Return to Work Survey: Remote Work

June – July 2020

95 Respondents

Since the Governor's withdrawal of the stay at home order on June 9th, 2020, to what extent have you recalled remote workers? (95 responses)

Extent of Recall	Percentage of Respondents
We have recalled all employees who had been working remotely	14%
We have recalled some employees who had been working remotely	26%
We have not recalled any workers who had been working remotely	41%
N/A, none or very few of our employees work remotely	7%
Other	12%

Other responses include:

- We have encouraged workers to return, not required
- Anyone who came back volunteered
- Recalled employees on an alternating schedule
- We have recalled employees who were being paid but not performing any duties remotely
- We will gradually return employees to the office and limit office capacity

For employers who have recalled <u>some</u> workers who had been working remotely…

When do you anticipate calling back remaining workers who are working remotely? (25 responses)

Anticipated Timing	Percentage of Respondents
Within 1 month	16%
Within 1-3 months	36%
Within 3-6 months	8%
In 2021	0%
We plan to stagger these employees' returns to work	36%
Unsure	24%

For employers who have recalled <u>some</u> workers who had been working remotely…

If you plan to stagger employees' returns to work, how will you determine when to recall employees?
(14 responses)

Responses include:

- Based on how productive they are able to be from home
- Based on grant demand; proceeding with grant guidelines to maintain our grant
- We cannot recall all workers at one time due to office space constraints. Our workers are rotating days in and out of the office.
- When employees have child care options available
- Survey to determine who is willing to return
- We are bringing back small numbers at a time and spacing returning groups 3 weeks apart unless we see an increase in absenteeism or hear any positive cases
- Still evaluating

For employers who have recalled <u>some</u> workers who had been working remotely…

If you are not sure when you will return teleworking employees to work, which are the most important factors impacting your decision-making? (23 responses)

Factor	Percentage of Respondents
Widespread availability of a vaccine or effective treatment	22%
Whether employees feel confident/safe enough to return	52%
Having sufficient personal protective equipment, cleaning, and screening resources to keep the worksite safe	26%
Availability of childcare for employees	22%
We are well-equipped to continue remote work and are comfortable doing so for the foreseeable future	26%
N/A	17%
Other	9%

For employers who have <u>not recalled any</u> workers who had been working remotely…

When do you anticipate calling back workers who are working remotely? (38 responses)

Anticipated timing	Percentage of Respondents
Within 1 month	3%
Within 1-3 months	26%
Within 3-6 months	13%
In 2021	11%
We plan to stagger these employees' returns to work	26%
Unsure	32%

For employers who have <u>not recalled any</u> workers who had been working remotely…

If you plan to stagger employees' returns to work, how will you determine when to recall employees?
(19 responses)

Responses include:

- We have 6 main offices throughout the state with 10-16 employees at each location. We plan to have each office location establish teams of no more than 3-4 employees in the office at a time.
- Limited staff at first, probably on volunteer basis for those who feel comfortable returning to office
- Based on employees' comfort with returning to work
- No plans to bring more than 50% of workforce in on any day until vaccine is implemented
- We are permitting employees to return to the office if they choose as of 7/27 but they will not be mandated to until 2021
- Since we are operating well working from home, we do not need to rush back to the office so we will wait and see what others are doing and how successful their new protocols are

For employers who have <u>not recalled any</u> workers who had been working remotely…

If you are not sure when you will return teleworking employees to work, which are the most important factors impacting your decision-making? (36 responses)

Factor	Percentage of Respondents
Widespread availability of a vaccine or effective treatment	39%
Whether employees feel confident/safe enough to return	67%
Having sufficient personal protective equipment, cleaning, and screening resources to keep the worksite safe	33%
Availability of childcare for employees	39%
We are well-equipped to continue remote work and are comfortable doing so for the foreseeable future	75%
N/A	3%
Other	17%

Other responses include:

- We need to reconfigure our work space
- Dependent upon school and day programs reopening
- We are paying attention to what the Governor says as well as the Dept of Human Services