



JacksonLewis

# How do you define **workplace**?

The pandemic has created an inflection point unlike any we have experienced in our lifetime – one that will redefine the workplace. Our Spring 2021 remote and return-to-the-workplace survey shares insights from more than 400 C-suite, senior human resources and legal executive respondents on what the future holds for their workplaces. Those responses reveal that the workplace will become as individual as the employees themselves. Yet, some trends have emerged from the data, which we share with you in the following report.

## **Employee Role A Determining Factor in Mandating Return-to-the-Workplace**

For those employees who started working remotely because of the COVID-19 pandemic, 60% of respondents reported that less than 25% of employees have returned to their pre-pandemic workplace. For those employees that have returned, the employee's role primarily dictated whether the return was voluntary or mandatory. This differentiation based on role appears likely to continue; only 29% of employers intend to take a universal approach to their return-to-workplace plans while the remainder will differentiate based on role or have not decided.

## **Employers Allowing for More Permanent Hybrid Remote Work, Depending on Role**

Employers anticipate that 40% or more of the employees who did not work remotely before the pandemic will continue to work remotely going forward. Underscoring this trend, 58% of respondents will allow for more permanent hybrid work arrangements, where employees return to the workplace but may continue to work a certain number of days remotely. For those employers who are mandating a return-to-the-workplace for some or all employees, they will do so over the next three months if they have not already.

## **Employers Are Concerned About Vaccine Status of Employees; Not Mandating**

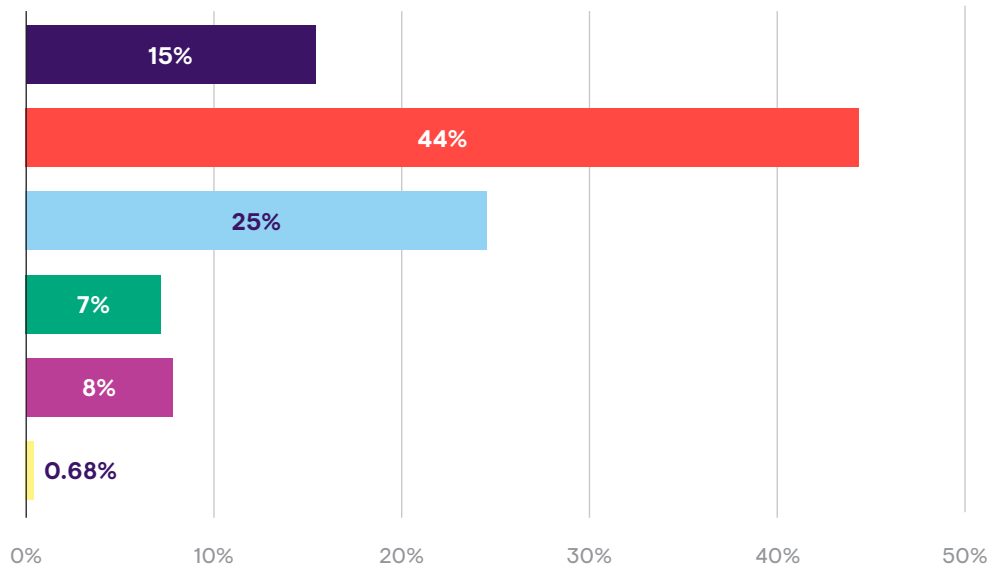
Employers are taking a cautious approach to mandating vaccines, stating concerns about legal and employee risks. However, many are planning to survey their employees on vaccine status and half of respondents are offering, or considering offering, incentives to receive the vaccine. The EEOC's updated guidance released on May 28 may put some minds at ease on this issue as long as the incentive is not tied to a vaccine provided by the employer or its agent. But there are a host of other legal and practical considerations for employers to take into account when they plan their vaccination approach.

## **Conclusion**

However you define your brave new workplace, Jackson Lewis takes partnering with you to reimagine the future of the employer-employee relationship more seriously than ever. Our steadfast mission to our clients is to ensure a workforce that is engaged, stable and diverse.

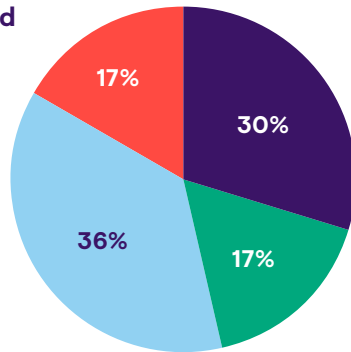
**Which best describes the status of your employees who began working remotely as a result of the COVID-19 pandemic?**

- None have returned to the workplace
- Less than 25% of employees returned to the workplace
- Between 25% - 75% have returned to the workplace
- More than 75% have returned to the workplace
- All have returned to the workplace
- Not Applicable



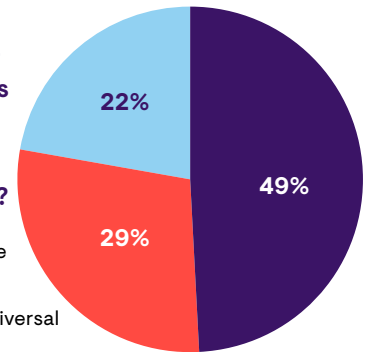
**If employees have returned to the workplace, was the return voluntary?**

- Yes, it was voluntary
- No, it was required
- The employee's role dictated whether the return was voluntary or mandatory
- Not Applicable



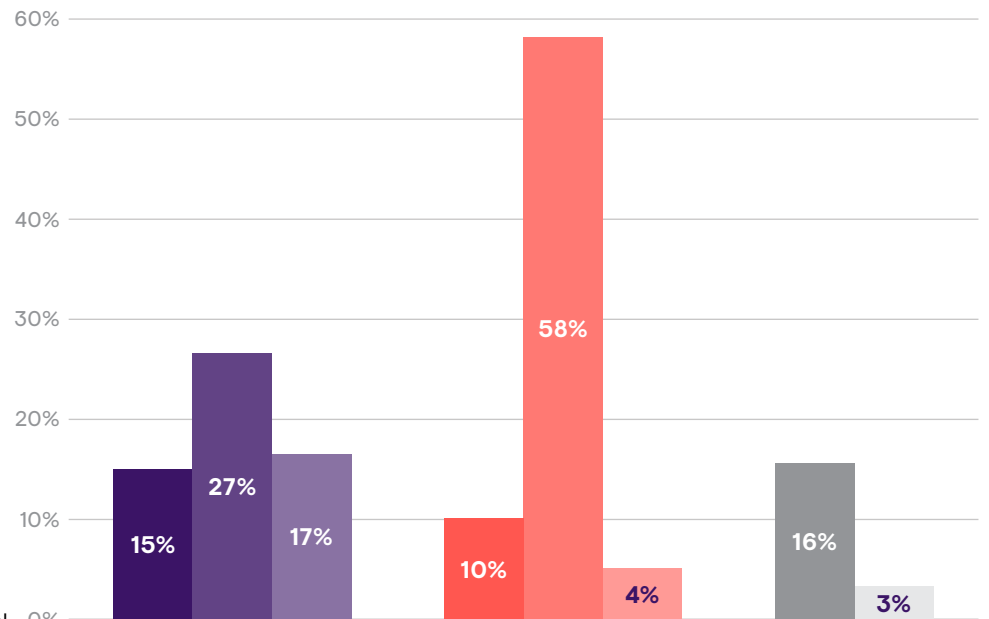
**As you plan for potentially returning employees to the workplace once regulations allow for it, do you intend to have different plans for different employee groups?**

- Yes, we are developing multiple plans
- No, we intend to create one universal approach for our employees
- We haven't decided



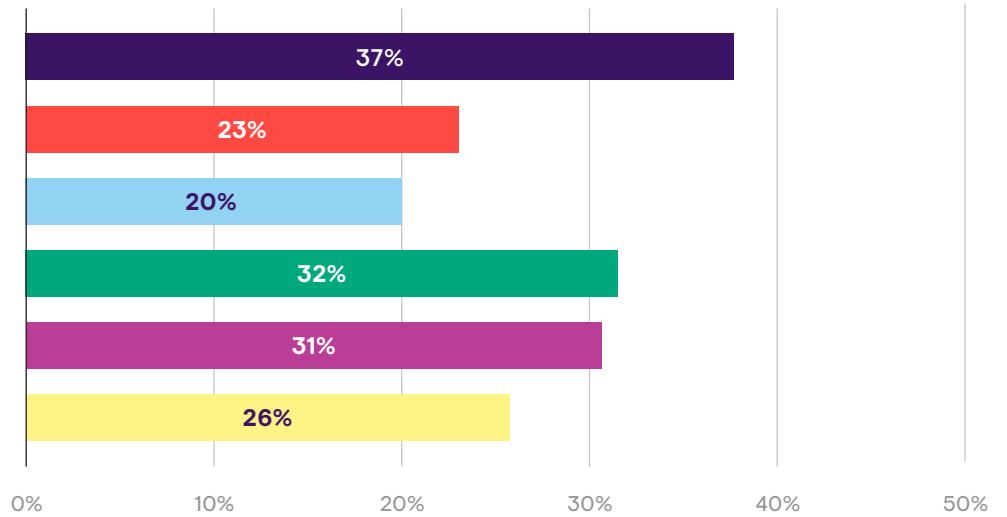
**Once regulations allow for it, what best describes your plan(s) for returning employees to the workplace? Check all that apply.**

- Require employees to fully return to the workplace by a certain date
- A staggered approach, where employees are initially required to return to the workplace for a minimum number of days per week and gradually increase to a full return to work
- Encourage employees to voluntarily return to the workplace followed by mandatory return by a certain date
- Encourage employees to voluntarily return with no definite/required return-to-workplace date
- Allow for more permanent hybrid remote work, where employees only return to the workplace a few days a week
- We are transitioning to a fully remote model
- We haven't decided
- None of the above



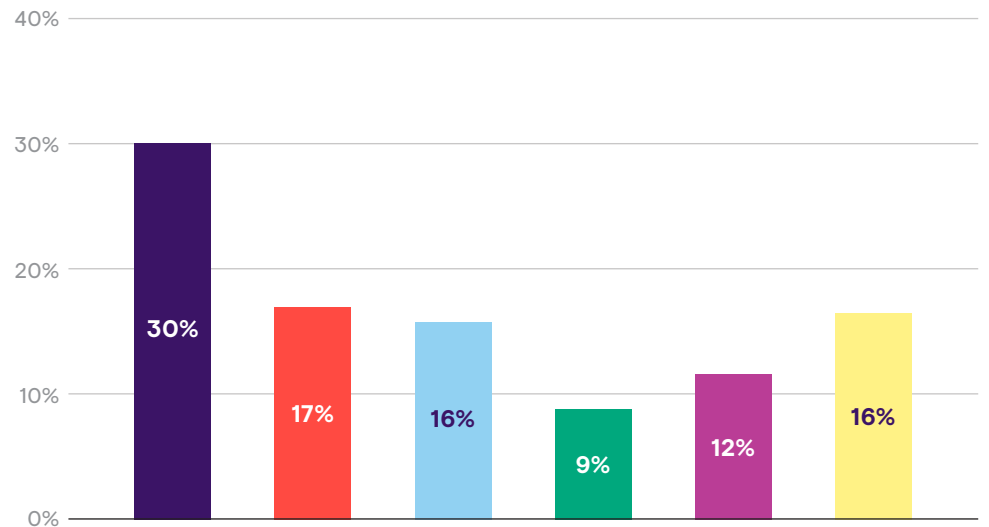
**If employees have the option to continue to work remotely after you begin returning employees to the workplace, what reasons will be sufficient?**

- Medical reasons
- Childcare reasons
- Care for a family member (other than childcare)
- Any reason, including fear or employee comfort level
- Only permitting when required by law as an accommodation
- Other



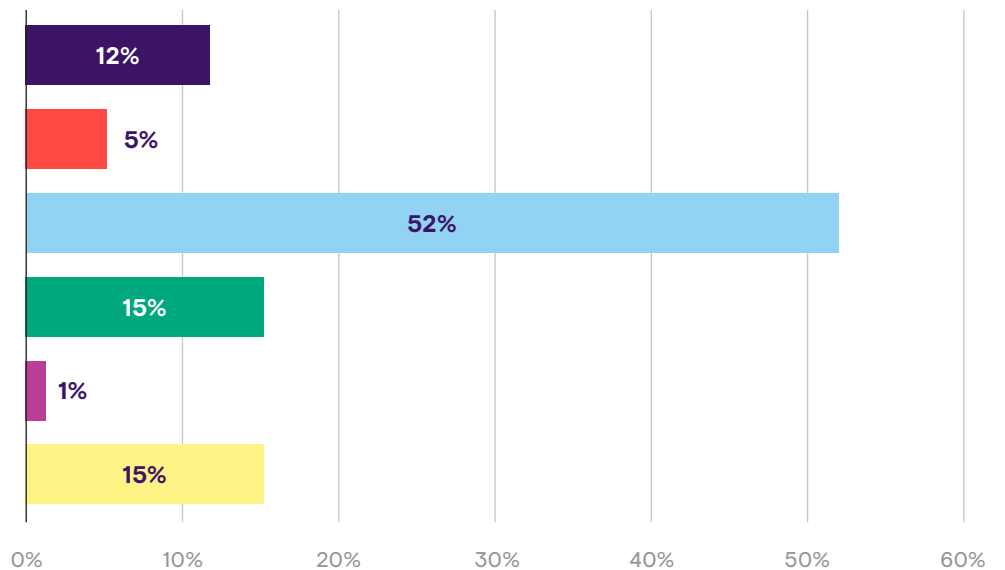
**What percentage of your employees who did not work remotely before the pandemic do you anticipate working remotely going forward?**

- Less than 20%
- 20% - 39%
- 40% - 59%
- 60% - 79%
- More than 80%
- Unsure



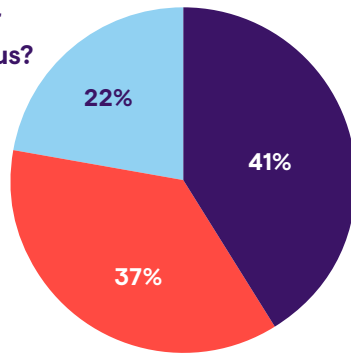
**If you have not already implemented a return-to-workplace plan, when do you expect to implement your plan?**

- As soon as state/local allows
- Once vaccination rates meet a certain threshold
- 1 - 3 months from now
- 4 - 6 months from now
- 7+ months from now
- Unsure



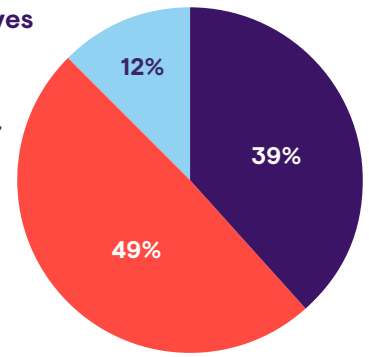
**Do you plan to survey your workforce on vaccine status?**

- Yes
- No
- Unsure



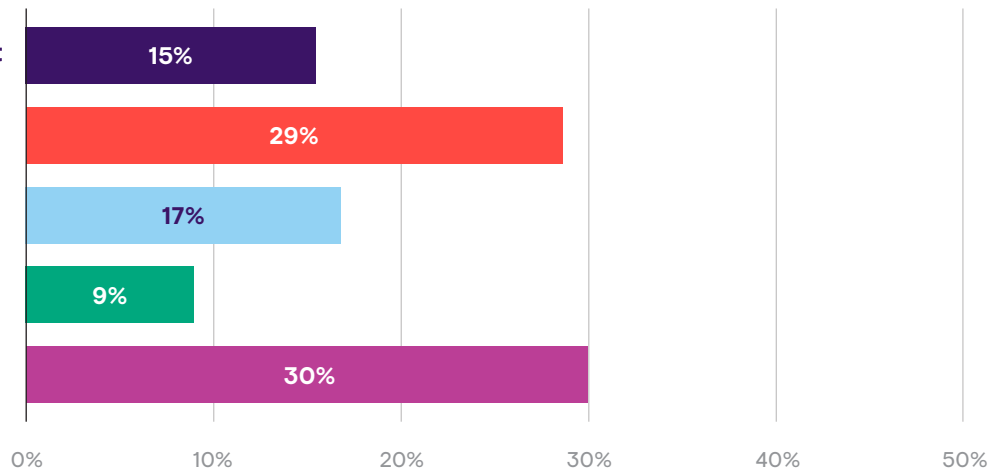
**Do you offer any incentives for employees to receive the vaccine (including financial, paid time off or other benefits)?**

- Yes
- No
- Not yet, but considering



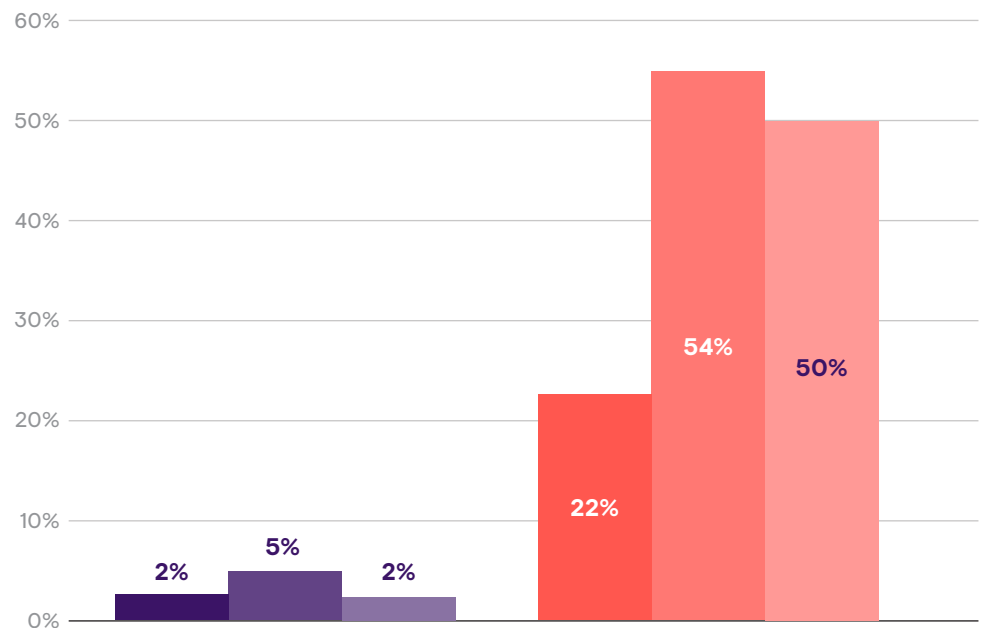
**What percentage of your employees are vaccinated (or that you believe to be vaccinated)?**

- Less than 40%
- 40% - 59%
- 60% - 79%
- 80% - 100%
- Unsure



**Do you require employees to be vaccinated or are you planning to do so?**

- Yes, for all employees
- Yes, mandating or considering mandating for those who return to the office
- Yes, mandating or considering mandating for those who travel
- Only mandating if required by OSHA or state or local authorities
- Most likely not requiring due to legal risks
- Most likely not requiring due to employee relations issues



**SURVEY RESPONDENT INFORMATION**

**434**  
Total Respondents

**25%**  
Legal

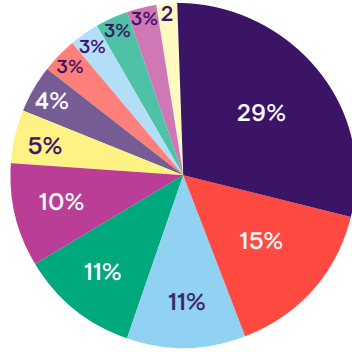
**59%**  
Human Resources

**10%**  
C-suite

**5%**  
Other

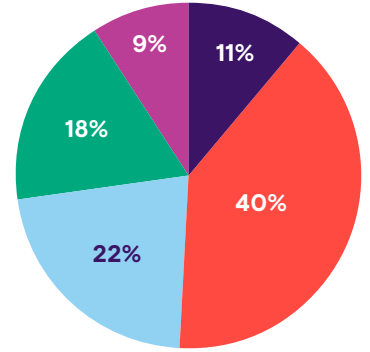
**Industry**

- Other
- Financial Services
- Manufacturing
- Professional Services
- Healthcare
- Technology
- Life Sciences
- Hospitality
- Education
- Real Estate
- Retail
- Construction



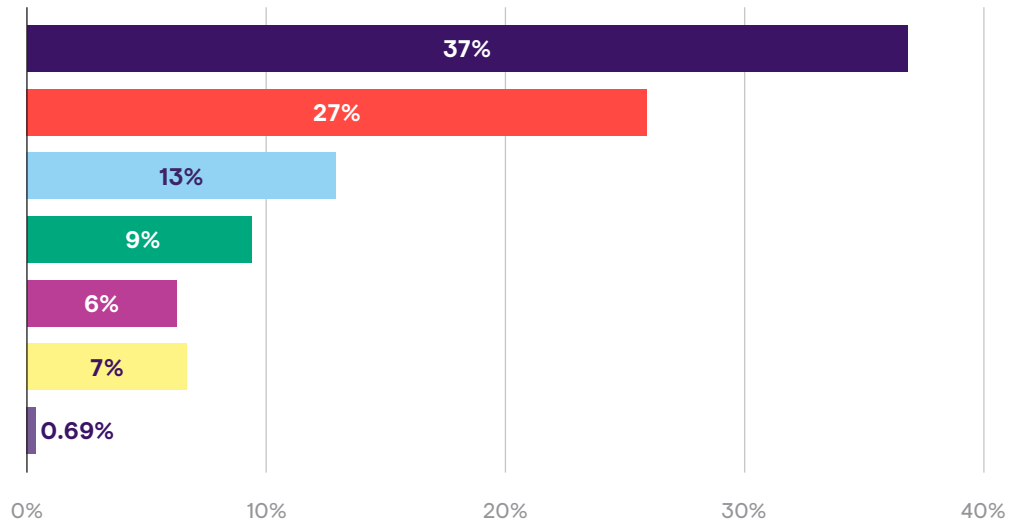
**Employer Size**

- Less than 50
- 50 - 499
- 500 - 1,999
- 2,000 - 9,999
- 10,000+



**Workforce Location**

- National
- Northeast region
- Midwest region
- Southern region
- Western region
- A mix of U.S. and international employees
- International/non-U.S. employees



**Learn More**



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