

WORKPLACE CHANGES AFTER COVID-19

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EMPLOYEE VACCINES

Incentives

- Employers can offer limited vaccination incentives as long as the “*incentive (which includes both rewards and penalties) is not so substantial as to be coercive*” (EEOC, May 2021)

Proof of vaccination

- Employers can ask for documentation (e.g., vaccination card and/or attestation form)
- Employees should not be asked follow-up questions about why they are not vaccinated
- Keep records confidential and secure

Relaxed Safety Requirements

- Fully vaccinated employees may be able to discontinue mask use and social distancing as long as the worksite’s state and local laws allow it

Providing PTO

- ARPA / FFCRA: Up to 80 hours with federal tax credit
- State and local paid leave requirements

RECRUITING AND ONBOARDING

Video Interviews

- Very popular and effective for many positions
- Trend: On-demand (asynchronous) interviewing

Pre-recorded Videos

- Video from CEO, President, General Manager
- Video showing walk through the workspace

Job Offers

- Sign-on bonus
- Offers contingent upon vaccination status

Onboarding

- Form I-9 remote inspection through August 31st
- Longer-term (e.g., 3 to 6 month) onboarding program

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In-person vs
Remote



Safer
Environment



Cybersecurity
Practices



Employee
Personal Life
and Mental
Health



Updated Pay
Strategy



Demand for
Skilled Workers

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In-person vs Remote

Employee Survey:

- > 70% would prefer remote (full or partial) work
- > 35% would accept a salary reduction for that flexibility
- > 20% will start looking for a new job that offers remote work

Employer Survey:

- > 60% will let employees work from home occasionally
- > 49% said they'll allow remote work on certain days
- > Almost half could see their footprint contract up to 30%

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Safer Environment

More common private and isolated employee work stations

Better employee hygiene
(washing hands, etc)

Increased use of sick time or
work from home with a cold / flu

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Cybersecurity Practices

Data incident reporting

Stronger and more frequently
reset passwords

Social engineering and phishing

Mobile devices

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Employee Personal Life and Mental Health

92% of employers are expanding programs addressing stress management, sleep improvement, and resiliency

74% of employers are increasing work/life opportunities

64% of employers enhanced child care support

77% of employers are offering resources to help employees with key financial decisions such as mortgages, wills, and income protection

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Updated Pay Strategy

Pay equity among diverse groups (e.g., race and gender)

Possible salary changes for remote workers who move to a different state

Biden administration plans to crack down on misclassification of employees as independent contractors (~30% of working Americans are gig workers)

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Demand for Skilled Workers

High demand in manufacturing, construction, restaurant and hospitality industries

Trend to recruit workers who already fully possess skills and experience

Focus on internal hiring (20% increase since COVID-19)

QUESTIONS?

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