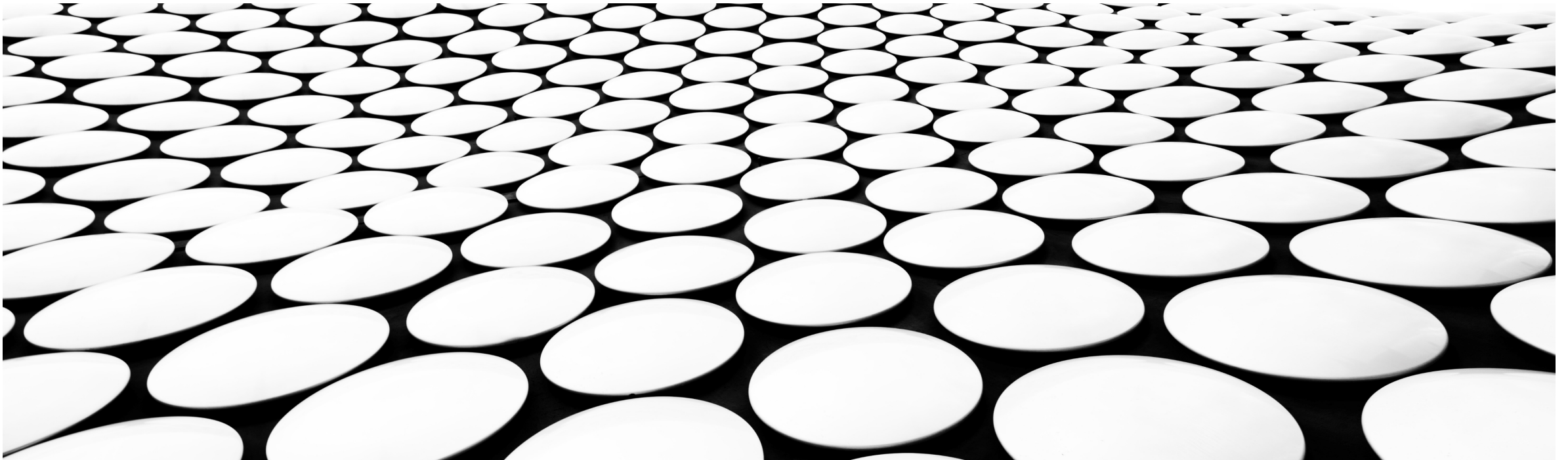




# EMPLOYER RESPONSES *to the* DELTA VARIANT

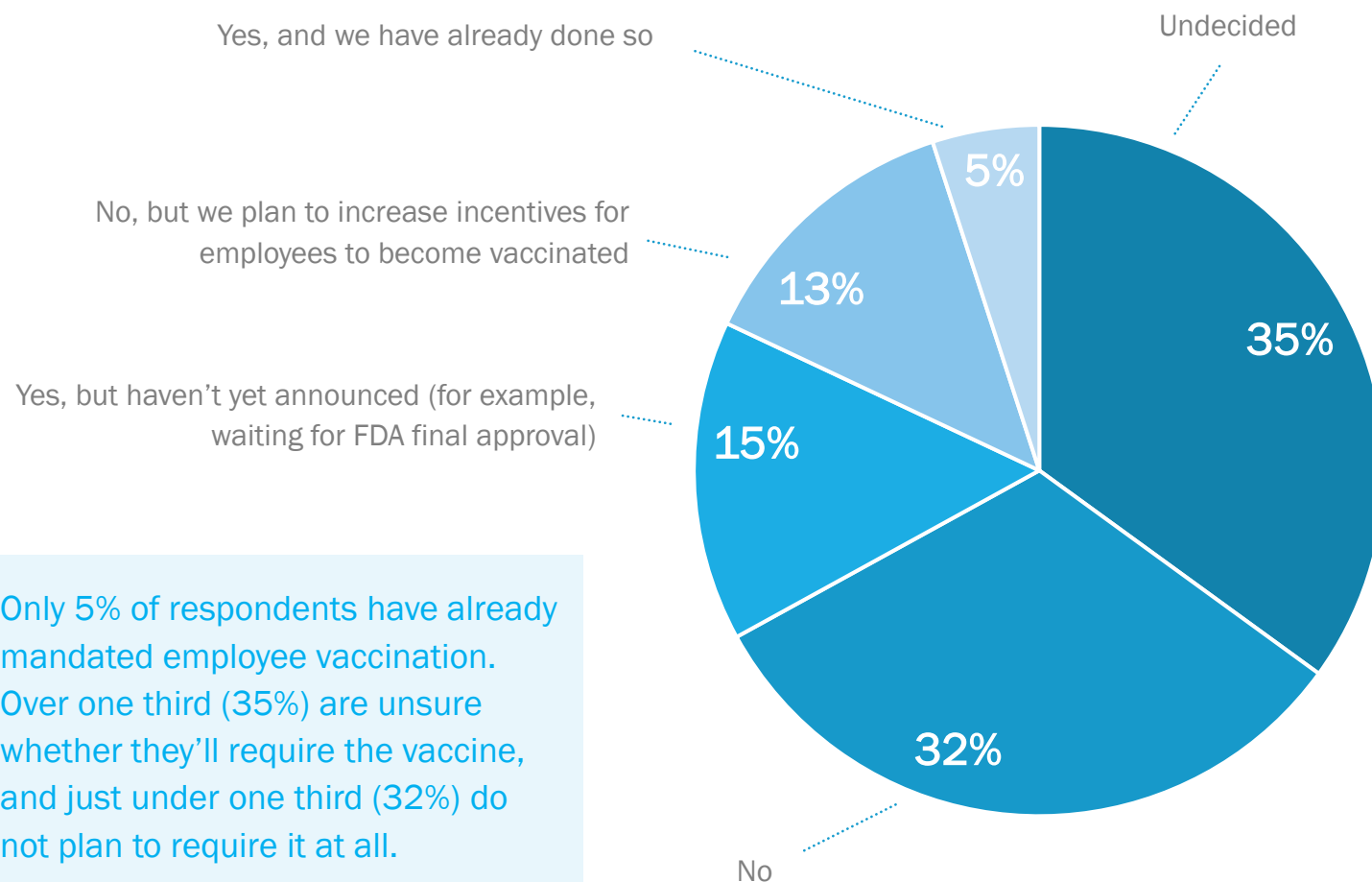
HR POLICY ASSOCIATION SURVEY | AUGUST 2021



# EMPLOYERS UNSURE WHETHER THEY WILL MANDATE VACCINATION

Q: Do you plan to mandate the COVID-19 vaccination for employees?

Answered: 136 | Skipped: 1



Only 5% of respondents have already mandated employee vaccination. Over one third (35%) are unsure whether they'll require the vaccine, and just under one third (32%) do not plan to require it at all.

## RESPONSE BY INDUSTRY

	Yes	No	Undecided
Communication Services	75%	25%	0%
Consumer Discretionary	5%	37%	58%
Consumer Staples	10%	40%	50%
Energy	100%	0%	0%
Financials	11%	28%	61%
Health Care	42%	53%	5%
Industrials	9%	61%	30%
Information Technology	70%	15%	15%
Materials	30%	40%	30%
Real Estate	0%	80%	20%
Utilities	0%	67%	33%

# EMPLOYERS WILL NOT REQUIRE TESTING

Q: If you do not plan to mandate the vaccine, do you plan to require testing before employees can return to the workplace?

Answered: 62 | Skipped: 75

**68%** of respondents who will not mandate the vaccine **do not plan to require testing** before employees return to the workplace

**6%** **plan to require testing** before employees return to the workplace



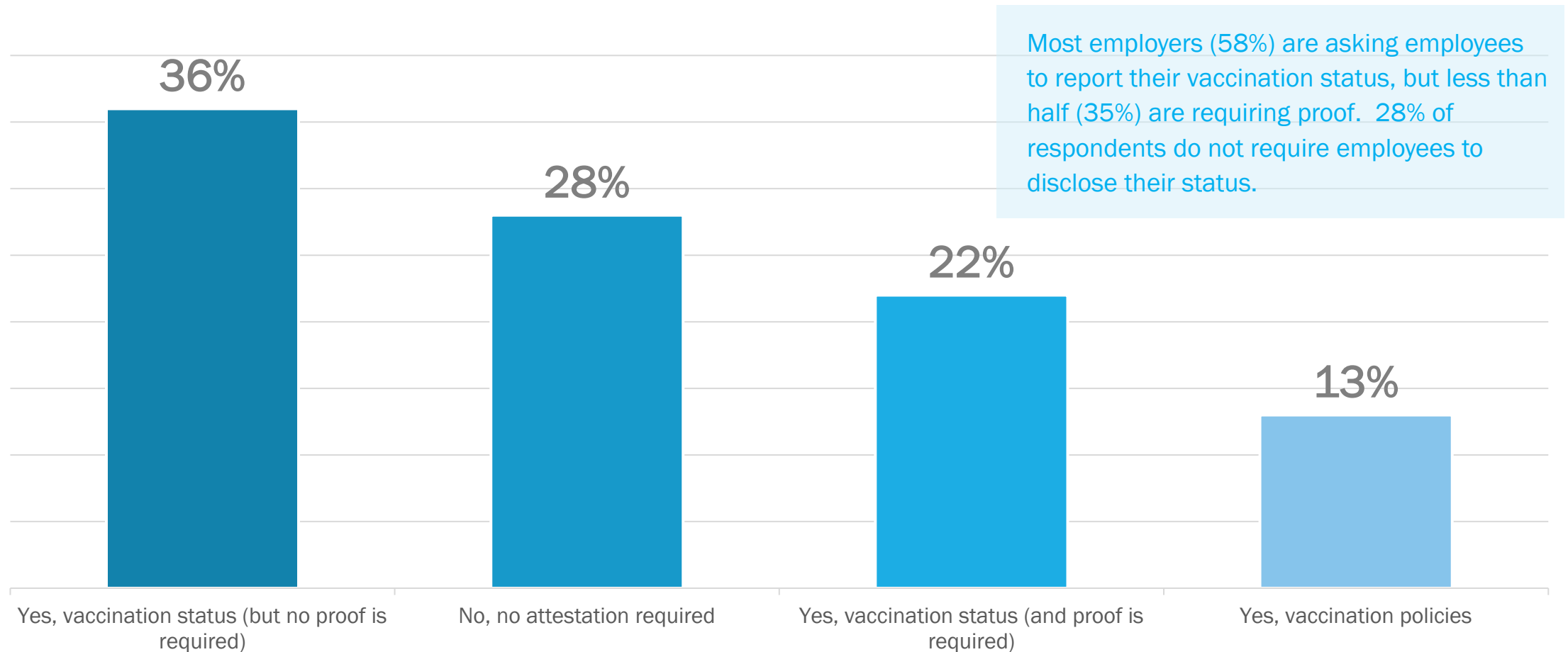
**26%** **have not decided** whether they will require testing for unvaccinated employees

Of the respondents who will not mandate a vaccine, the majority (68%) do not plan to require testing for unvaccinated employees. About one quarter (26%) have not yet decided whether they will require testing, and 6% will require testing before employees are allowed to return to the workplace.

# EMPLOYERS ARE NOT REQUIRING PROOF OF VACCINATION

Q: Do you currently require employees to attest to either vaccination status or compliance with current vaccination policies?

Answered: 134 | Skipped: 3



# EMPLOYERS ARE FOLLOWING CDC GUIDANCE WITH FLEXIBILITY

Q: How is your company handling the new CDC guidance regarding masking protocols?

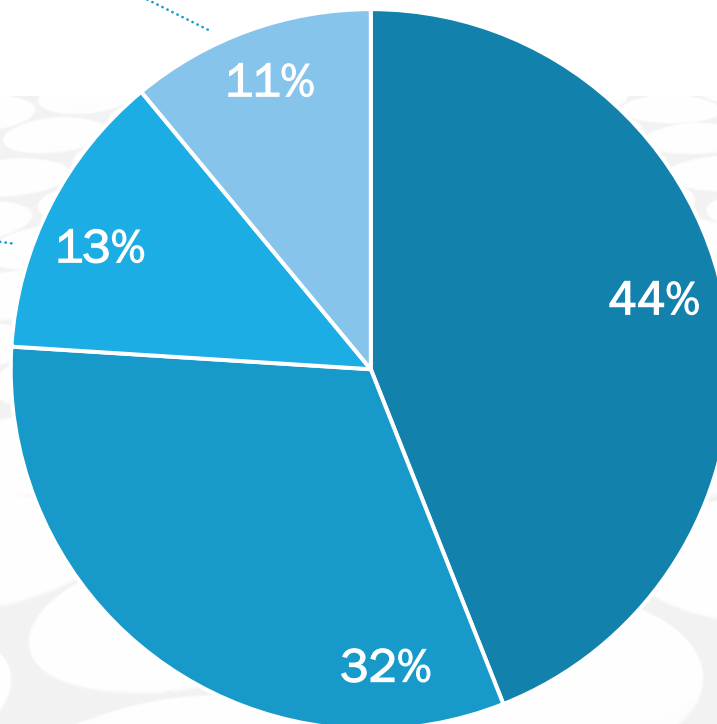
Answered: 134 | Skipped: 3

We are requiring unvaccinated employees only to wear a mask

Other

We are following CDC guidance and allowing for local flexibility for vaccinated employees depending on the transmission rates in each county

We are requiring all employees to wear masks regardless of vaccination status

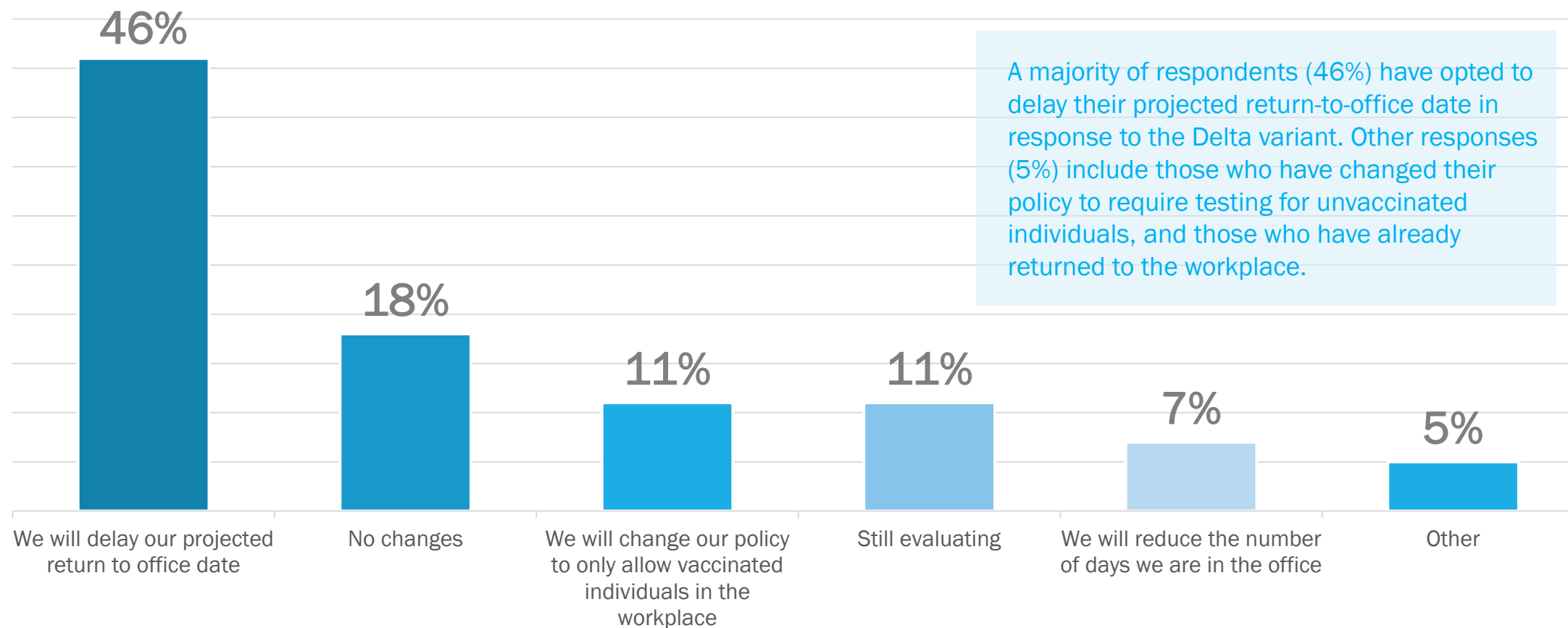


Most respondents (44%) are following CDC guidance but allowing for flexibility depending on local transmission rates. Other responses (13%) include requiring masks only in group settings and allowing employees to opt out of mask wearing after they have attested to being fully vaccinated. Some workplaces are restricted only to those who have attested to vaccination.

# EMPLOYERS MAY DELAY RETURN TO THE WORKPLACE

Q: Given the Delta variant and current COVID-19 surge, are you making any changes to your return to office plans and policies?

Answered: 122 | Skipped: 15



*Note: Totals do not equal 100% because some respondents selected more than one choice.*