EMPLOYER RESPONSES to VACCINE MANDATE

HR POLICY ASSOCIATION SURVEY | OCTOBER 2021

95 Responses
EXECUTIVE ORDER IMPACTS HR POLICY MEMBER COMPANIES

Q: Is your company impacted by the Executive Order for federal contractors with regard to vaccine mandates?

55% of respondents’ companies **ARE** impacted by the executive order

**YES**

10% have not yet established whether they are impacted

**NO**

35% **ARE NOT** impacted by the executive order

**UNSURE**

55% of respondents indicate that they are impacted in some way by the Executive Order mandating federal contractor employees be vaccinated. 35% indicate they are not impacted.
FEDERAL CONTRACTORS SPLIT ON MANDATE TIMING, LIKELY TO REFERENCE FEDERAL MANDATE

Q: When do you plan to communicate the vaccine mandate to employees?

- 34% We have already done so
- 28% We plan to communicate within a week
- 38% Other

38% of respondents (Other) either plan to communicate guidance after one week or are waiting for further clarification and guidance.

Q: Did you (or do you plan to) reference the federal mandate (Executive Order) in your employee communications regarding requiring vaccinations?

- 83% Yes
- 15% No
- 2% Undecided

A majority (83%) of those affected by the mandate will reference the EO in employee communications regarding company vaccination requirements.
INDIVIDUALS WITH EXEMPTIONS SUBJECT TO ROUTINE COVID TESTS

Q: What reasonable accommodations are you planning to provide to individuals with religious or medical exemptions to receiving the vaccine?

Most respondents offering a testing option will test on a weekly basis.

While some respondents plan to provide more than one accommodation for individuals with exemptions, the most common are a testing option (73%) and the ability to work remotely (52%).

*Respondents could select more than 1 choice; totals may not equal 100%
NON-CONTRACTORS MAY WAIT UNTIL OSHA ETS IS RELEASED

Q: For employees NOT impacted by the federal mandate, will you issue (or have you already issued) a vaccination policy ahead of the OSHA Emergency Temporary Standard coming into effect?

43% – YES

57% – NO

Q: What is your current or planned vaccination policy?

- We have already mandated vaccination for all employees: 38%
- We plan to issue a mandate for all employees: 33%
- We have already mandated vaccination for a subset of employees: 23%
- We plan to issue a mandate for a subset of employees: 8%

Q: As part of your vaccine policy, will you allow a testing option even for employees with no approved religious/disability exemption?

- Yes: 28%
- No: 52%
- Undecided: 20%

*Respondents could select more than 1 choice; totals may not equal 100%
**NON-CONTRACTORS UNLIKELY TO IMPLEMENT ADDITIONAL REQUIREMENTS FOR UNVACCINATED EMPLOYEES**

Q: If you do not plan to mandate the vaccine until an OSHA ETS officially takes effect, will you implement additional requirements for unvaccinated employees before the ETS comes out?

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>No</td>
<td>56%</td>
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<tr>
<td>We are considering one or more of the above, but have not yet decided</td>
<td>31%</td>
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<td>We will implement a premium surcharge on company-provided health insurance</td>
<td>10%</td>
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<tr>
<td>We will offer salary protection only to vaccinated workers for absences due to COVID</td>
<td>4%</td>
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*Respondents could select more than 1 choice; totals may not equal 100%

Of respondents not affected by the mandate, more than half (56%) will not implement additional requirements for unvaccinated employees.