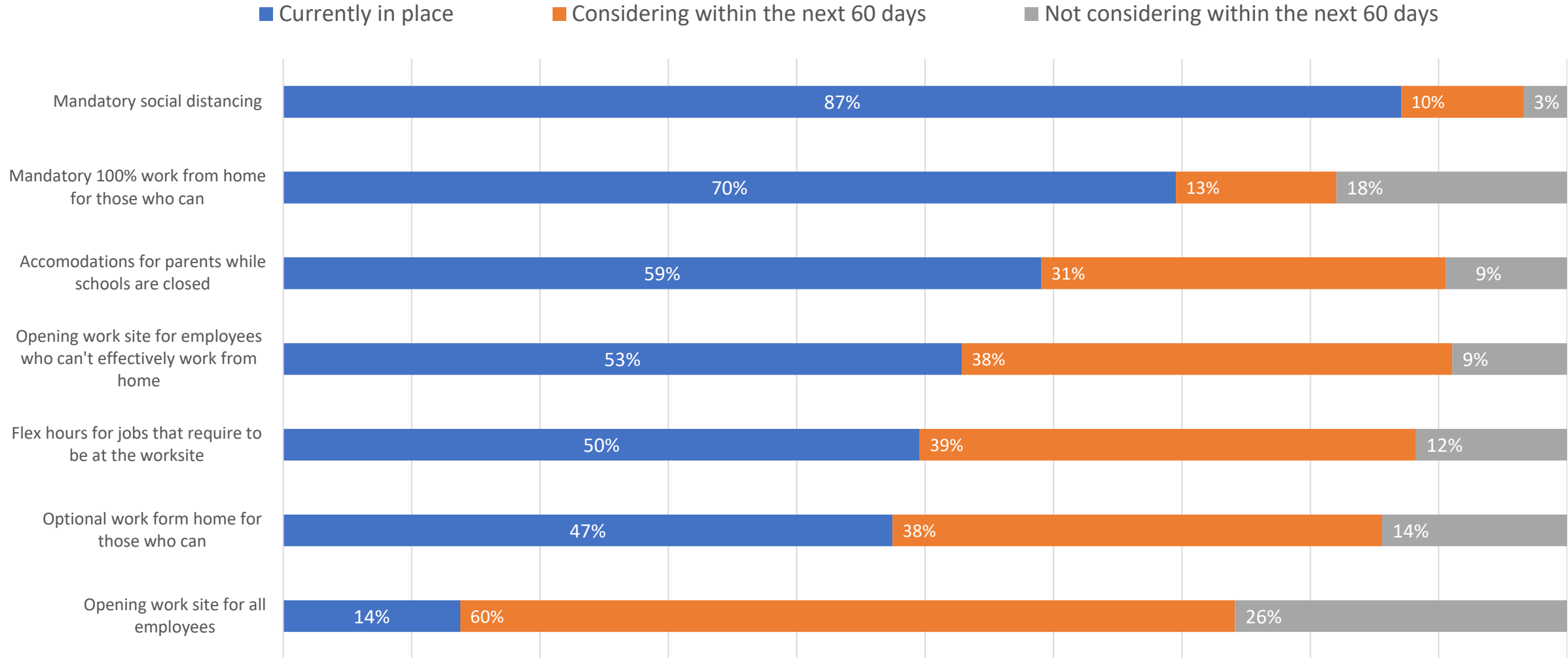
Which of these criteria are you considering in clearing employees to come back to work



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

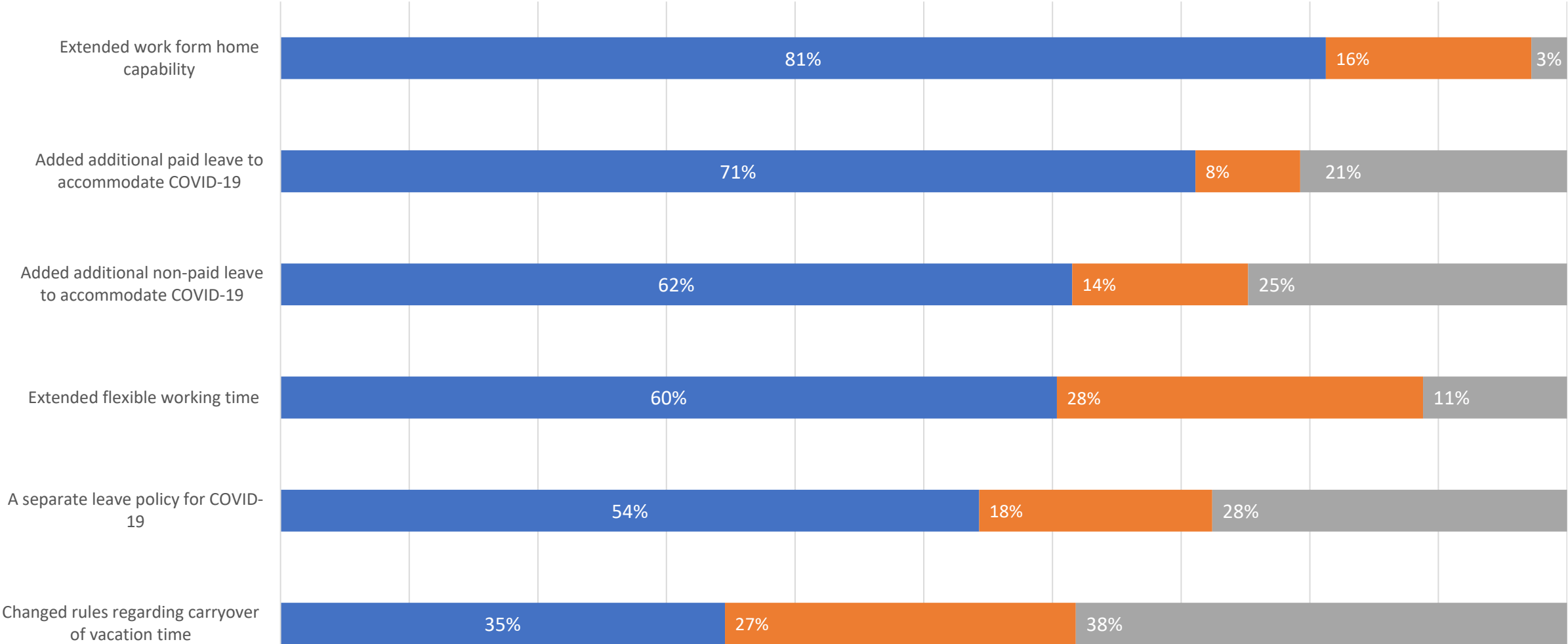


Employer COVID-19 Safety Strategies

	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

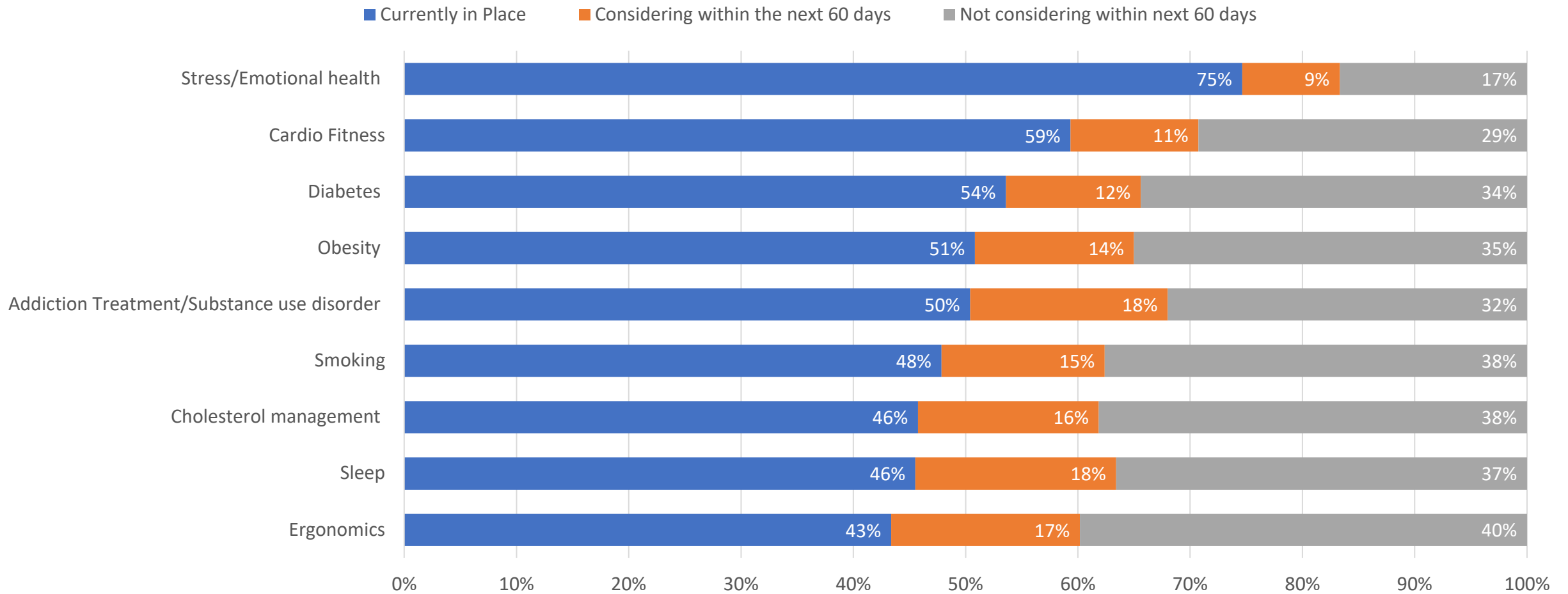
■ Currently in place ■ Considering within the next 60 days ■ Not considering within the next 60 days



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

