

COVID-19 Vaccine Employer Pulse Survey Results

Almost 80% of companies encouraging employees to get a COVID-19 vaccine, and three out of four have no plans to mandate

March 2021



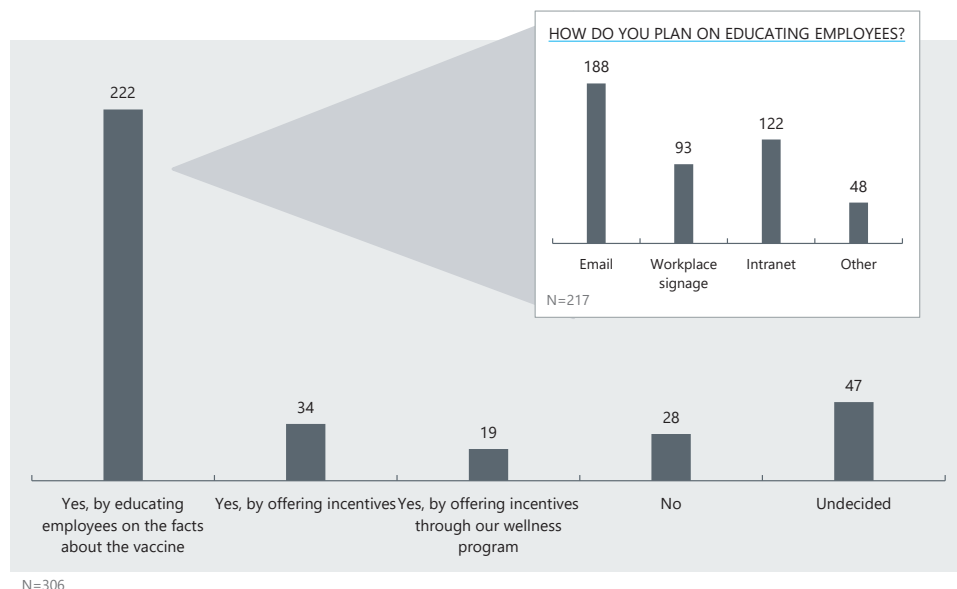
How other companies are addressing COVID-19 vaccines and employees is a question on many employers' minds. To help Lockton clients better understand what other businesses are doing to guide planning and decision making, our recent pulse survey¹ was designed to capture employers' responses to these pressing issues. From Feb. 17-Mar. 9 of 2021, we asked companies about the actions they are taking around COVID-19 vaccines and their workforce.

One of the key findings was that **75% of employers surveyed do not have plans to mandate the COVID-19 vaccine**. While the vaccine can't be mandated for remote employees, from a federal employment law perspective, employers can mandate the COVID-19 vaccine in some circumstances. Employers should also be aware there is legislation pending in more than 25 states, which would prohibit employers from mandating the vaccine.

While a significant number of employers are not planning to mandate the vaccine today, **nearly eight out of ten companies surveyed are encouraging employees to get vaccinated**. The biggest way companies are doing this is through employee education using internal communication channels.

DO YOU HAVE PLANS TO ENCOURAGE EMPLOYEES TO BE VACCINATED?

Note: Participants could select more than one response.



¹Results shown were collected Feb. 17 – Mar. 9, 2021. At the close of the survey, there were 317 responses.

Another way some employers will encourage employees to get vaccinated is with an on-site vaccination event. **Nearly a third of employers are planning to host on-site events**, similar to on-site flu clinics employers have hosted previously. As of publication, many vendors who administer flu shot clinics have expressed interest in administering COVID-19 vaccines and are working to understand procurement. As the availability of vaccines expands to more of the general population, an increase in businesses planning to host on-site events is likely.

When it comes to offering employees PTO to take vaccines or manage vaccine side effects, companies are taking different approaches. **34% of employers are offering additional PTO**, and of that group, **64%** will provide additional paid time off for employees to get the vaccine and **36%** will provide additional paid time off in the event an employee needs to manage potential side effects.

On the other end of the spectrum, almost a third of employers will require employees to use existing PTO days to take the vaccine and manage potential side effects.

The American Rescue Plan Act of 2021 (ARPA) allows employers with fewer than 500 employees to voluntarily provide emergency paid sick leave and benefit from a tax credit when leave is needed to recover from an illness associated with the COVID-19 vaccine.

Additionally, New York recently passed a bill that will obligate all New York employers to provide employees with four hours of paid leave per dose of the vaccine. Other states are likely to follow suit and require larger employers to provide paid time off for employees to be vaccinated.

Finally, **15%** will ask their employees to provide proof of taking the vaccine. It's worth noting this is a smaller percentage than those who plan to incentivize.

Employers can ask for proof of the vaccine even if it is a voluntary program – and employees should be cautioned *not to provide* any medical information with the proof of vaccination.

As the vaccine rollout process continues, there are specific steps employers can take today and begin considering for the future. For additional information on the decisions you need to be reviewing now, see our **COVID-19 Employer Checklist**. We recommend employers consider developing a workforce vaccine communication strategy, and sample employee communications can be found [here](#).

For a complete look at the Pulse Survey research results, click [here](#).



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