Return to Work Survey

May 2020

ALL INDUSTRIES REPORTING

118 Respondents

Please describe the current staffing of your physical worksite(s) (check all that apply) (107 responses)

Staffing	Percentage of Respondents
We are an essential business and most employees have continued to report to work	42%
We have fewer employees coming into the worksite because we have furloughed/laid off employees	7%
We stagger the days when employees can come into work	17%
Some employees come into work, while others work remotely	33%
Less than half of our employees are working remotely	12%
Most of our employees are working remotely	36%
All of our employees are working remotely	8%
We have temporarily shut down operations	3%
Other	11%

Other responses include:

- Factory workers are in, while office workers alternate working from home
- Administrative staff work remotely, while branch staff report to work
- Some employees are not working but are being paid
- We are an essential business but we have encouraged most of our employees to work remotely, and they are

Have you formed a task force to address COVID-19 issues, including return to work? (105 responses)

Formed task force?	Percentage of Respondents
Yes	70%
No	23%
Not Yet	7%

What challenge about preparing to reopen are you most concerned about? (104 responses)

Challenge	Percentage of Respondents
Employees feeling confident/safe enough to return to work	44%
Customers feeling confident/safe enough to return	3%
Having sufficient personal protective equipment, cleaning, and screening resources to keep employees and customers/visitors safe	11%
Complying with new safety regulations from COVID-19, such as social distancing requirements	12%
Complying with federal and state labor mandates	3%
Employees refusing to return to work because they prefer to collect unemployment benefits	3%
Childcare for employees	8%
Potential liability concerns	6%
Other	10%

Other responses include:

- Employees follow federal and state mandates when not at work
- We have remained open
- Running out of money

Which of the following actions, if any, is your organization taking or planning to take to keep employees safe in the workplace? (check all that apply) (103 responses)

Action	Percentage of Respondents
Rotate employee schedules or split shifts to facilitate distancing	63%
Modify physical workplaces to maintain distance between workers	60%
Continue remote work for those jobs do not require them to be in the workplace	71%
Conduct employee temperature or health screenings	56%
Increase frequency and depth of cleaning and/or disinfecting worksites	84%
Provide and/or encourage wearing face masks, gloves, or other protective gear	85%
Limit or restrict employee contact in common areas, including break rooms, kitchens, and conference rooms	82%

Implement high-efficiency air filters or other controls to increase circulation, filtration, or ventilation	22%
Increase remote work capacity	27%
Other	11%

Other responses include:

- No full conversation has taken place with COVID team
- Regular discussions on best practices
- Offer employees "sanitation bags" around the factory
- Changing service model

If you laid off/furloughed employees, when do you plan to return those employees to work? (check all that apply) (101 responses; answers from the 66% of respondents who have not conducted layoffs/furloughs have been filtered out)

Planned Return	Percentage of Responses
Within 1 month	26%
Between 1-3 months	21%
Between 3-5 months	9%
In 2021	0%
Employees are refusing to return to work because they prefer to collect unemployment benefits	6%
We plan to stagger these employees' returns to work	6%
We do not plan to bring back all or most of these employees	18%
We will not identify likely timing until the crisis subsides and/or testing is broadly available	12%
Unsure	29%

If you have increased the number of employees you have working remotely, when do you plan to return those employees to work? (check all that apply) (104 responses; answers from the 16% of respondents who have no or very few employees working remotely have been filtered out)

Planned Return	Percentage of Respondents
Within 1 month	17%
Between 1-3 months	21%
Between 3-6 months	8%
In 2021	0%
We plan to stagger these employees' returns to work	26%
We will not identify likely timing until the crisis subsides and/or testing is broadly available	22%
Unsure	37%

How has the COVID-19 pandemic impacted your approach to remote work? (check all that apply) (106 responses; answers from the 17% of respondents who have no or very few employees working remotely have been filtered)

Impact	Percentage of Respondents
Until the pandemic subsides, we will continue to allow employees in high-risk groups, such as elderly employees and employees with underlying health conditions, to work remotely	36%
Until the pandemic subsides, we will continue to accommodate valid requests to work remotely	52%
After the pandemic subsides, we plan to permit increasing numbers of employees to work remotely	28%
We have changed, or plan to change, our remote work policy	21%
When the office is open, we will not accommodate requests to work remotely	7%
Unsure	22%
Other	7%

Other responses include:

- We have never had remote access until the pandemic
- All depends on the government allowing businesses and childcare to resume
- We will continue to let anyone who wants to work from home do so, unless their job responsibility truly requires them to return