2021 pandemic survey series:

a focus on vaccines

With several vaccines approved, 2021 started with a welcome dose of optimism. But 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 **1,304 organizations**' perspectives on the COVID-19 vaccine

Mandating the vaccine will be the exception, not the rule Fewer than 3% respondents have mandated the vaccine

so far, and only 12% are even considering it.

and what it means for their employees.

Health care employers

will mandate

13%

considering

Other essential businesses

will mandate

considering

Non-essential businesses

will mandate

considering

Employers' top 3 reasons **NOT** to mandate



Employee concerns with vaccine safety

#1





event of a bad reaction

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

Other strategies to encourage

Financial Additional Communication incentives paid time off

46% Will provide

additional

additional PTO

cash/gift card 6% Will offer some other incentive

3%

44% Definitely will not offer an

Will offer

will be more straightforward.

- incentive **46%** Yet to be determined

PTO for vaccinations 27% Will provide

- to recover from side effects

encourage vaccinations

31% Will encourage

42% Will strongly

- vaccinations 26% Will provide information,
- that vaccination is a personal choice

but emphasize

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

Almost half of all respondents

will work on facilitating

vaccinations for employees

Have already begun discussions with public health officials, carriers or vendors Managing through the

delivery of vaccines to employees 13%

directly support the

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

vaccination roll-out

will require employees

customer-facing work*

to be vaccinated for

of respondents have a steering committee addressing labor relations and occupational health & safety issues related to vaccinations* are planning to form a committee or considering it*

will require employees to be vaccinated for

9%

business travel*

65%

are covering vaccination

under both medical and

pharmacy plans*

Employers' biggest fears about the vaccine roll-out



of the vaccine

Inadequate distribution



#2 Workforce safety after return to work



#3 Significant portion of

people refusing the vaccine