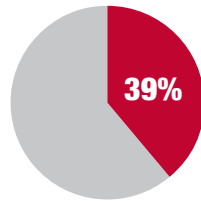




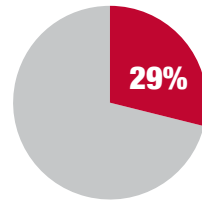
Return To Office: Navigating Uncharted Waters

As corporations continue debating return to office scenarios and the level of flexibility they are willing to extend to employees, one thing is apparent – there is no perfect or simple solution

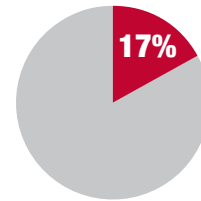
THE CURRENT LANDSCAPE¹



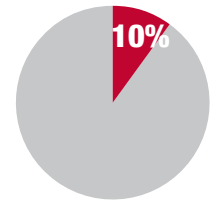
of business's expect all employee to return on site



are letting employees choose work style



are making hybrid work schedules permanent



plan to switch to all remote

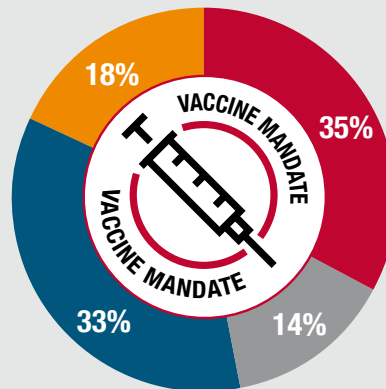
TO VACCINATE OR NOT VACCINATE, THAT IS NO LONGER THE QUESTION²

Based on feedback of employers that already mandate or who had planned to mandate vaccines, the below chart depicts how they intend to implement a vaccine policy for those not qualifying for an ADA or religious exemption.

How employers choose to comply with these rules is now the question

On September 9, 2021 U.S. President Joseph R. Biden released a new COVID-19 Action Plan that included vaccine mandates for large employers.

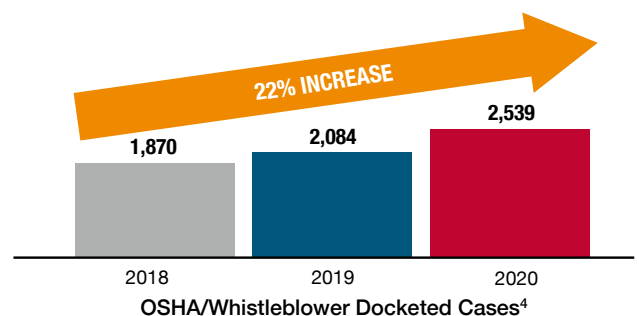
The plan directs OSHA to establish rules for employers with more than 100 employees to mandate vaccines or implement a weekly testing regime.



- Workers will be terminated if they refuse vaccination
- Workers must be fully vaccinated or regularly tested for COVID-19, otherwise they will be terminated
- Workers must be fully vaccinated or regularly tested for COVID-19, otherwise they will not be permitted to return to in-person and/or on-site work
- Other

SHOULD I STAY OR SHOULD I GO

- A recent Gartner survey of HR professionals shows 25% of employees refuse to return to their workplace as they do not feel safe, which is consistent with and correlated to a rise in OSHA complaints.³
- Employees who are terminated and have previously voiced their concerns about workplace conditions, mask/vaccine mandates, or requested accommodations, are a high risk to bring retaliation claims.



¹ <https://digital.com/39-percent-of-employers-will-fire-workers-refusing-to-come-in-to-work>; ² https://www.littler.com/files/littler_august_2021_vaccine_employer_survey_report.pdf; ³ <https://www.gartner.com/smarterwithgartner/global-hr-leaders-reveal-where-their-companies-are-at-when-it-comes-to-covid>; ⁴ https://www.osha.gov/sites/default/files/3D_Charts-Received_Closed.pdf.