EMPLOYER RESPONSES to the DELTA VARIANT

HR POLICY ASSOCIATION SURVEY | AUGUST 2021
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.
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

Most employers (58%) are asking employees to report their vaccination status, but less than half (35%) are requiring proof. 28% of respondents do not require employees to disclose their status.
EMPLOYERS ARE FOLLOWING CDC GUIDANCE WITH FLEXIBILITY

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

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.

We are requiring vaccinated employees to wear masks with local flexibility depending on transmission rates.

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

We are requiring unvaccinated employees only to wear a mask.

Other responses include requiring masks only in group settings and allowing employees to opt out of their mask wearing after they have attested to being fully vaccinated. Some workplaces are restricted only to those who have attested to vaccination.

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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

A majority of respondents (46%) have opted to delay their projected return-to-office date in response to the Delta variant. Other responses (5%) include those who have changed their policy to require testing for unvaccinated individuals, and those who have already returned to the workplace.

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