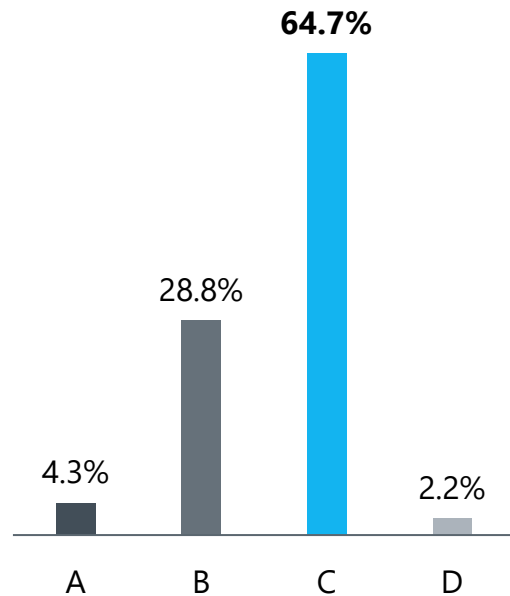# Return to work site webinar polling results

May 2020

LOCKTON®

Polling results – 5/4/20

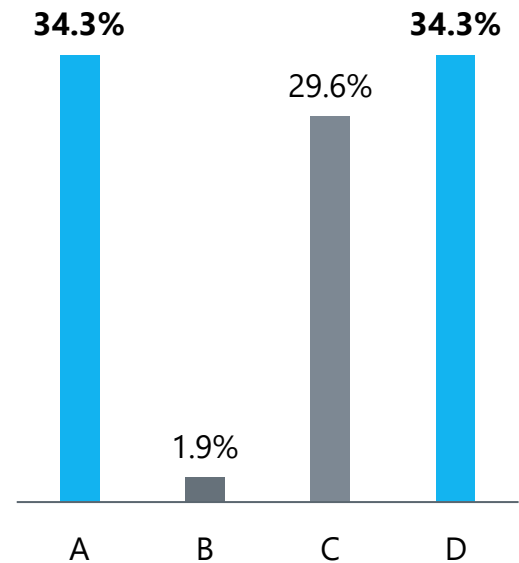## Q1: Do you have a return to work site strategy in place? n=163

- A. Yes, and we plan to open at near full capacity as soon as allowed.
- B. Yes, but we plan to slowly reopen the work site.
- **C. We are in the process of developing our strategy.**
- D. We do not yet have a strategy.

Q2: For your return to work site plan, how are you performing symptom screening of employees for COVID-19? n=202
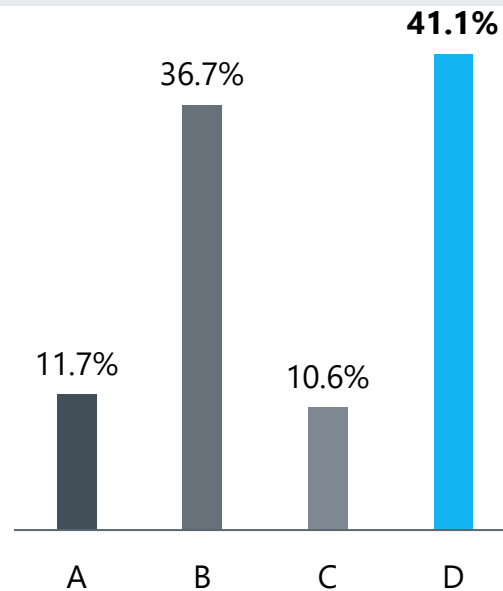
- A. We do not plan to perform symptom screening as a requirement for entering the work site.
- B. We plan to require employees to perform a self-screening at home before coming to the work site.
- C. We plan to require employees to complete a symptom questionnaire at the work site before entering.
- **D. We plan to require employees to have their temperature taken at the work site before entering.**
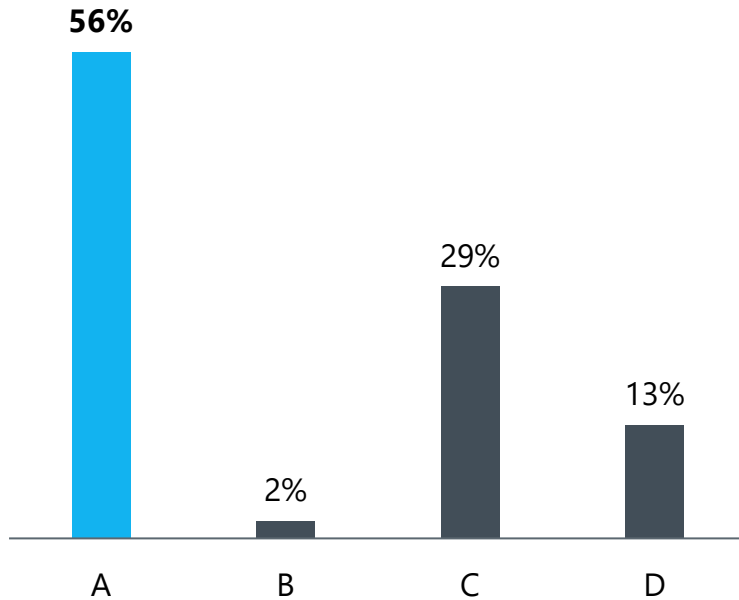
Q3: Have you considered testing your workforce for COVID-19? n=224

- **A. Yes, we are currently exploring testing options.**
- B. Yes, we are exploring but only for specific roles.
- C. We are not considering testing.
- **D. Not sure.**

Polling results – 5/4/20

Q1: Have you created a taskforce overseeing the return to work site strategy? n=250

56% (A)
2% (B)
29% (C)
13% (D)

A. Yes, we have an executive team overseeing our approach.

B.   Yes, we have locations setting up their own processes.

C.   Yes, we have a combined, top-down, bottom-up task.

D.   Not yet.

Q2: As you think through your re-entry plan, what do you believe will be the biggest obstacle? n=312

54% (B)
26% (A)
10% (C)
10% (D)
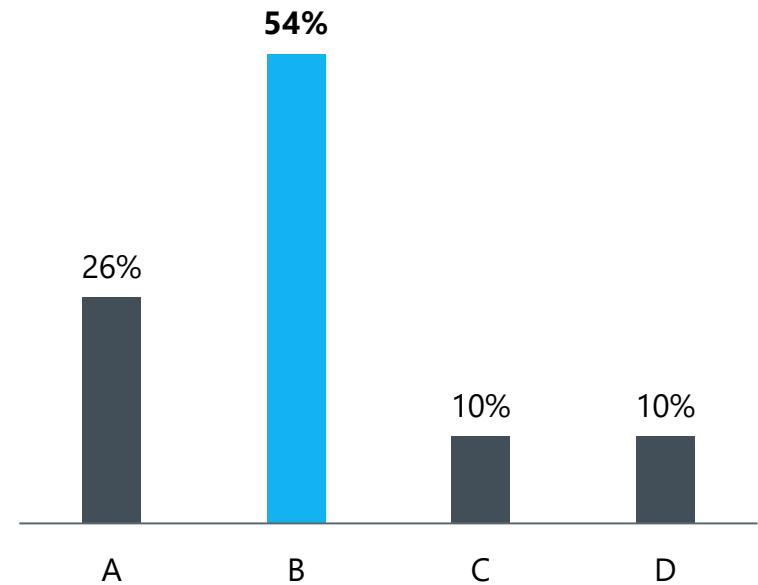
A.   Facilities readiness.

**B. Workforce dynamics.**

C.   Customer interaction.

D.   Business travel.

Polling results – 5/5/20

Q1: When determining workforce needs, what have you considered or are considering? n=312

Bar chart:
- A: 25%
- B: 5%
- C: 3%
- D: 67%
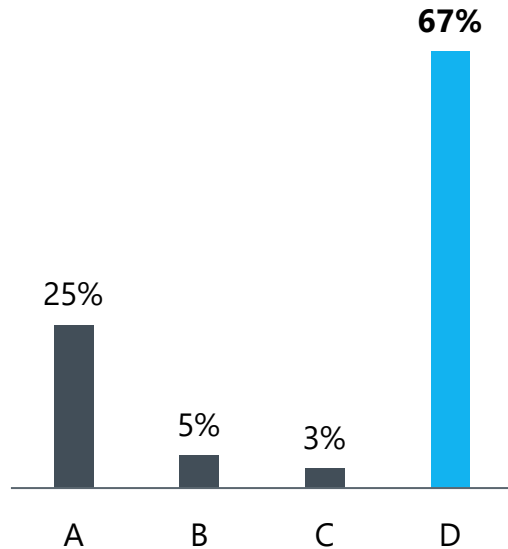
A. Recalling furloughed employees.
B. Reducing full-time employees to part-time.
C. Voluntary retirement.
D. None of the above

Q2: What is your organization doing with regard to return to work site planning? n=367

Bar chart:
- A: 48%
- B: 18%
- C: 2%
- D: 32%
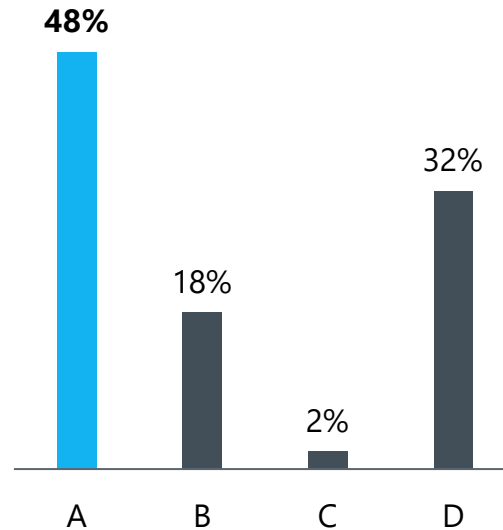
A. Phased approach (% of employees across a period of weeks/months).
B. Staggered approach (employees work M-W-F while others work T-TH).
C. All employees returning on same day.
D. Have not determined.

Q3: How do you plan to keep high-risk members safe? n=320

Bar chart:
- A: 38%
- B: 16%
- C: 46%
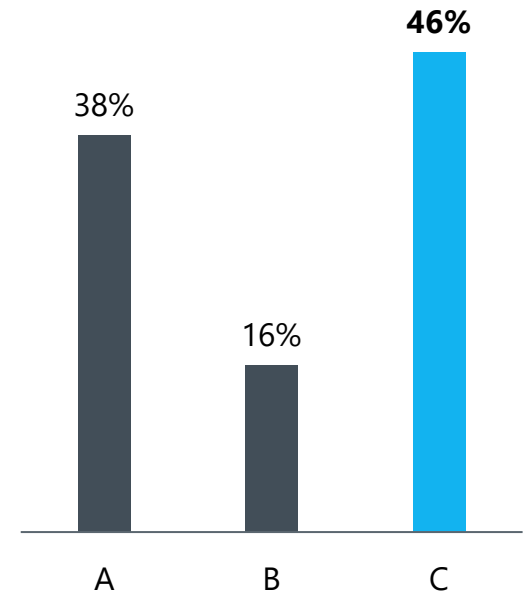
A. Address when an employee tells us they are a high-risk member.
B. Survey or questionnaire for high-risk members to voluntarily self-identify.
C. Communicate enterprise-wide that high risk members should remain out of the workplace.
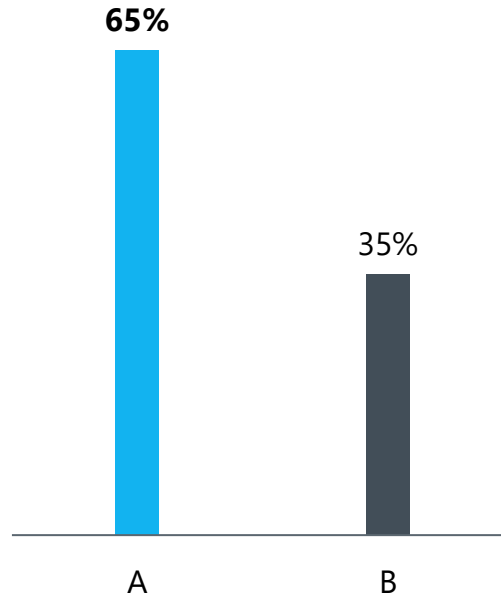
Polling results – 5/5/20

Q1: **Is your organization prepared to track, obtain documentation and integrate any leave required because of the coronavirus pandemic; and then manage future leave entitlement after employees return to work? n=158**

43%

31%

22%

4%

| A | B | C | D |
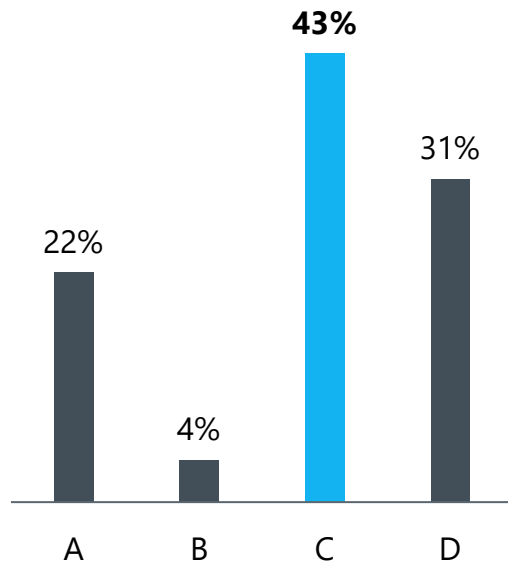
A. No, I have concerns about our ability to administer leave internally.

B. No, I have concerns because my vendor managing our leave programs have communicated limitations.

C. All is great – I have no concerns.

D. I am not sure.

Q2: **Do you have concerns about new leave and pay requirements passed in response to the coronavirus pandemic? (For example: FFCRA related for EPSLA and/or FMLA+, state and municipal emergency sick pay) and your return to work obligations? n=196**

65%

35%

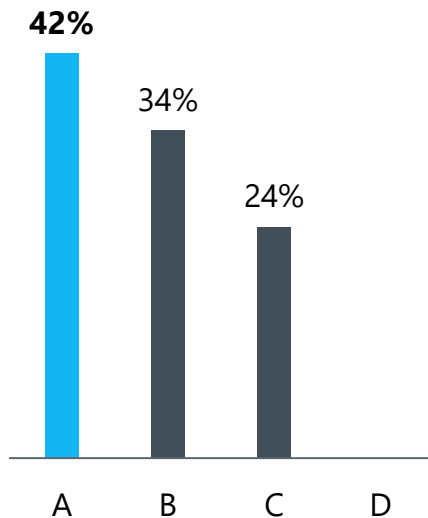| A | B |

A. Yes.

B. No.

Q3: **For employees who are unable to work (or telework) due to lack of child care, what are you providing? n=113**

53%

32%

14%

1%

| A | B | C | D |
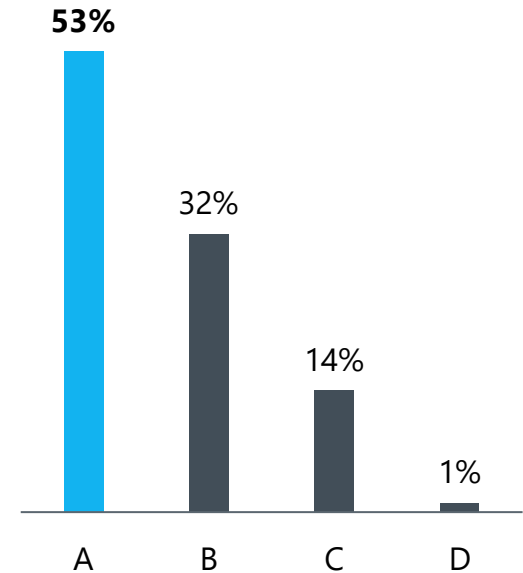
A. FFCRA/EFMLA leave.

B. Existing sick or PTO.

C. Unpaid leave/furlough.

D. Layoff/other termination.

Polling results – 5/6/20

Q1: Does your plan cover treatment at no member cost share? n=237

42%

34%

24%

A   B   C   D

A. **Yes. We are fully insured so the carrier made the decision to cover.**
B. Yes. We are self-insured and we made the decision to cover.
C. No. We apply cost share to COVID-19 treatment as we do with any other illness.

Q2: How do you expect your 2021 or upcoming benefits strategy to be impacted? n=210

43%

30%

16%

11%

A   B   C   D
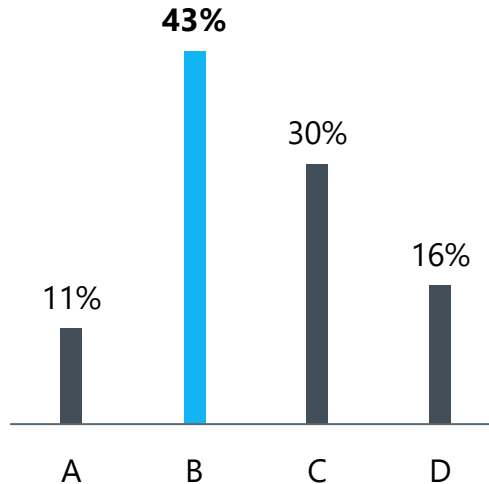
A. We expect to make minimal changes.
B. **We expect to have a "normal" planning year similar to our previous planning strategy.**
C. We expect to consider and evaluate all market options and consider innovative or cost-cutting solutions.
D. Our strategic conversations have been delayed and this process has not been determined.

Q3: Which best describes your plans for supporting your workforce across the spectrum of emotional and mental health needs? n=217

65%

29%

5%   0.50%

A   B   C   D
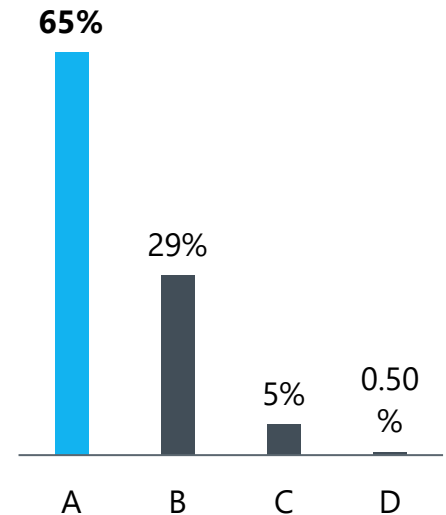
A. **Our current programs cover a broad spectrum. We will continue to offer these to employees.**
B. We will explore ways to expand our offerings to offer a broader spectrum of support.
C. Our current programs do not cover the full spectrum, but we cannot expand our offerings at this time.
D. The current economic environment requires us to cut current programs.

Polling results – 5/6/20

Q1: How have the shelter-in-place orders impacted your organization? n=129

75.25%

24%

0.75%

A   B   C
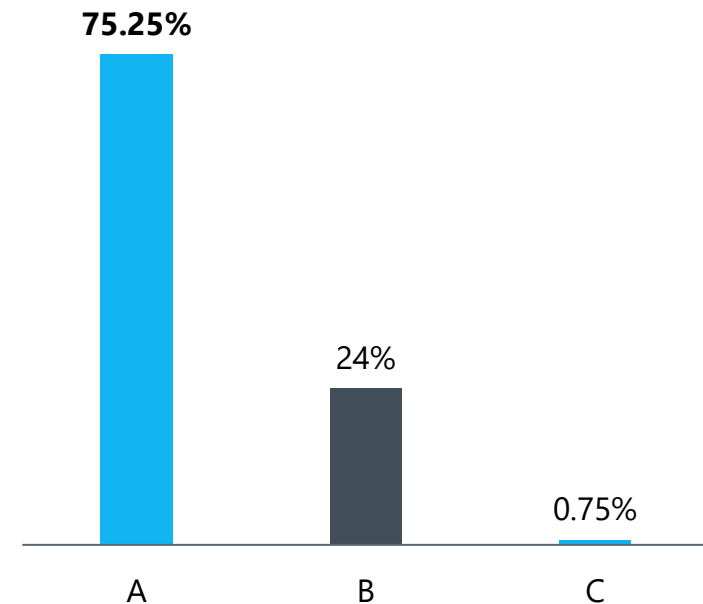
A. We will need to tighten budgets, but anticipate coming out of this with a healthy, successful business.

B. We must make significant cost cuts in order to keep our business afloat.

C. We may need to evaluate closing our business and terminating our plan.

Q2: From a retirement programs perspective, what concerns you most in the current environment? n=96

49%

30%

17%

4%

A   B   C   D
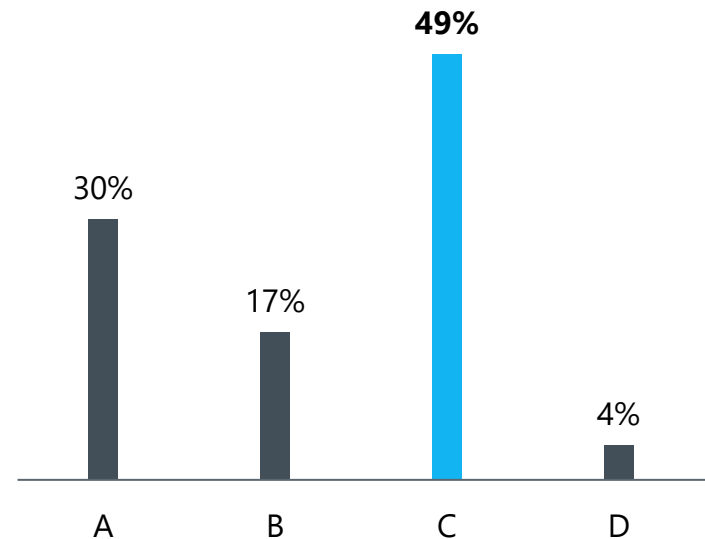
A. Fear of making a fiduciary misstep.

B. Helping employees avoid bad plan decisions (e.g., selling low and buying high).

C. Employees' broader financial well-being (emergency savings, credit, etc.).

D. The potential for future litigation from employees unhappy with retirement outcomes.

Polling results – 5/7/20

Q1: Have you re-evaluated the effectiveness of your Business Continuity Plan since the COVID outbreak?
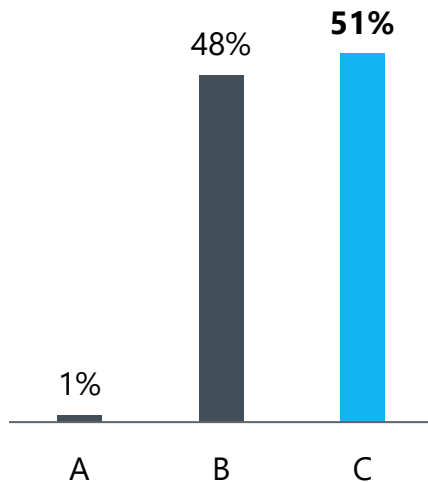**n=80**
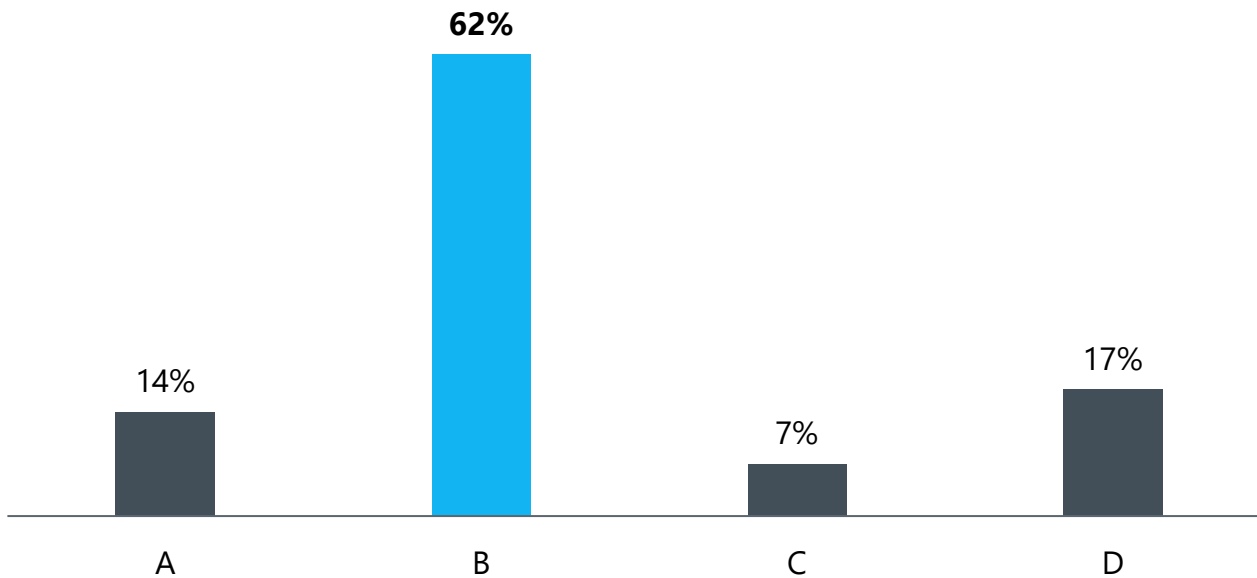
A. We evaluated and no changes are needed.

B. We evaluated and are making changes.

C. We did not evaluate.

D. We did not have a documented plan.

Polling results – 5/7/20

Q1: When we recall employees from furlough or layoff, and they were covered under the medical plan when they left, we will reapply our waiting period. n=108

1%	48%	**51%**
A	B	C

A. Yes.
B. No.
C. N/A – we did not furlough or lay off employees.

Q2: Is your organization going to be claiming any tax credits (or loan forgiveness) under any of the following programs? Check all that apply. n=72

38%	22%	**58%**
A	B	C
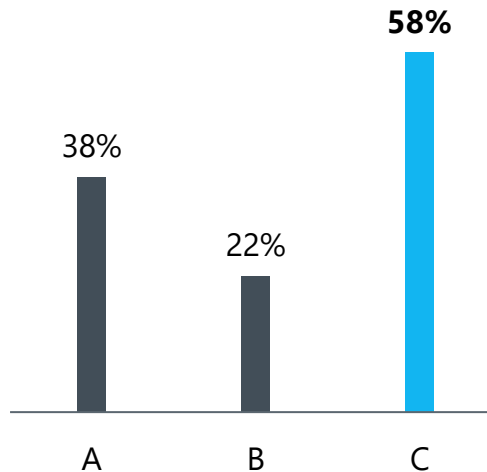
A. FFRCA.
B. ERC.
C. PPP.

Note: Totals exceed 100% due to the option for multiple choices.

Q3: When a participant or covered dependent experiences a COBRA qualifying event and loses coverage under your plan, who is responsible for sending the COBRA election notice? n=107

87%	13%
A	B
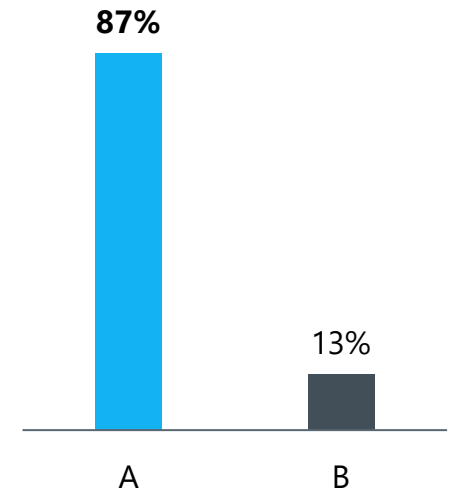
A. We contract with a vendor to provide COBRA notices.
B. We handle COBRA internally; our HR or benefits team is responsible.

Polling results – 5/8/20
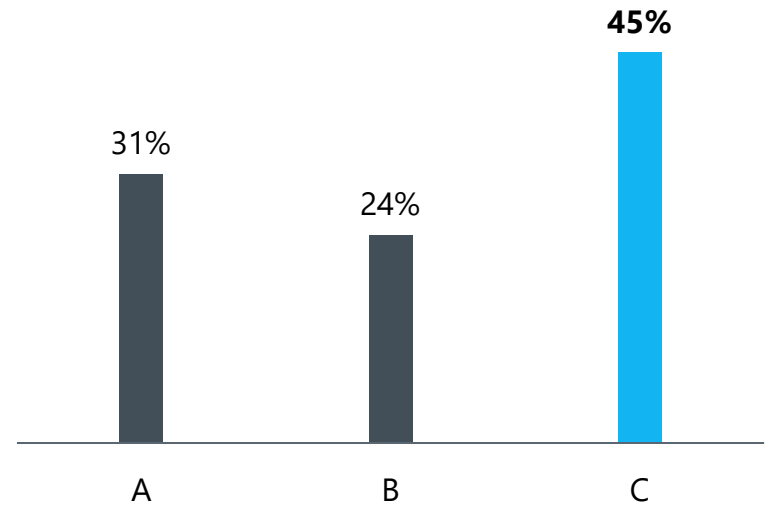
Q1: Do you plan on taking employee temperature upon returning to work? n=139

45% — A
28% — B
27% — C
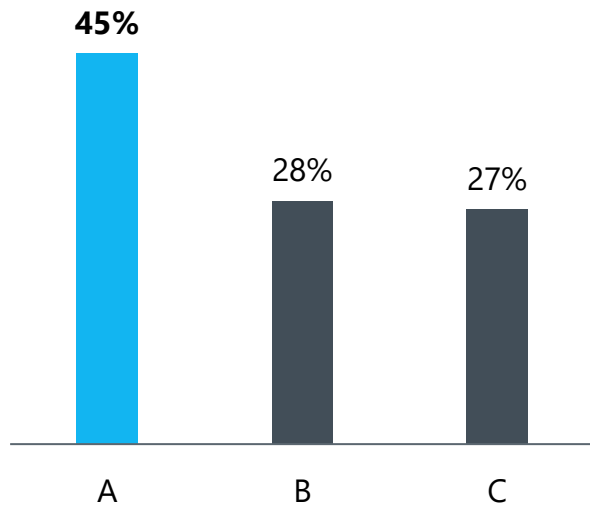
A. Yes.
B. No.
C. Don't know.

Q2: Has your organization seen an increase in hacker activity? n=142

31% — A
24% — B
45% — C

A. Yes.
B. No.
C. Don't know.

Polling results – 5/8/20

75%

8%

2%

15%

| A | B | C | D |
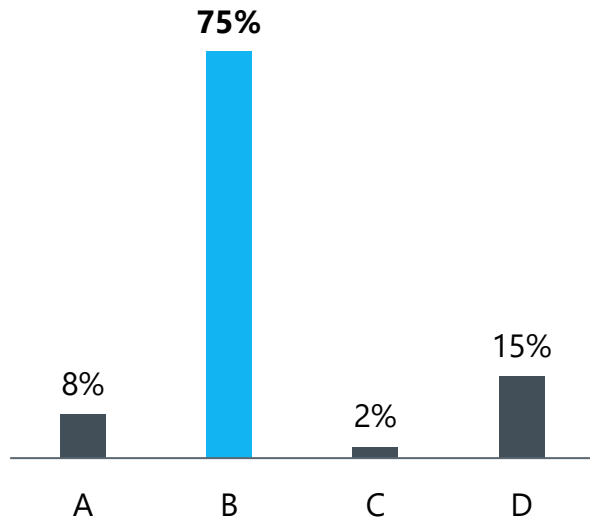
A. We buy cyber insurance and planning to increase amount of coverage.
B. We buy cyber insurance and planning to maintain current amount of coverage.
C. We buy cyber insurance and planning to decrease amount of coverage.
D. We don't buy cyber insurance.

Q4: **Based on how your organization is faring through the pandemic, do you envision increased work from home arrangements for employees in the normal course of business for now on? n=127**

82%

9%

9%

| A | B | C |
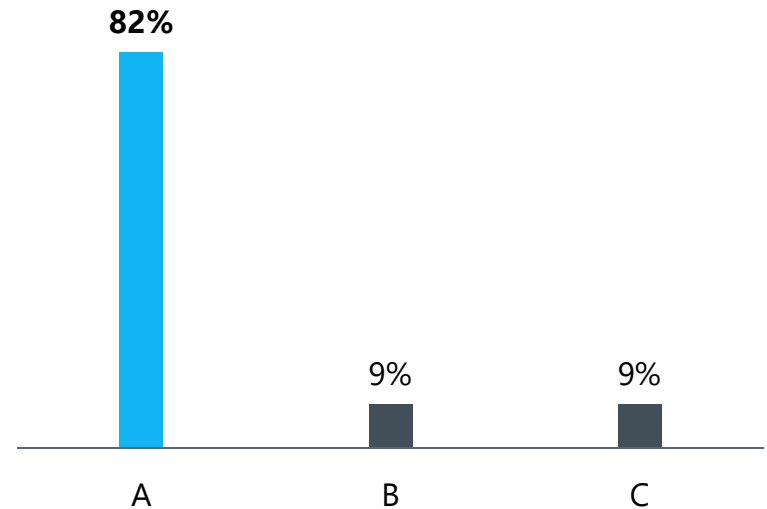
A. Yes.
B. No.
C. Don't know.

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