2021 pandemic survey series:

a focus on vaccines

given the complexity of rolling out mass vaccinations, the spread of new coronavirus strains, and continued restrictions, there remain many difficult months ahead. As with the initial pandemic response, employers have a key role in providing guidance and support to employees at this critical juncture. The survey highlights 776 organizations' perspectives on the COVID-19 vaccine and

With several vaccines approved, 2021 started with a welcome dose of optimism. But

what it means for their employees.

Mandating the vaccine will be the exception, not the rule Fewer than 1% respondents have mandated the vaccine so far, and only 20% are even considering it.

Health care employers Other essential businesses

will mandate considering

will mandate considering

Non-essential businesses

will mandate considering

NOT to mandate

Employers' top 3 reasons



Compliance issues



with vaccine safety



employees to get vaccinated Short of a mandate, there are other ways to encourage employees to get vaccinated. Financial incentives require assessing legal, compliance and employee relations considerations, while providing time off and communications will be more straightforward.

Other strategies to encourage

Additional Financial Communication incentives paid time off

additional PTO

for vaccinations

9% Will offer some other incentive

41% Definitely will not offer an incentive **47%** Yet to be

5% Will offer cash/

gift card

- determined

29% Will provide additional PTO to recover from side

48% Will provide

- effects

vaccinations 32% Will encourage

vaccinations

encourage

49% Will strongly

- **18%** Will provide information, but emphasize that
 - vaccination is a personal choice

Expect to develop a plan once vaccines are more widely available Do not expect to

A fourth of respondents are

vaccinations for employees

actively working on facilitating

officials, carriers or vendors Managing through the vaccination roll-out

Have already begun discussions with public health delivery of vaccines to employees

directly support the

plan to assist with vaccine delivery and support in their local communities

of respondents have a steering committee addressing labor relations and occupational health & safety issues related to vaccinations*

will require employees

to be vaccinated for

business travel*

will require employees

customer-facing work*

to be vaccinated for

*Half the respondents have not yet decided if they will implement these policies

are planning to form a committee or considering it*

under both medical and pharmacy plans*

are covering vaccination





of the vaccine

Inadequate distribution



Workforce safety after

return to work



Significant portion of people refusing the vaccine