

# worksite safety and vaccination policies

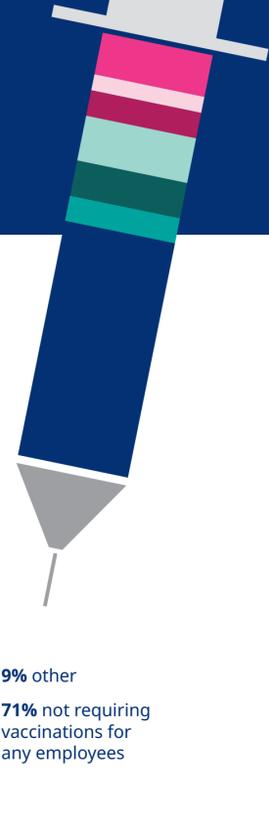
The rise of the Delta variant may be complicating return-to-worksite plans for many employers. Our August survey of 372 US employers found that a growing number are mandating vaccination, while others are relying on masking and other worksite safety policies.

## Vaccination mandates

More than one in 10 employers surveyed requires, or will require, employees to be vaccinated to work onsite, and an additional 15% are requiring vaccines for certain job functions, such as client contact. Back in May, a survey of 425 US employers found only 3% were mandating vaccinations, and only 8% were even considering it.

**Vaccinations are (or will be) mandated for:**

- 14% working onsite
- 8% direct contact with clients
- 9% other
- 5% international assignment (e.g., short-term, long-term, commuter)
- 13% business travel
- 71% not requiring vaccinations for any employees
- 10% team events or conferences



## Vaccination incentives

Few employers are using “carrots” to encourage vaccinations. Only 10% provide a financial incentive, although 16% offer extra paid time off as a reward.



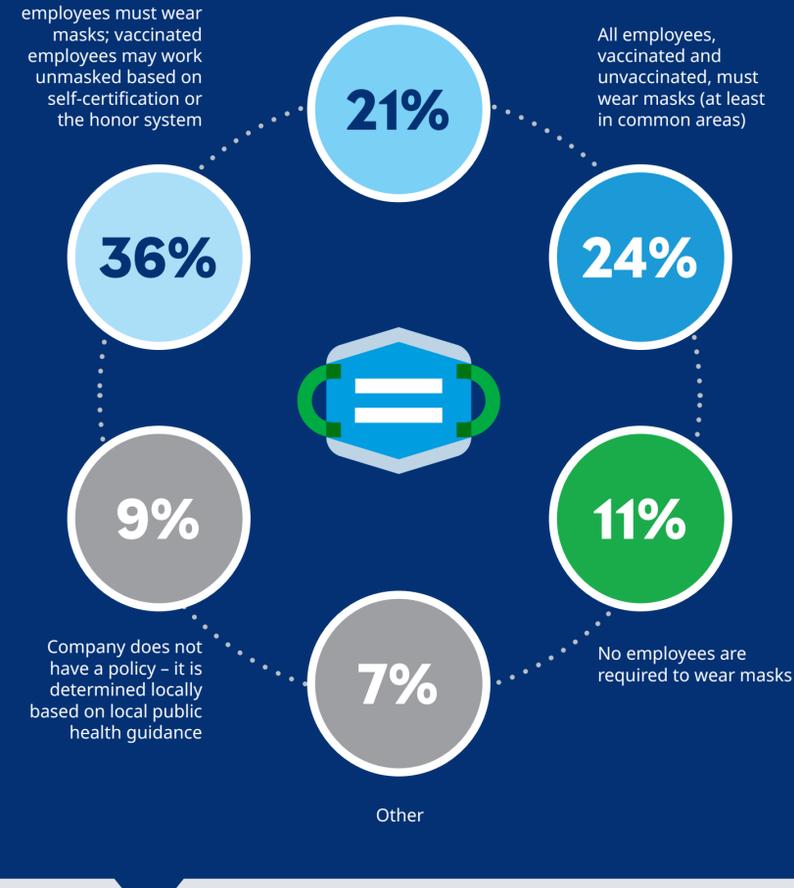
## Additional time-off for employees to assist with vaccinations for their children or dependents

- 15% provide additional time-off
- 4% provide additional unpaid time-off
- 81% employees must use existing vacation, sick or other paid time-off



## Most employers require masks at the worksite, but typically not for vaccinated employees

Having a mix of vaccinated and unvaccinated employees at the worksite complicates safety measures. While 24% require both vaccinated and unvaccinated employees to wear masks, 57% require masks only for unvaccinated employees.



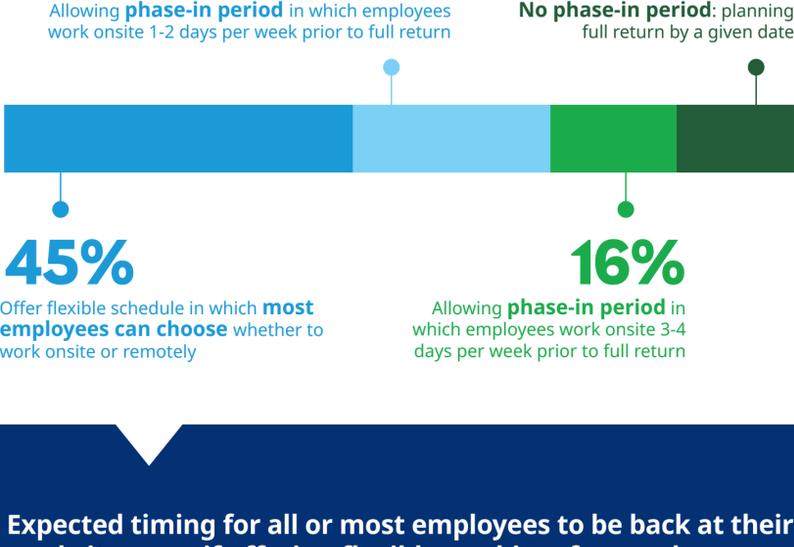
## Other worksite safety measures in place

Employers have relaxed certain worksite safety measures. Only about a third are now limiting capacity, and only about half require social distancing. Onsite or required COVID testing remains rare.



## Transitioning employees who have been working remotely back to on-site work

Vaccination and masking policies are taking on increasing urgency as return to worksite plans gain momentum. While 45% of respondents say employees will be able to decide whether to work onsite or remotely, the majority expects all or most to return to worksites, with or without a transition period. And for most, that will be by the end of the year, if not sooner.



## Expected timing for all or most employees to be back at their worksites – or, if offering flexible working, for employees who will spend at least some time working onsite



**Contact us to learn more.**