



KEY FINDINGS

1

Workplace vaccine requirements are effective; the majority of the U.S. workforce is in favor.

2

Interventions, incentives and access are key to ensuring and maintaining full vaccination status (i.e., receiving second dose or boosters).

3

Employment-related factors – paid time off, employer-provided health insurance and jobs in frontline industries – may contribute to higher COVID-19 rates and lower vaccination rates among people of color.

4

Today, most workers do not want to return in-person; less travel and more remote work are here to stay.

5

Employers need to stay ahead of virus variants, evolving public health guidance, “pandemic fatigue” and worker burnout.

RECOMMENDATIONS FOR EMPLOYERS

- 1 Implement vaccination requirements for in-person work and require frequent, regular PCR testing of individuals who can't or won't get vaccinated.
- 2 Reduce barriers to access and increase vaccine uptake through paid time off, transportation to vaccination sites or on-site vaccination at workplaces, multilingual vaccine information, and transparent communication about vaccine guidance.
- 3 Encourage employee discussion around COVID-19 issues, such as boosters, variants and workplace safety guidelines.
- 4 Reduce in-person work as able to minimize exposure opportunities.

