

RETURNING TO THE WORKPLACE

How organizations are transitioning employees back into the workplace post-Covid

In order to effectively restore the U.S. economy post-Covid-19, organizations must figure out how to safely return workers to physical worksites. After more than a year of remote work for many sectors of the economy, some workers are hesitant to return to the office. However, widely available vaccines have helped to improve the attitudes of employed Americans towards going back to work in-person.

The vast majority of Americans who currently work in-person feel comfortable about their health and safety at work, a 15% increase since March and a nearly 30% increase compared to June of 2020.

**85% OF U.S. WORKERS
WORKING IN-PERSON FEEL
COMFORTABLE REGARDING
THEIR HEALTH & SAFETY**

American workers who have already returned to their workplaces and those that continued to work in-person throughout the pandemic report being comfortable with their safety in the office at 20% higher rates than those who are still logging into work from home.

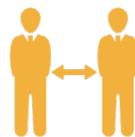
The major conditions influencing worker comfort with in-person work are:



number of employees at the workplace (50%)



organizational safety policies and procedures (36%)

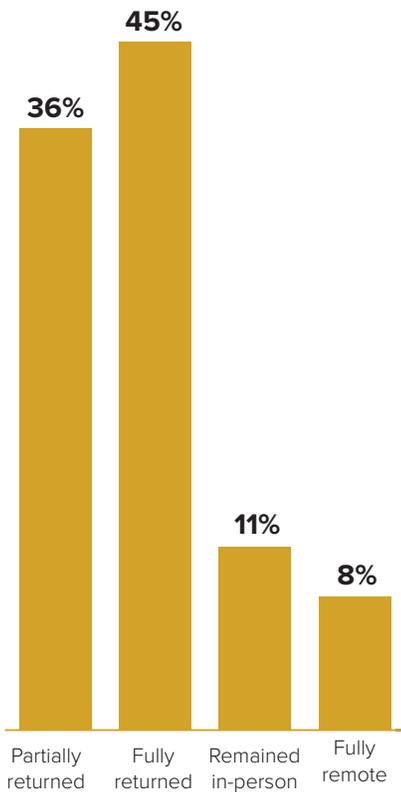


proper social distancing protocols (35%)

The Impact of the Delta Variant

Over half of U.S. organizations are concerned about the impact of the Delta variant strain of Covid-19, with 60% planning to encourage their workforces to get a vaccine booster shot when it becomes available.

Workers who are already vaccinated are overwhelmingly planning to get a booster shot, while unvaccinated workers are unlikely to get either vaccine.



92% OF BUSINESSES ARE CURRENTLY AT LEAST PARTIALLY IN-PERSON

While organizations can enact policies and procedures to mitigate employee concerns about returning to work, undoubtedly, vaccines have had

the largest influence on the comfort of employees in the workplace. Nearly three-quarters of U.S. workers (72%) are fully vaccinated against Covid-19, with almost one-fifth of the remaining unvaccinated workers (17%) planning to get vaccinated in the near future.

As corporate America reopens its offices, most organizations have either fully or partially returned their employees to in-person work, and less than 10% continue to operate fully remote workforces. For those that have yet to return all employees to in-person work, nearly 40% have a set date for their return.

Despite this, organizations may need to plan for more flexibility about work arrangements than pre-pandemic. Almost one-third of employed Americans (30%) would prefer to work remotely in some capacity, and plan to search for another remote or hybrid job elsewhere if their current employer doesn't give them the option; an 11% increase since April.

American workers are largely supportive of the concept of vaccination mandates from employers, though most organizations are unlikely to take this kind of step. Currently, only 11% of organizations are currently requiring or planning to require vaccination.

However, workers who want to go maskless or stop social distancing may need to get shots—almost one-third of organizations (29%) will require employees to provide proof of vaccination before relaxing safety protocols.

METHODOLOGY

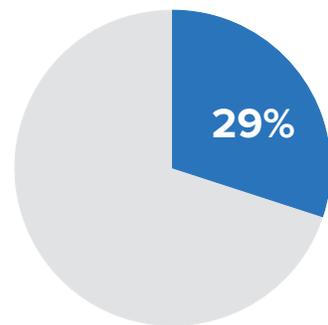
A sample of 1,000 employed Americans was surveyed using Lucid. The survey was administered Tuesday, June 22 to Wednesday, June 23, 2021. For the purposes of this survey, we refer to "employed Americans" as those who are either working as a paid employee or have been temporarily laid off or furloughed due to the COVID-19 pandemic.

The HR survey was fielded from June 22 - June 24, 2021. In total, 1,000 HR professionals responded to the survey, of which 200 were sourced from Lucid and 800 were sourced from SHRM membership. Academics, students, consultants, and retired HR professionals were excluded from the survey.

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Though only 29% of employed Americans say their organization is requiring or planning to require them to get the Covid-19 vaccine...



...almost two-thirds (63%) would support their employer requiring that all employees get vaccinated as a condition of employment.

