

# Return to Work and Other Challenges During the COVID-19 Pandemic

Quick Survey Results

May 2020



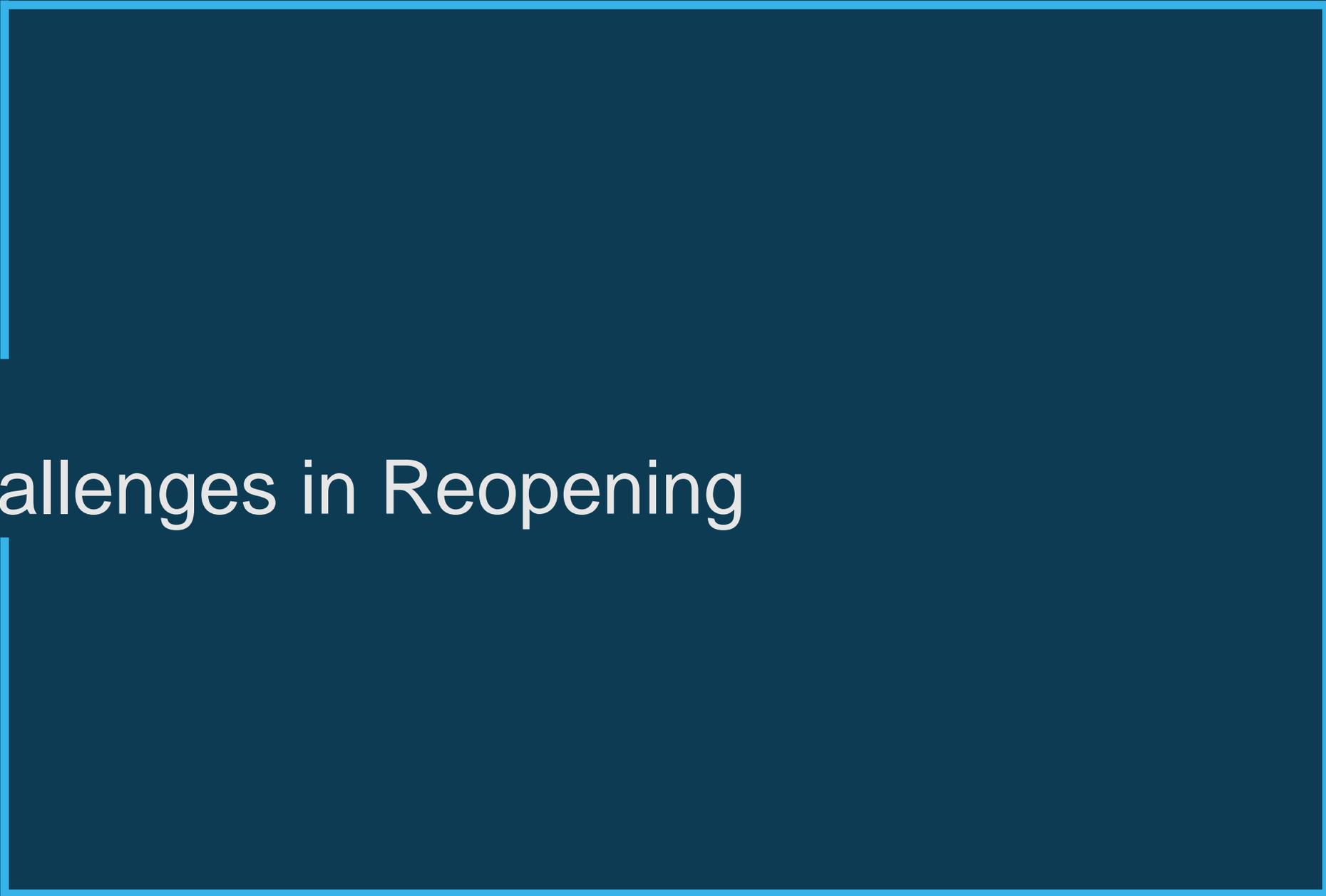
# Overview



Forty-four large employer members of Business Group on Health responded to this survey, conducted between May 7 and May 14, 2020. The purpose of this survey was to determine how large employers are supporting their employees as countries and worksites begin to reopen and welcome employees back to work.

## KEY-TAKEAWAYS

- Large employers are facing many challenges as they begin to reopen additional worksites: 68% reported employee anxiety about returning to work as one of the top challenges.
  - 61% of large employers have implemented daily temperature checks for employees entering the worksite, conducted largely by internal staff, third-party vendors or occupational health clinic staff.
  - Many large employers are offering childcare support to employees returning to the workplace, with nearly a third offering backup childcare.
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# Top Challenges in Reopening

# Top 3 Challenges to Reopening Additional Worksites

Employee anxiety about returning to work, inconsistent local/state/federal guidelines, and inconclusive data on testing efficacy were cited as large employers top 3 challenges to reopening worksites.



Note: Other responses included: determining the best way to screen employees returning to the office, on-site testing schemes, executing evidence-based protocols for minimizing viral transfer, developing appropriate safety guidelines.

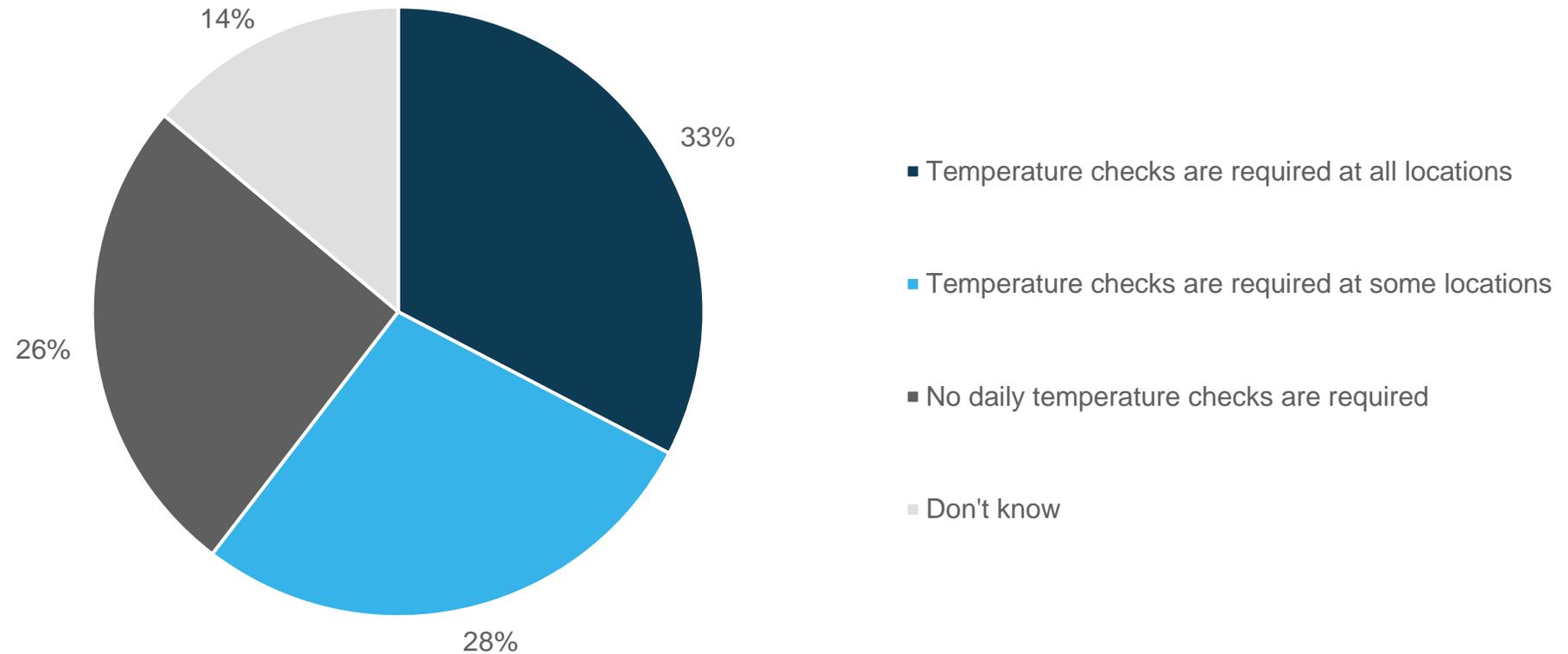
Q: What are your company's top 3 challenges to reopening additional worksites?

# Employee Temperature Checks

# Daily Temperature Check Requirements

Sixty-one percent of large employers have implemented daily temperature checks for employees at open worksites.

N=43



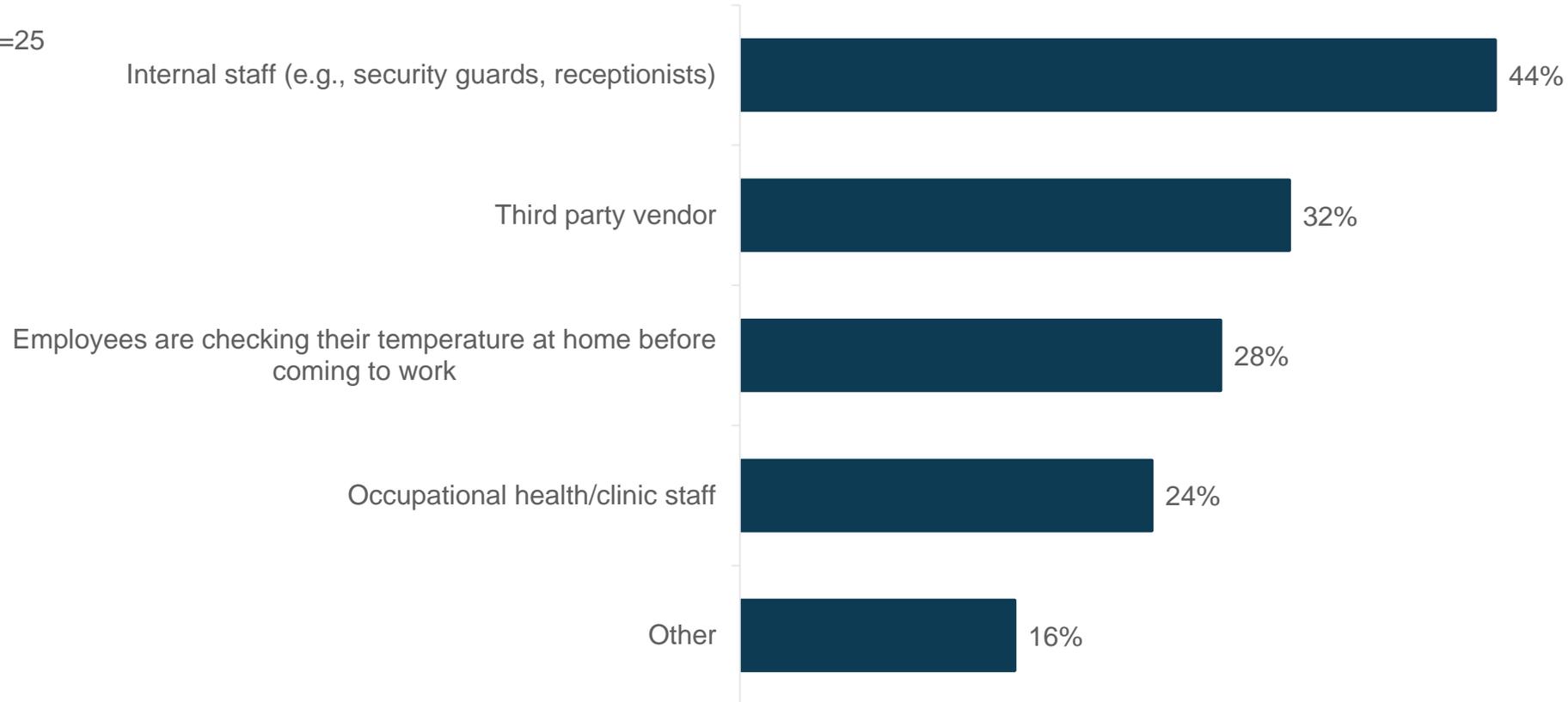
Note: Temperature check methods included: employee tests themselves and report back, temperature taken by a handheld temperature gun, thermal scanner, or infrared scanner.

Q: For worksites that remain open (or have been reopened) in the U.S. or globally, is your company requiring employees to pass a temperature check each day prior to entering the workplace?

# Temperature Check Procedures

Among employers implementing daily temperature checks, 44% reported that checks are being performed by internal staff.

N=25



Note: Other responses included: building property manager, employees test themselves with thermometers, varies by location.

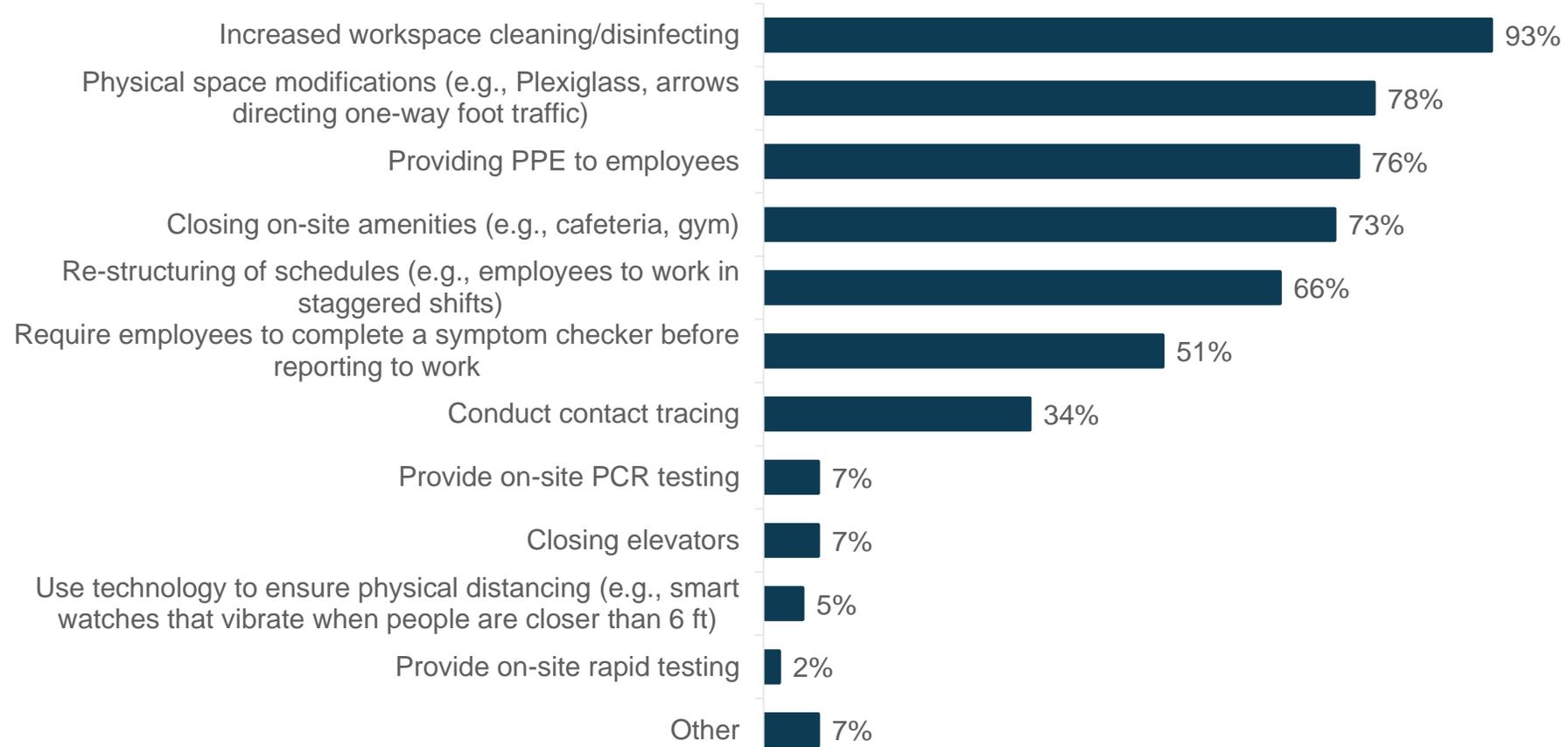
Q: Who is conducting daily temperature checks for employees?

# Protections in Place at Open Worksites

# Safety Measures in Place With the Workplace

Large employers have implemented many tactics to make workplaces safer such as, increased workspace cleaning, physical space modifications, and providing PPE to employees.

N=41



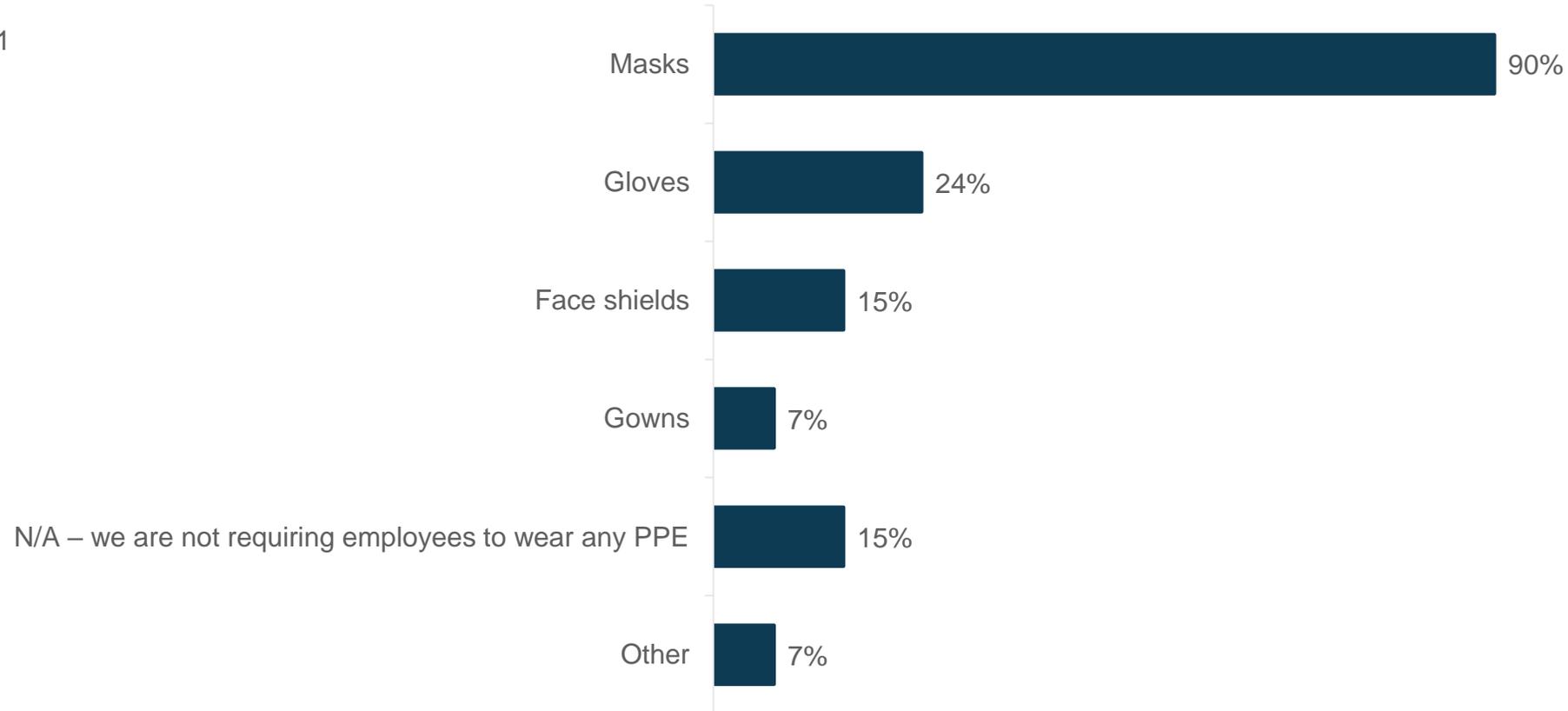
Note: Other responses included: expanded work from home policy for the next 90 days, restricted bathroom availability to avoid overcrowding, requiring employees to enter by certain doors so there isn't a crowd at just one entrance, limits on how many employees can be in a given location at any time, requiring health and safety training, adjusted store hours, provide time off for employees at higher risk.

Q: Which of the following safety measures has your company taken within the workplace to increase the health and safety of employees?

# Employee PPE Requirements Withing the Workplace

Among large employers with workplace PPE requirements, 90% are requiring employees to wear masks.

N=41



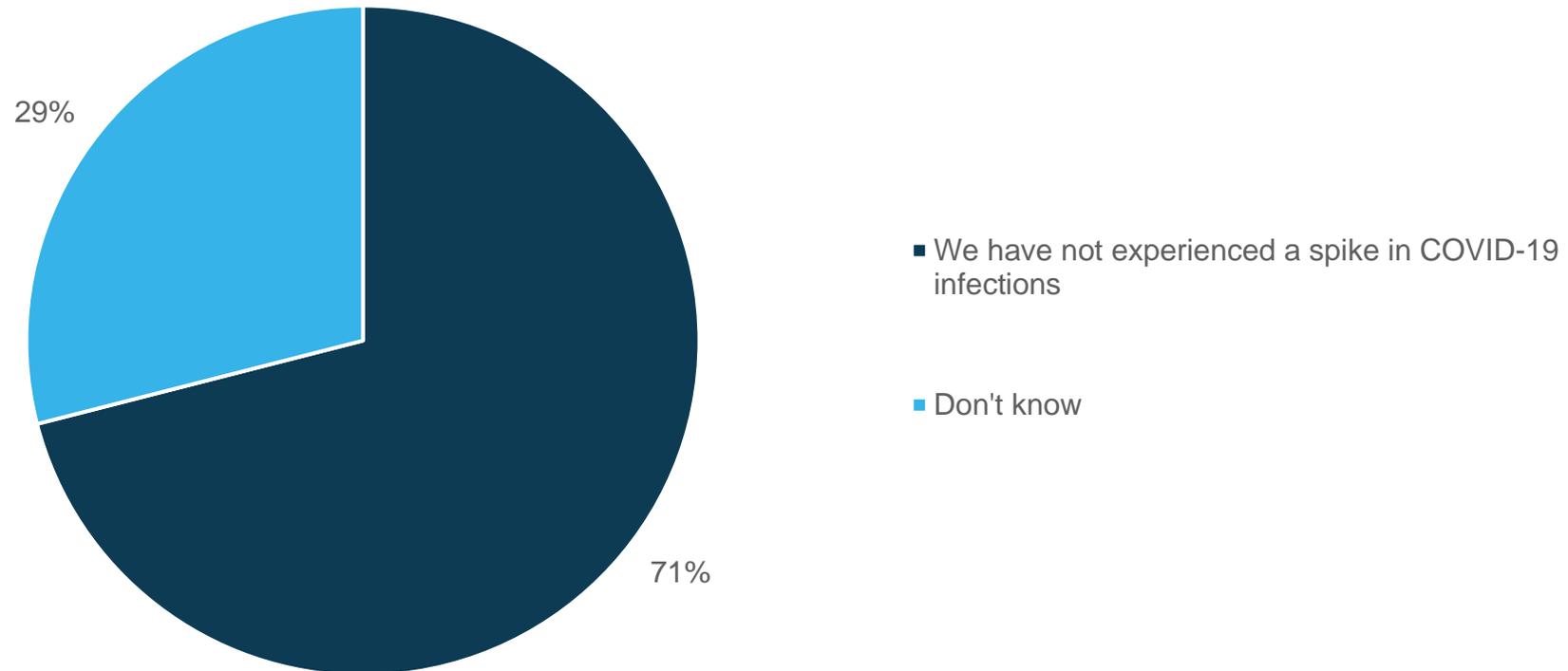
Note: Other responses included: varies by position.

Q: For employees entering the workplace, is your company requiring employees wear any of the following PPE?

# Large Employers Experiencing a Spike in COVID-19 Infections at Reopened Worksites

Currently, among employers that have reopened worksites, none have confirmed spikes in COVID-19 infections.

N=38



Q: Among locations that have already reopened (globally and within the U.S.) has your company experienced a spike in COVID-19 infections?

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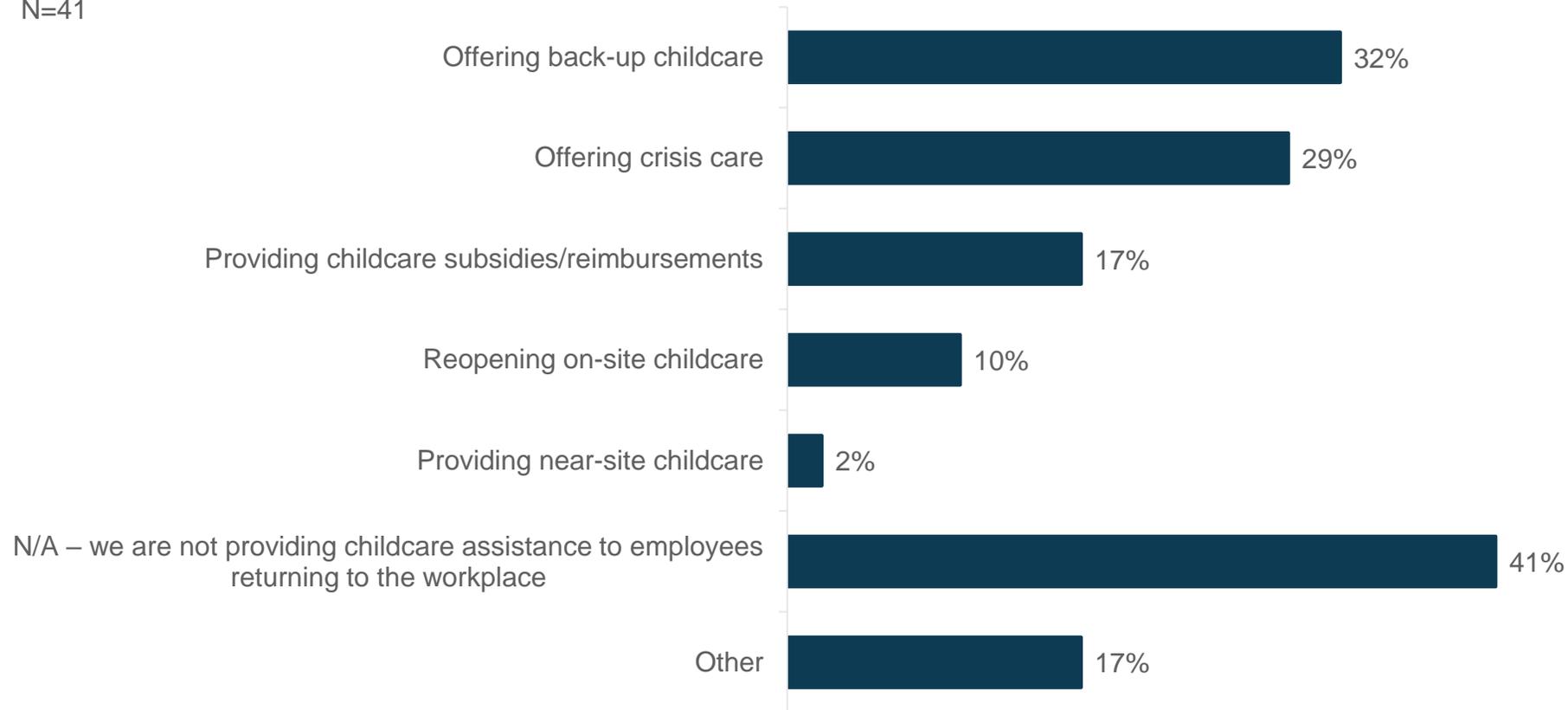


# Childcare Support for Returning Employees

# Childcare Support for Employees Returning to the Workplace

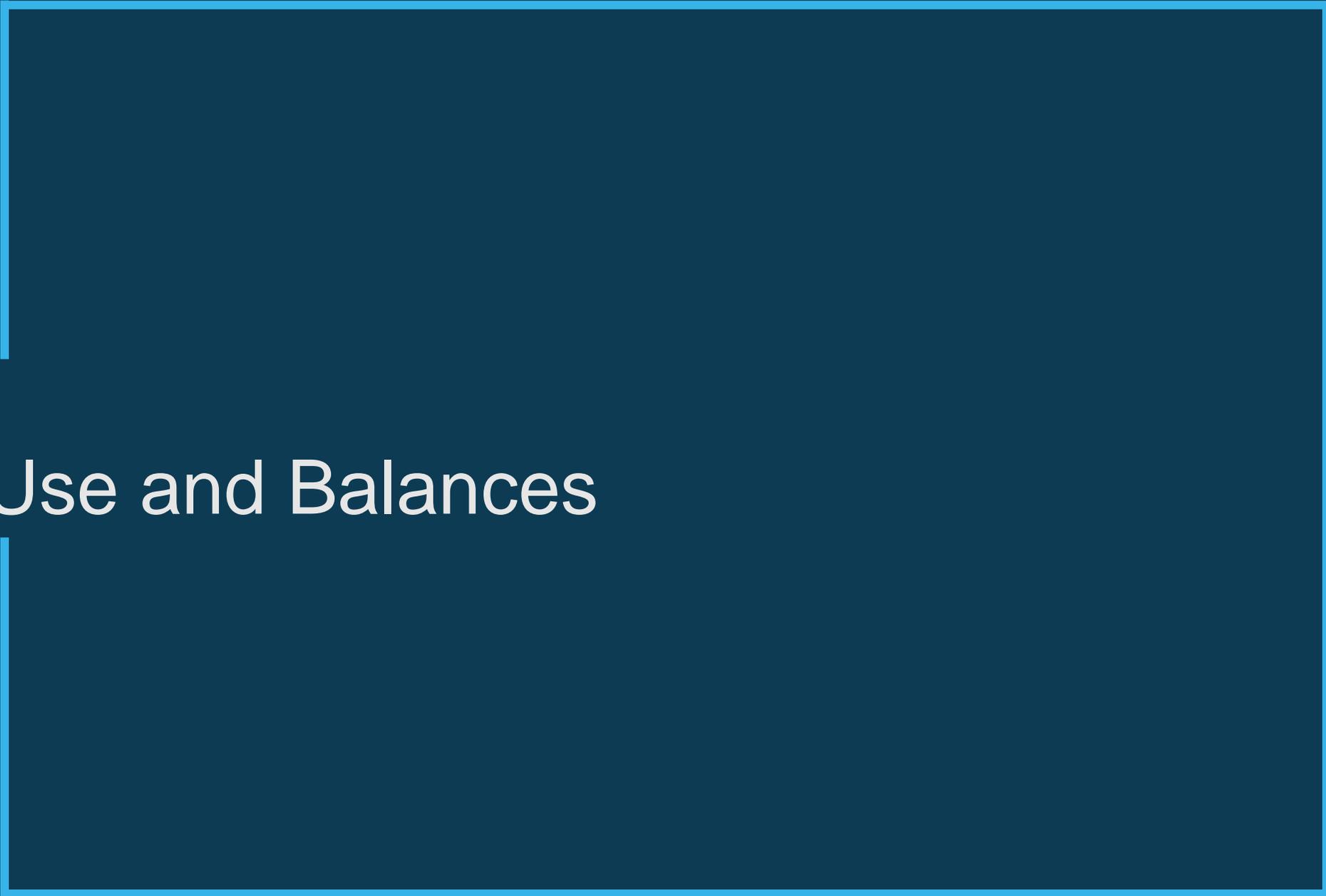
Among employers offering childcare support for returning employees, a third are offering back-up childcare.

N=41



Note: Other responses included: provide specific childcare leave, allowing employees to continue to work from home/flexible scheduling, working with third party vendor to offer summer camp option, offering PTO donation program for employees needing time off for childcare, offer emergency paid leave.

Q: How is your company assisting employees that return to the workplace with childcare needs?

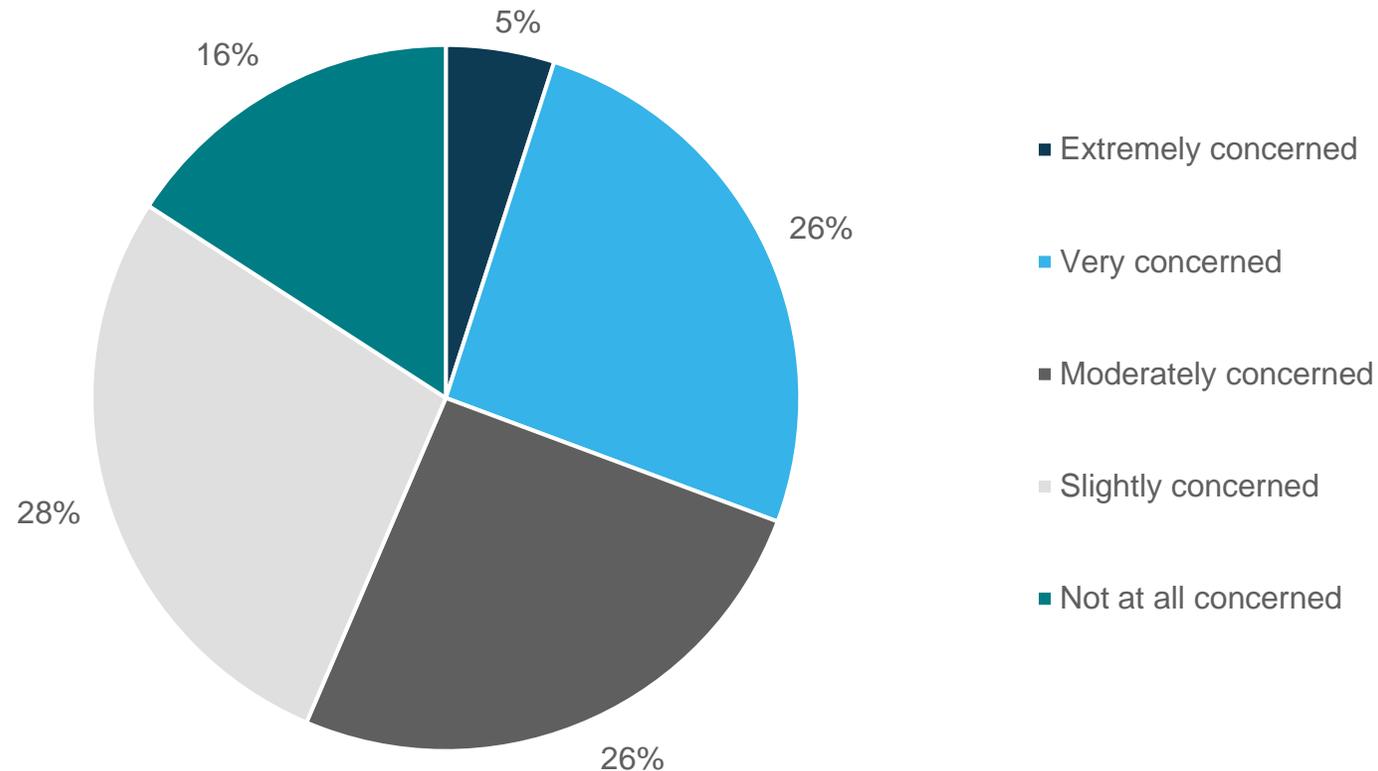


# Leave Use and Balances

# Large Employers Concern Over Rising PTO/Vacation Balances

A third of large employers reported being very or extremely concerned with rising PTO/vacation leave balances.

N=43

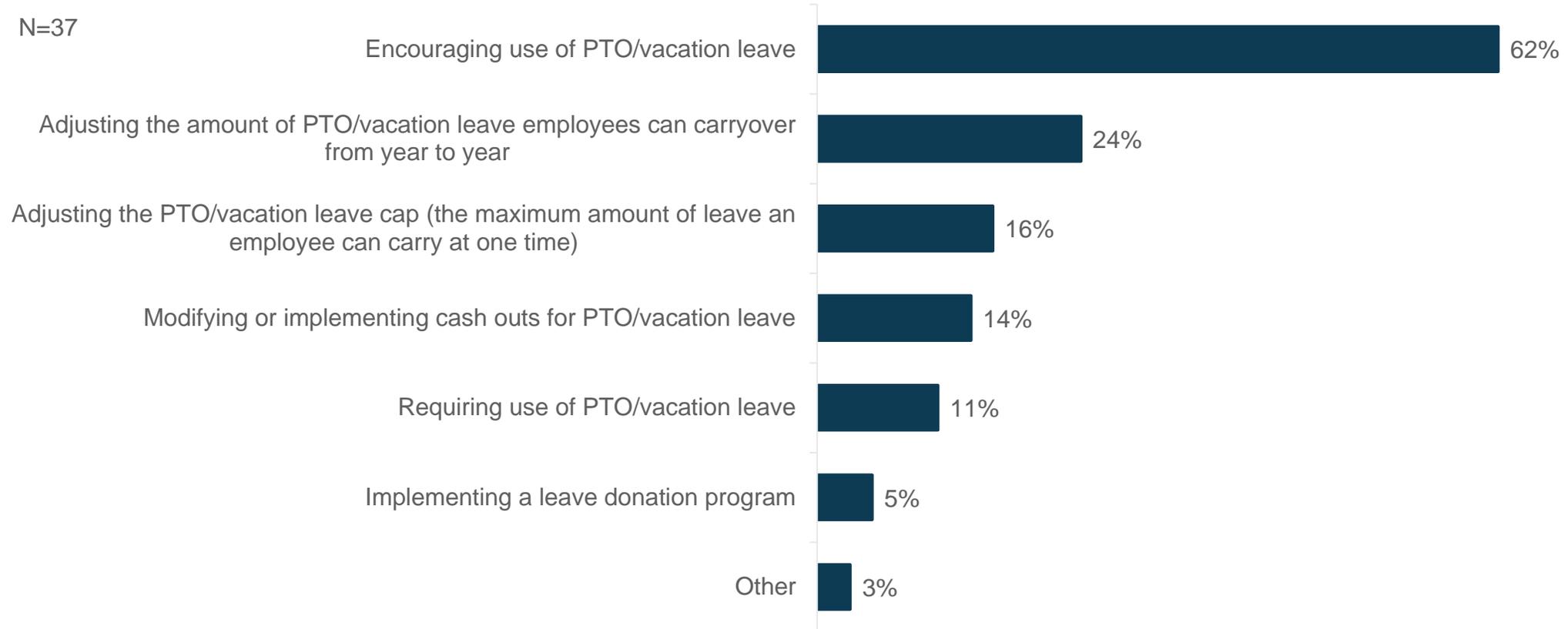


Q: How concerned is your company about rising PTO/vacation leave balances?

# Large Employer Actions Regarding PTO/Vacation Leave Use

Three in five large employers are encouraging employees to use PTO/vacation leave through the COVID-19 pandemic as a strategy to address rising leave balances.

N=37



Note: Other responses included: reimbursement for unused purchased vacation days.

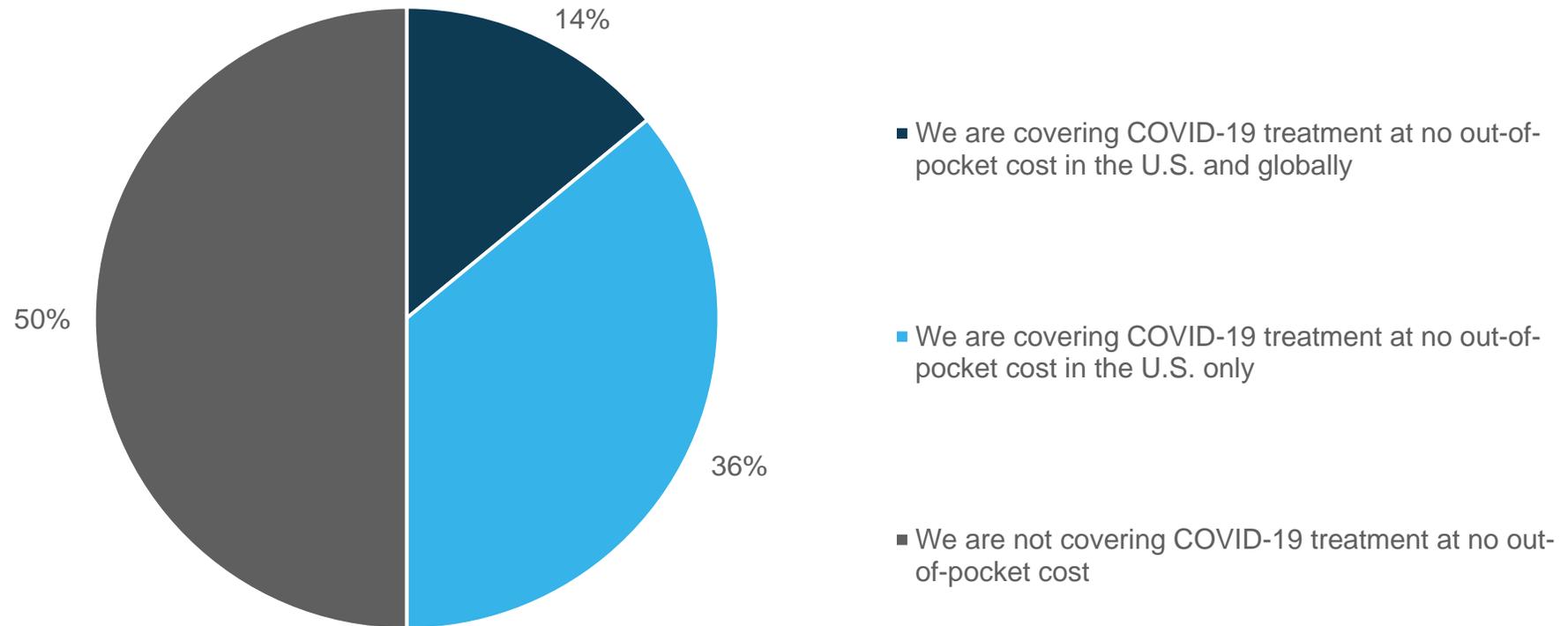
Q: Is your company taking any of the following actions related to PTO/vacation leave use?

# Medical Plan Coverage

# Large Employers Covering COVID-19 Treatment at No Out-of-Pocket Cost

Fifty percent of large employers are covering COVID-19 treatment at no out-of-pocket costs in the U.S., including 14% that do the same at global locations.

N=44



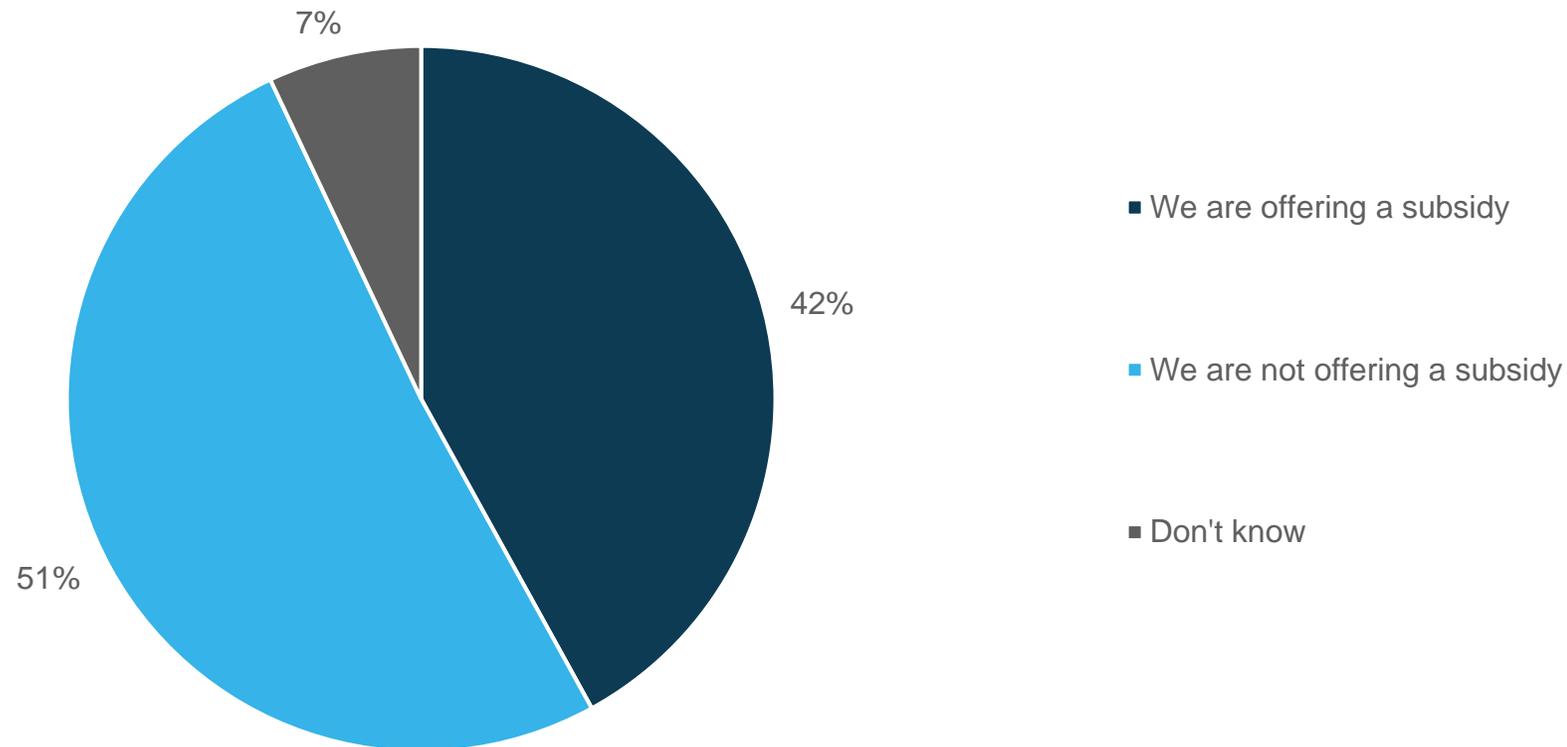
Note: Employers not covering COVID-19 treatment at no out-of-pocket costs reported the following: treatment is handled the same as other conditions.

Q: Is your company covering COVID-19 treatment at no out-of-pocket costs to the employee/dependent?

# Large Employers Offering a COBRA or Other Health Benefits Subsidy to Recently Terminated Employees

Forty-two percent of large employers are offering a COBRA or other health benefits subsidy to recently terminated employees.

N=43



Note: Employers offering subsidies reported the following: COBRA subsidy offered for 6 months for medical only, subsidy offered for 3 months, opt out package offers 1-2 years of company paid benefits depending on years of service, length of subsidy depends on years of service, first 30 days after termination are covered.

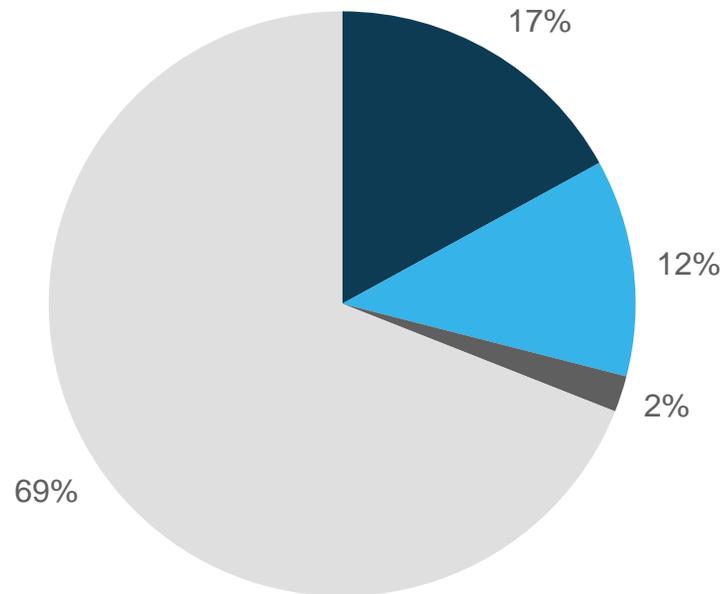
Q: Is your company offering a COBRA or other health benefits subsidy to recently terminated employees to help ease the financial burden caused by the pandemic (e.g., the company provides a subsidy for the first three months after termination)?

# Large Employers Extending Health Benefit Coverage to Employees Who Were Laid Off Or Furloughed Without Pay

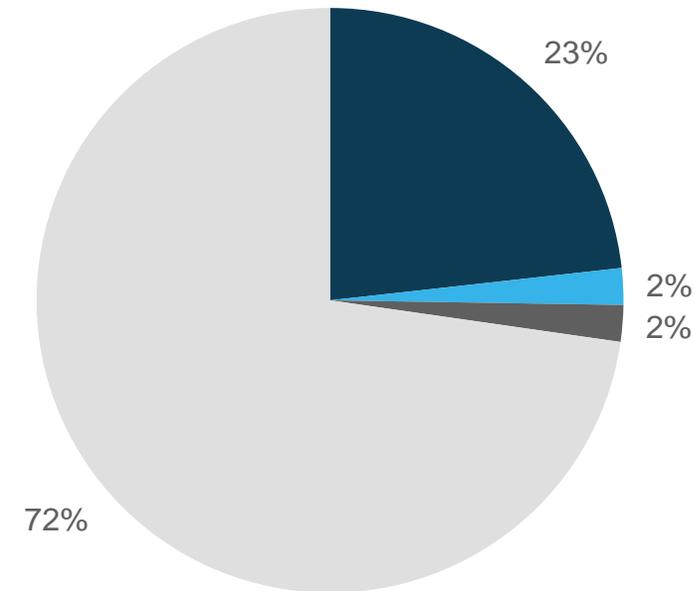
Employers are commonly extending health coverage to employees if they had to furlough employees or lay them off.

N=43

### Laid Off Employees



### Employees Furloughed Without Pay



■ Extending health coverage    ■ Not extending health coverage  
■ Don't know    ■ N/A

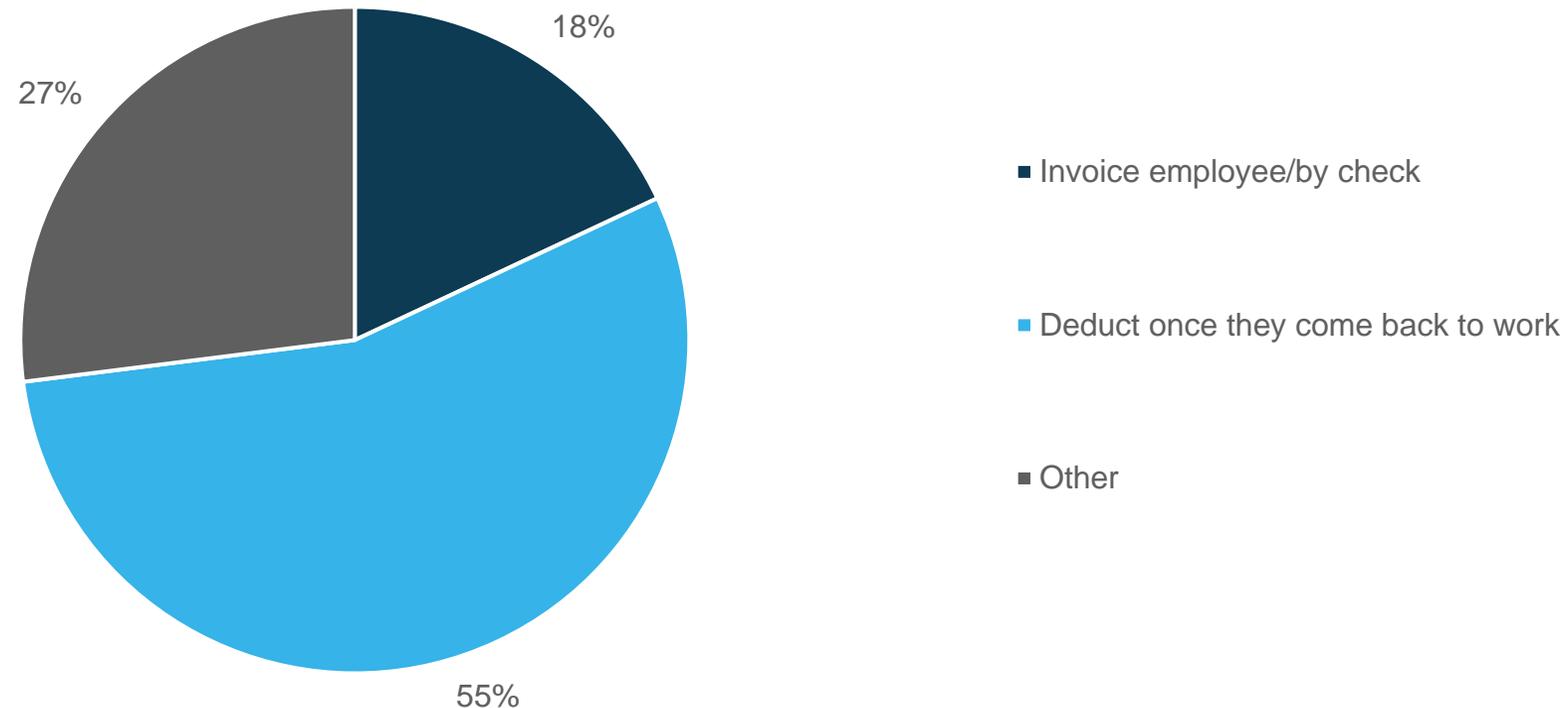
Note: Employers extending health benefit coverage reported the following: benefits extended for 3 months, until May 31, 2020, for 1 to 2 years depending on years of service, for 2 months, for 30 days.

Q: For employees who are furloughed without pay or were laid off, are you extending health benefit coverage?

# Arrears Collection for Employees Who Were Furloughed Without Pay

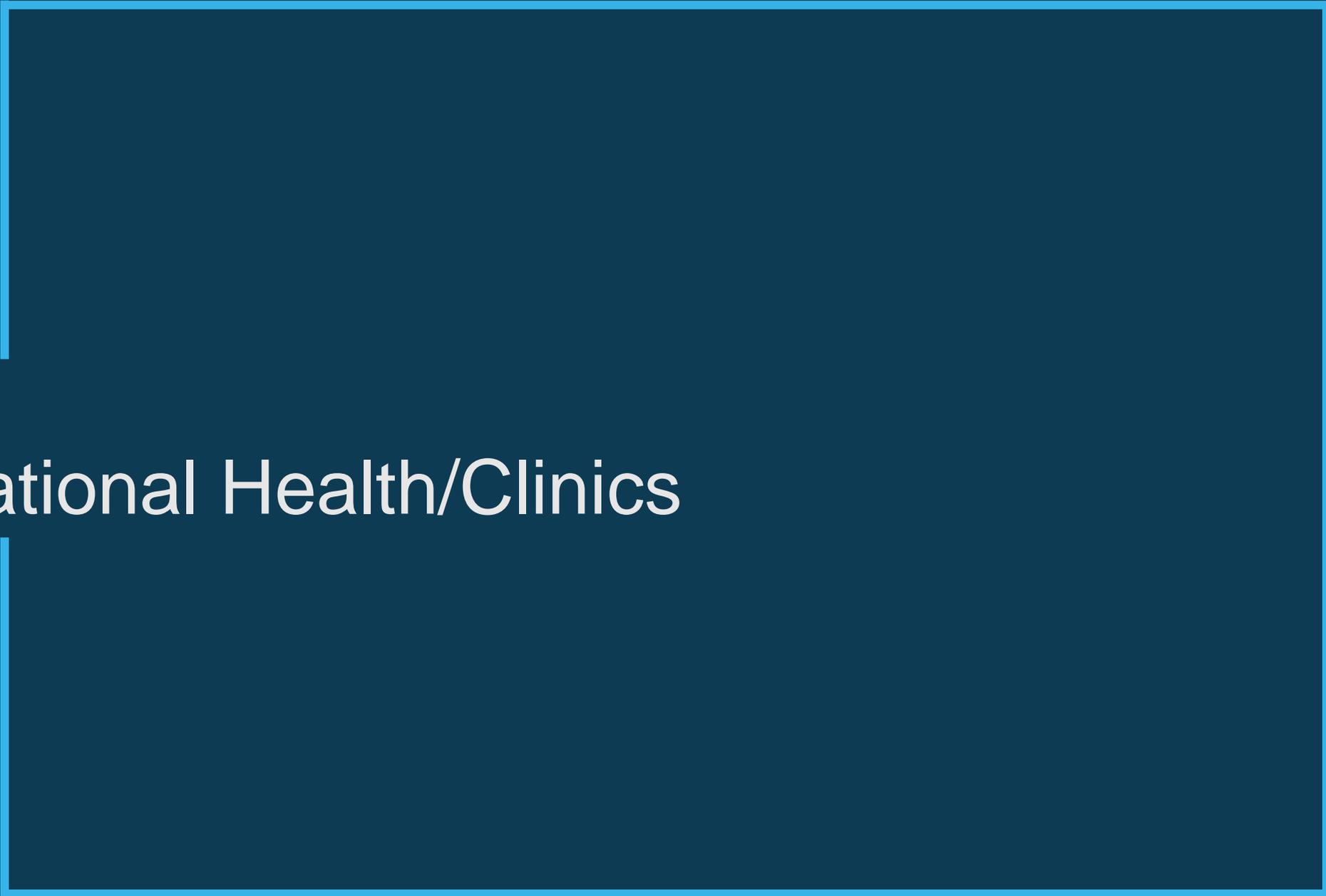
For employees who are furloughed without pay, 55% of large employers plan to collect arrears via payroll deduction once the employee returns to work.

N=11



Note: Other responses included: waiving employee cost, company pays for benefits.

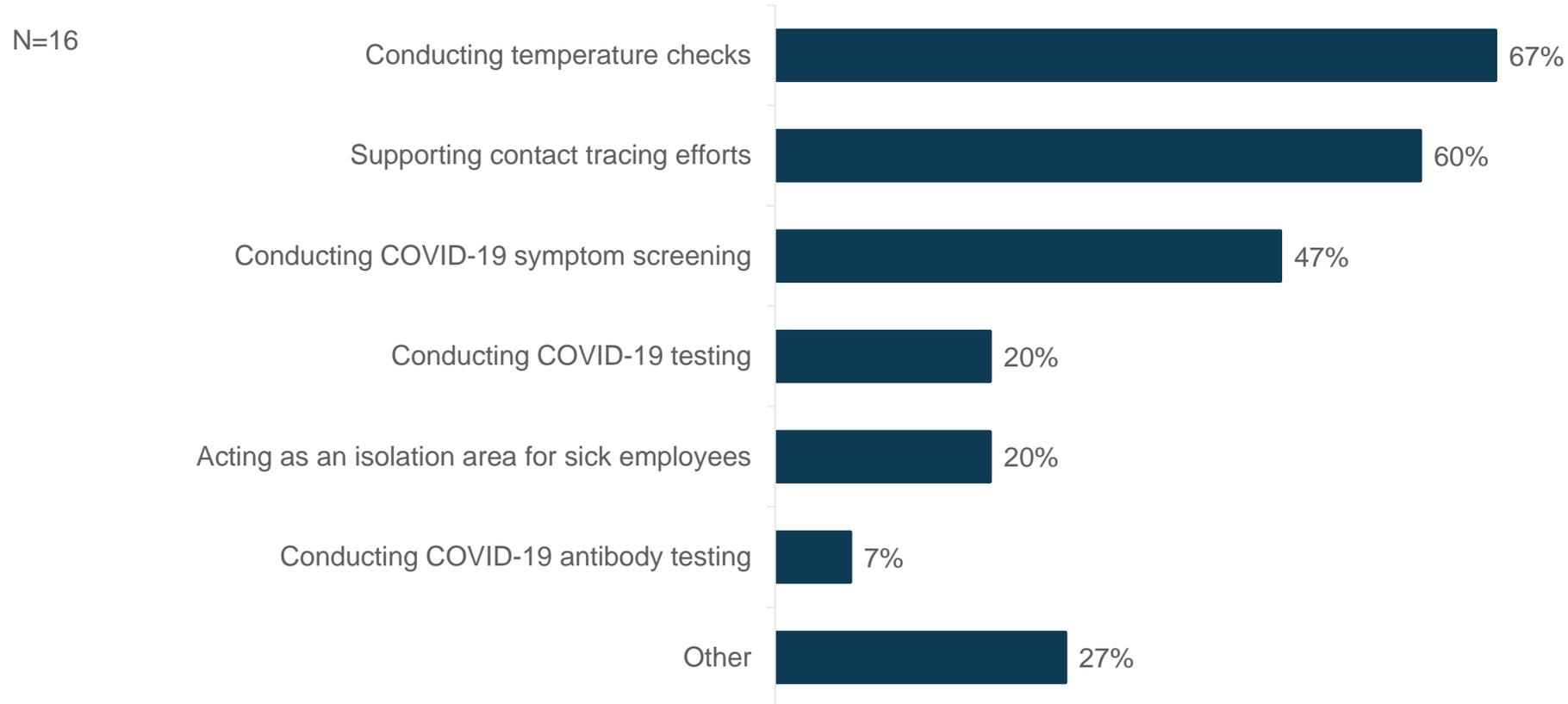
Q: How is your company collecting arrears for those who are furloughed without pay?



# Occupational Health/Clinics

# On-site Occupational/On-site Health Clinic Involvement in the COVID-19 Pandemic Response

Among employers with on-site occupational/health clinics, 67% reported that clinic staff are conducting temperature checks for employees and 60% are supporting contact tracing efforts.



Note: Other responses included: tracking number of employees with signs and symptoms/or being tested and creating reports for management, leading pandemic team, determining on-site testing strategy, conducting telemedicine visits.

Q: Are your on-site occupational health/on-site health clinics involved in supporting your company's COVID-19 pandemic response in any of the following ways?

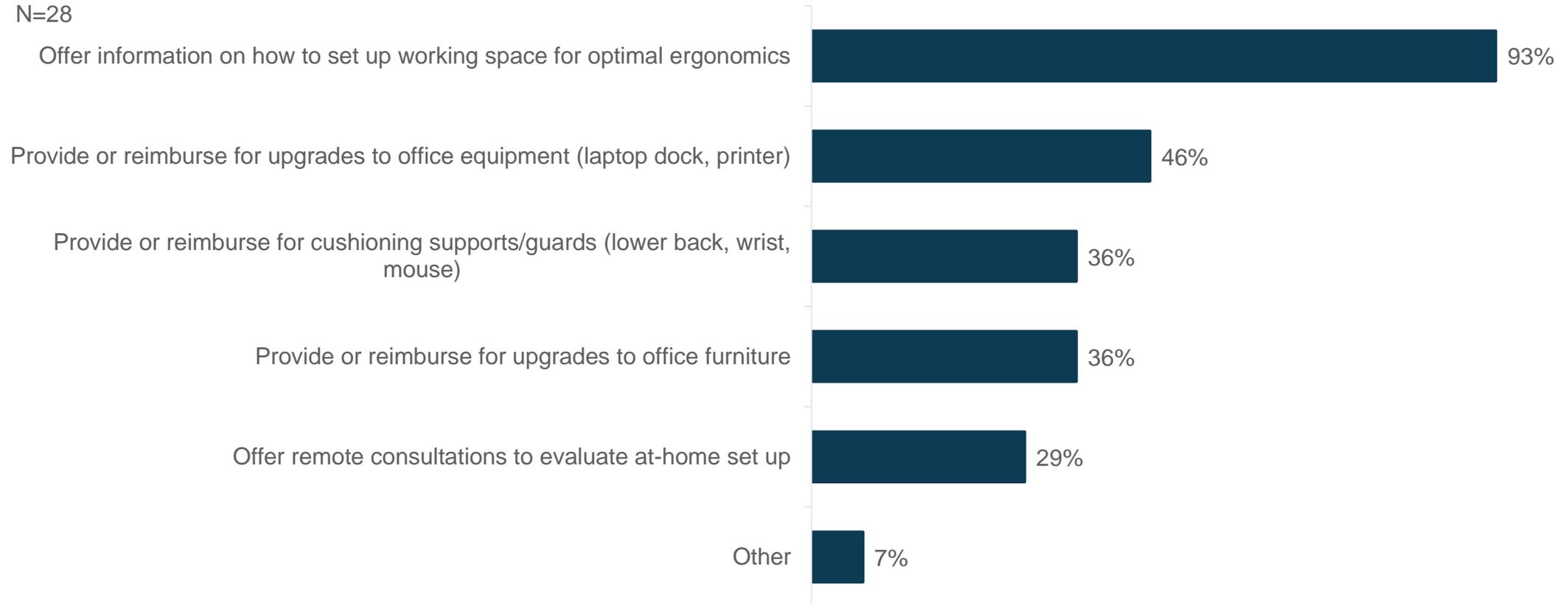
# Ergonomic Support for Teleworking Employees

# Ergonomic Support Offered to Teleworking Employees During the COVID-19 Pandemic



93% of large employers are providing ergonomic support information to teleworking employees during the COVID-19 pandemic.

N=28



Note: Other responses included: provide office equipment for those with medical needs, allowed employees to take ergonomic chairs home.

Q: Is your company providing any of the following ergonomic support or resources for teleworking employees during the pandemic?

# Thank you



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