



Coronavirus: Employer Town Hall

March 26, 2020
5:00 PM ET

COVID-19 Benefit & Policy Directions
Hosted by the National Purchaser Leadership Council

Employer COVID-19 Survey Results

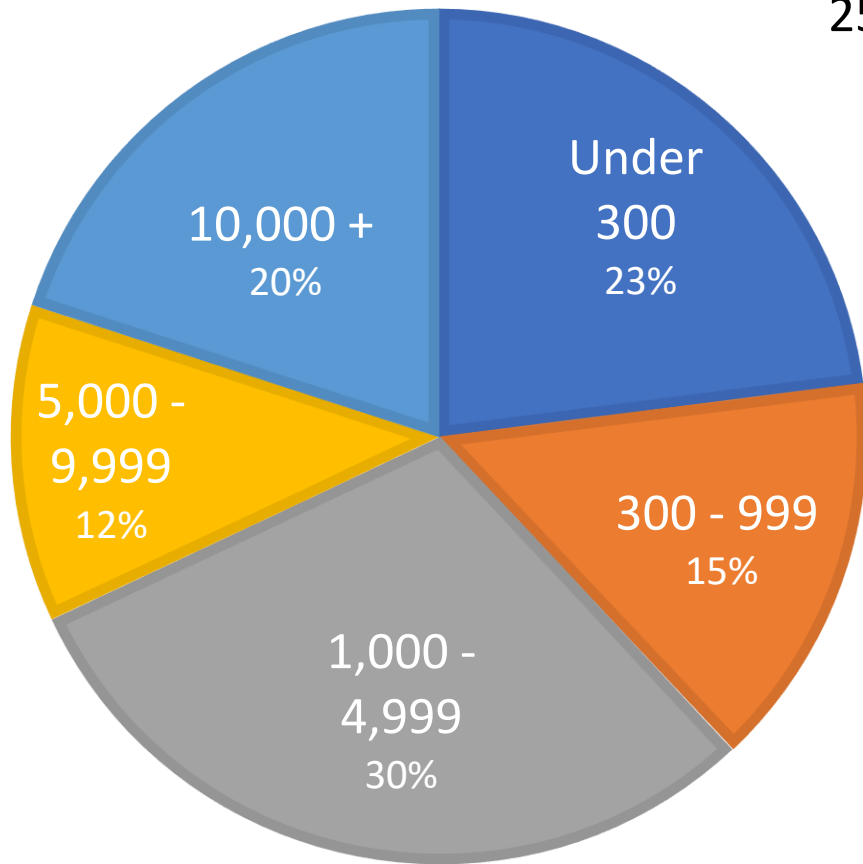
(March 18 –23, 2020)

COVID-19 Benefits Coverage and Policies

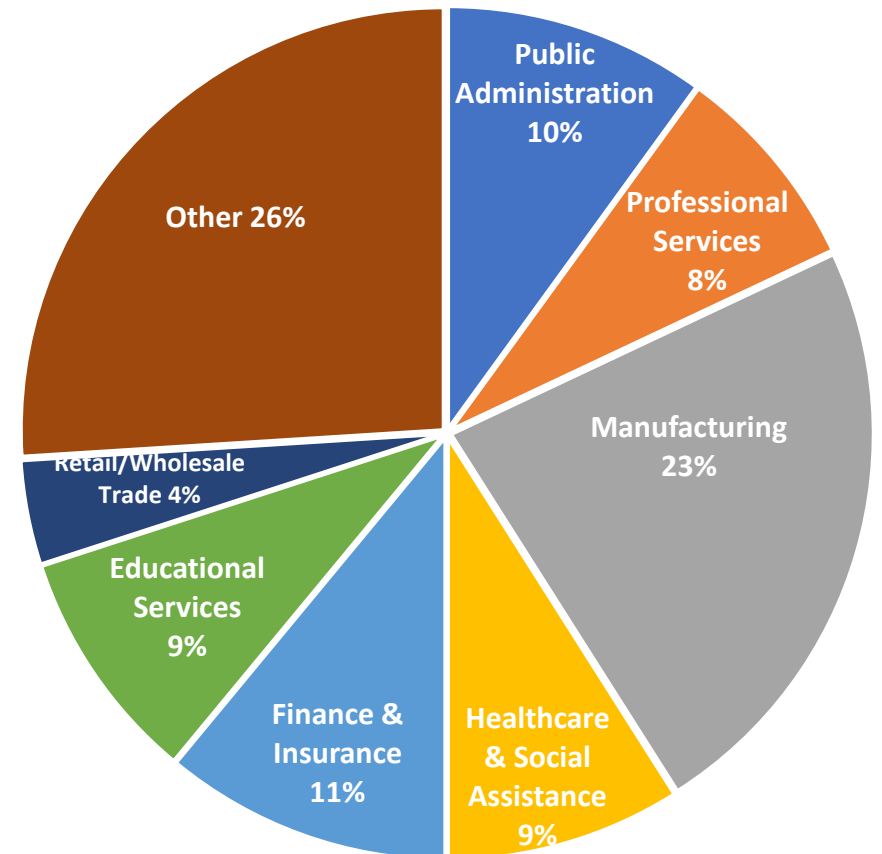
- Frequency of COVID-19 Communications
- Travel Policy
- Benefits Coverage
- Salary vs. Hourly Workers
- Paid Time Off/Sick Leave
- Caregiving/Childcare

Employer demographics

Total responses:
256 employers nationwide

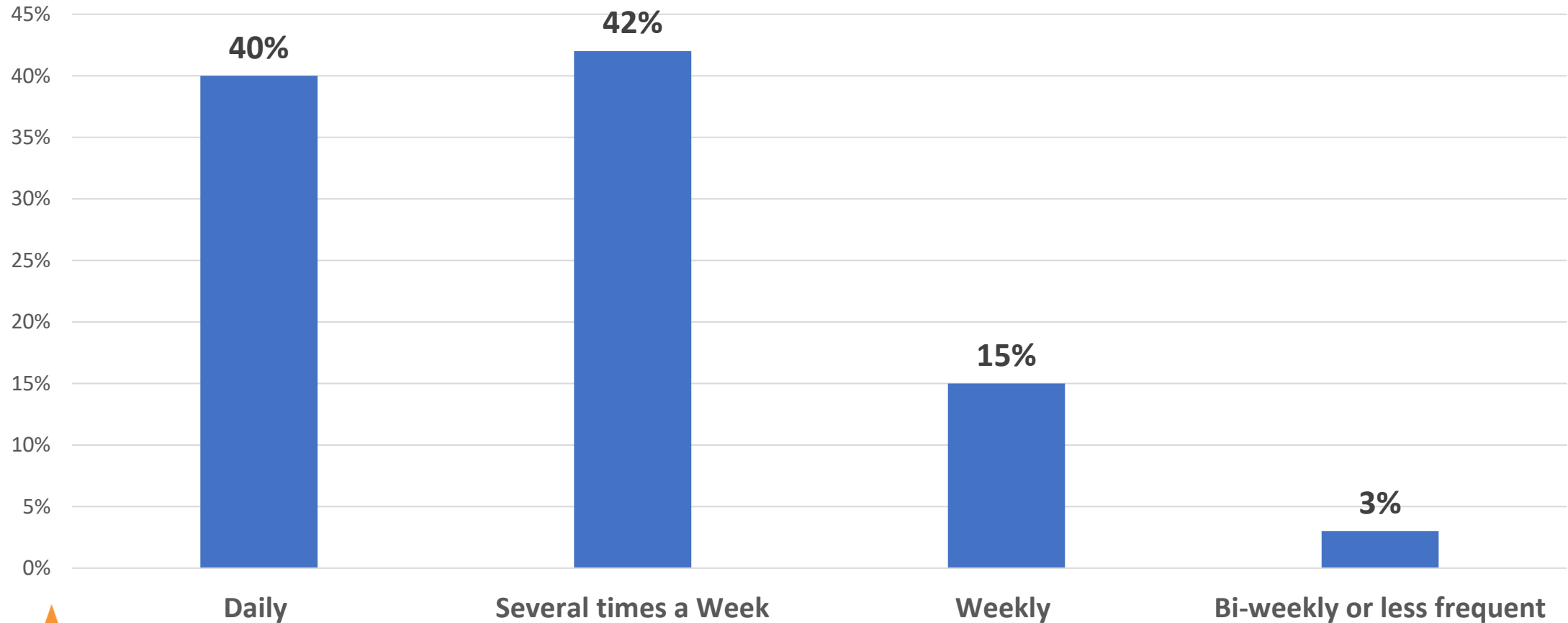


By Size

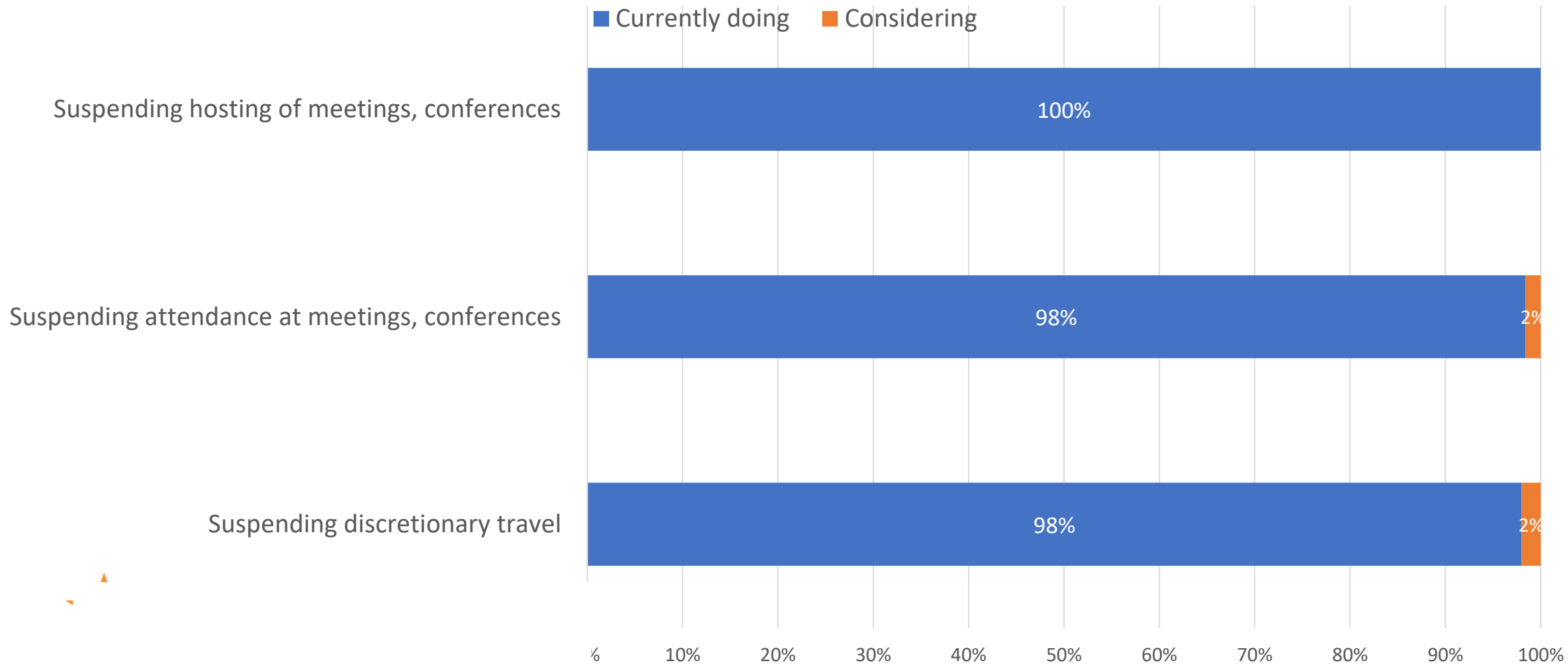


By Industry

How frequently are you educating/updating your employees on COVID-19?



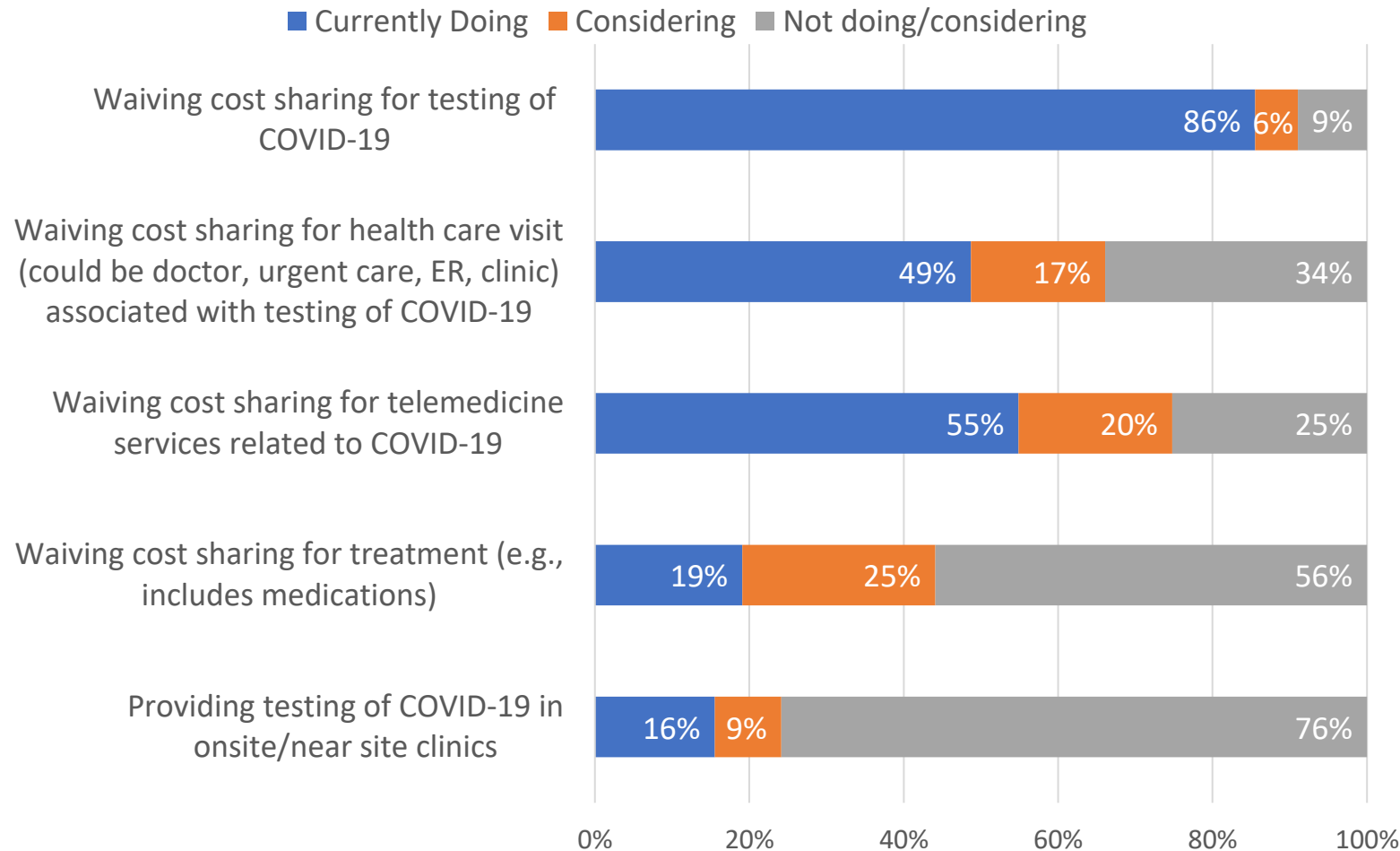
Consensus: No in-person meetings or travel



Benefits coverage

- Great majority waiving cost sharing for the testing of COVID-19
- Roughly half of employers are waiving cost sharing for:
 - Healthcare visits associated with the testing
 - COVID-19 related telemedicine visits
- A minority are waiving cost sharing for the actual treatment of conditions related to COVID-19
- Few employers are currently offering COVID-19 testing at onsite/near site clinics (where applicable)

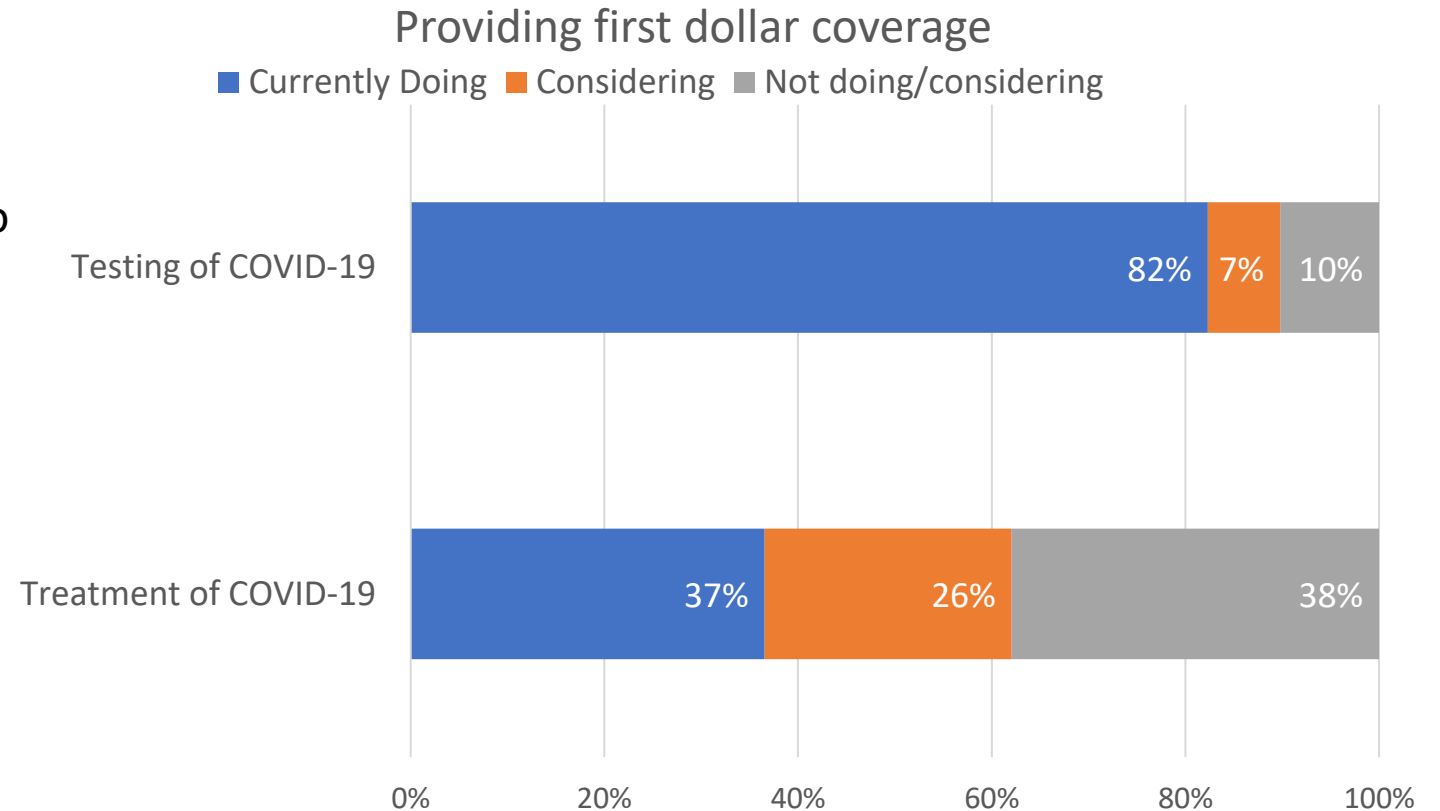
Benefits coverage for all covered lives (overall)



Benefits coverage: HSA high deductible health plans

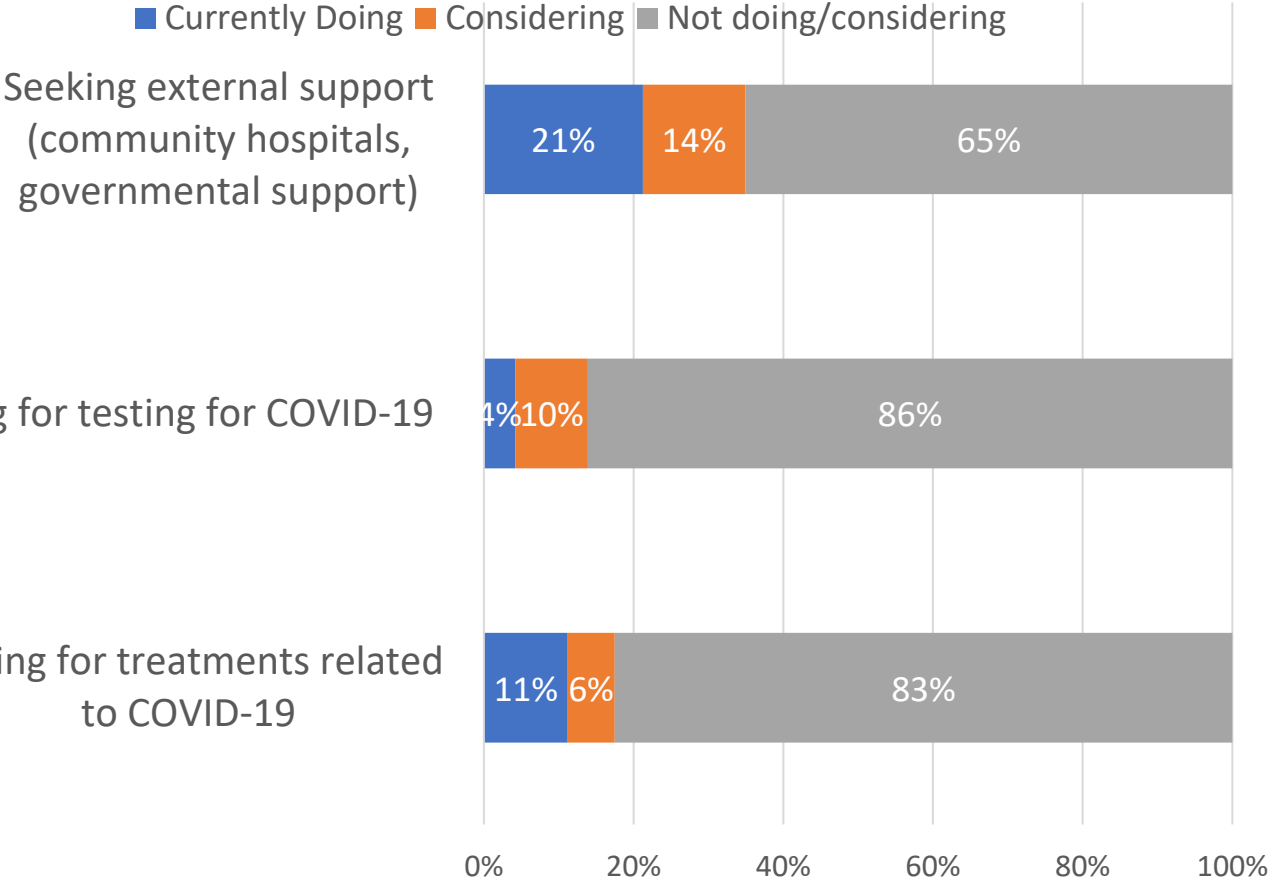
In light of the recent IRS guidance related to HSA HDHPs:

- The great majority are paying or considering to pay for testing as a first dollar benefit
- Less than half are paying for treatment of conditions related to COVID-19 as a first dollar benefit



COVID-19 coverage for non-benefit eligible employees or contractors

Non-benefit eligible employees

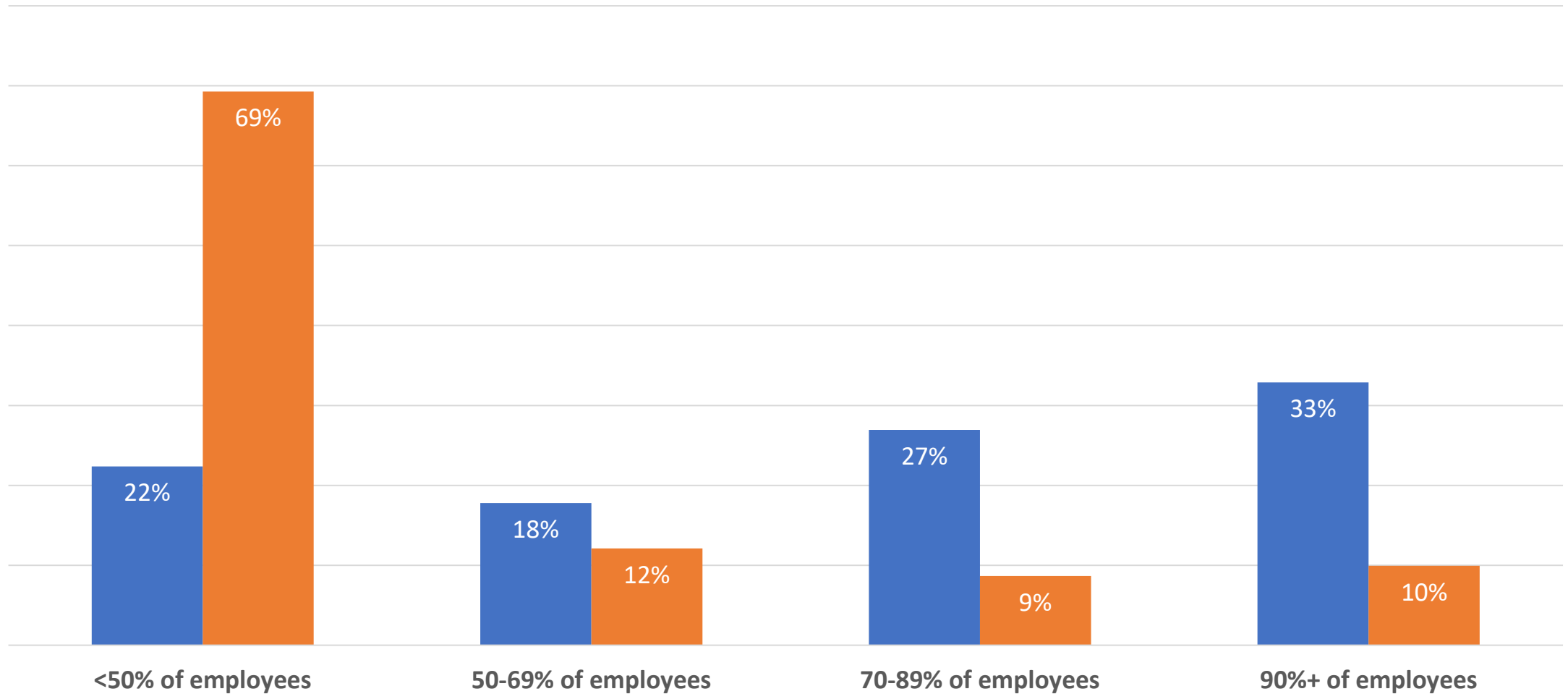


Contractors (sample responses)

- Must meet CDC criteria restrictions
- Only allowing those performing work essential to production
- Continue to ensure they can work, unless finances are not available
- Those that can work from home are doing so
- Same rules for regular employees
- Only scheduled deliveries allowed
- Most consulting and project work is being rescheduled
- Ensure all contractors and visitors follow recommended preventive protocols
- Vendors and visitor complete a small questionnaire to assess risk of COVID-19 prior to building entry

Ability to effectively work from home

■ Salaried ■ Hourly

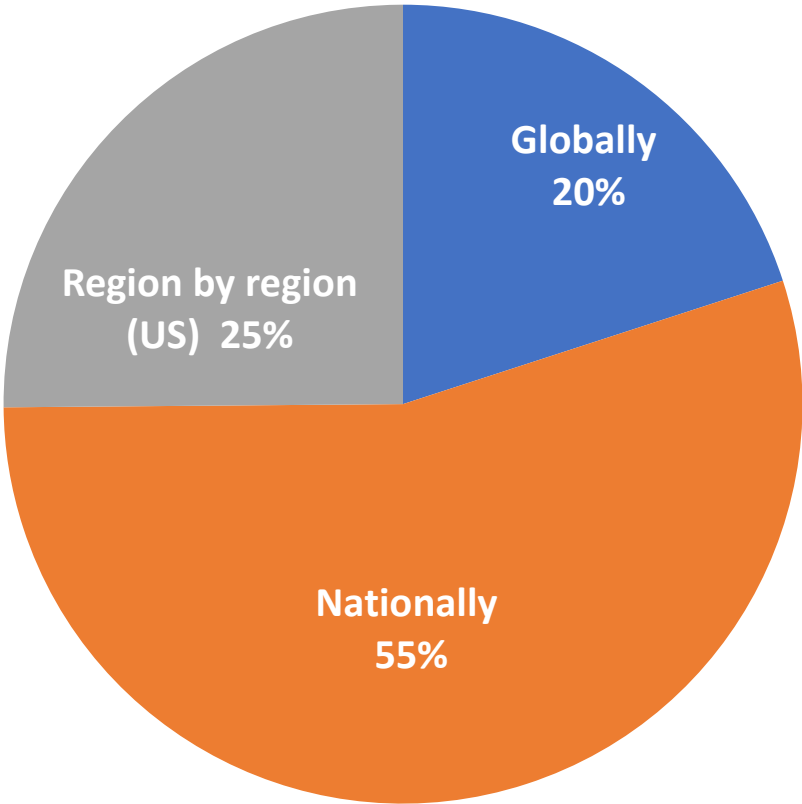


Ability to effectively work from home (by industry)

	Salaried					Hourly				
	<50%	50-69%	70-89%	90+%	N/A	<50%	50-69%	70-89%	90+%	N/A
Educational Services	28%	17%	33%	17%	6%	74%	9%	13%	4%	0%
Finance & Insurance	4%	23%	8%	65%	0%	28%	18%	22%	32%	0%
Healthcare & Social Assistance	35%	30%	13%	22%	0%	71%	10%	0%	14%	5%
Manufacturing	16%	13%	36%	36%	0%	88%	3%	0%	0%	9%
Professional Services	0%	14%	26%	58%	0%	48%	14%	24%	14%	0%
Public Administration	23%	27%	36%	9%	5%	67%	17%	8%	0%	8%
Retail/ Wholesale Trade	38%	25%	25%	13%	0%	70%	20%	10%	0%	0%

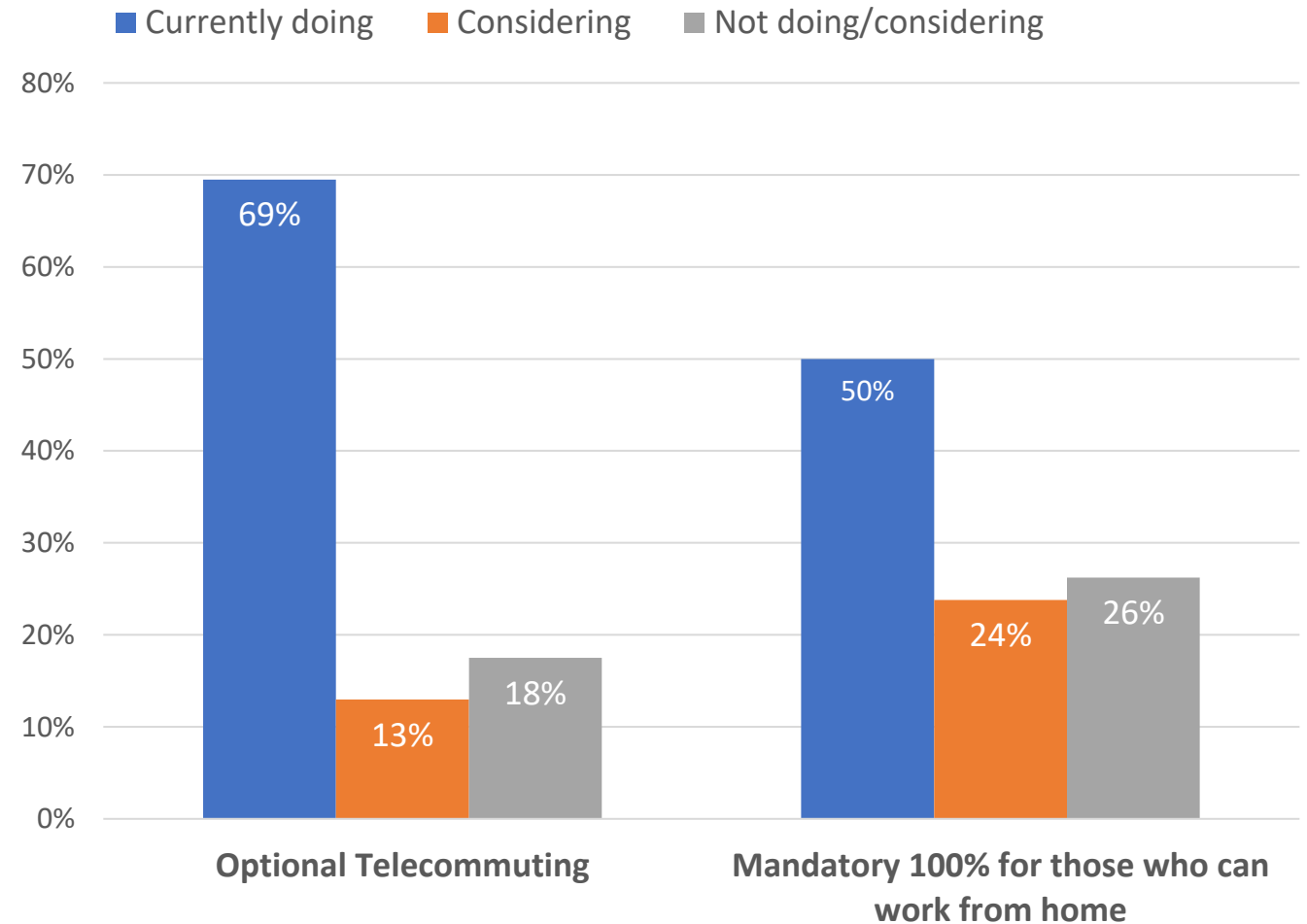
Median range

How COVID-19 related policies are being generally being applied



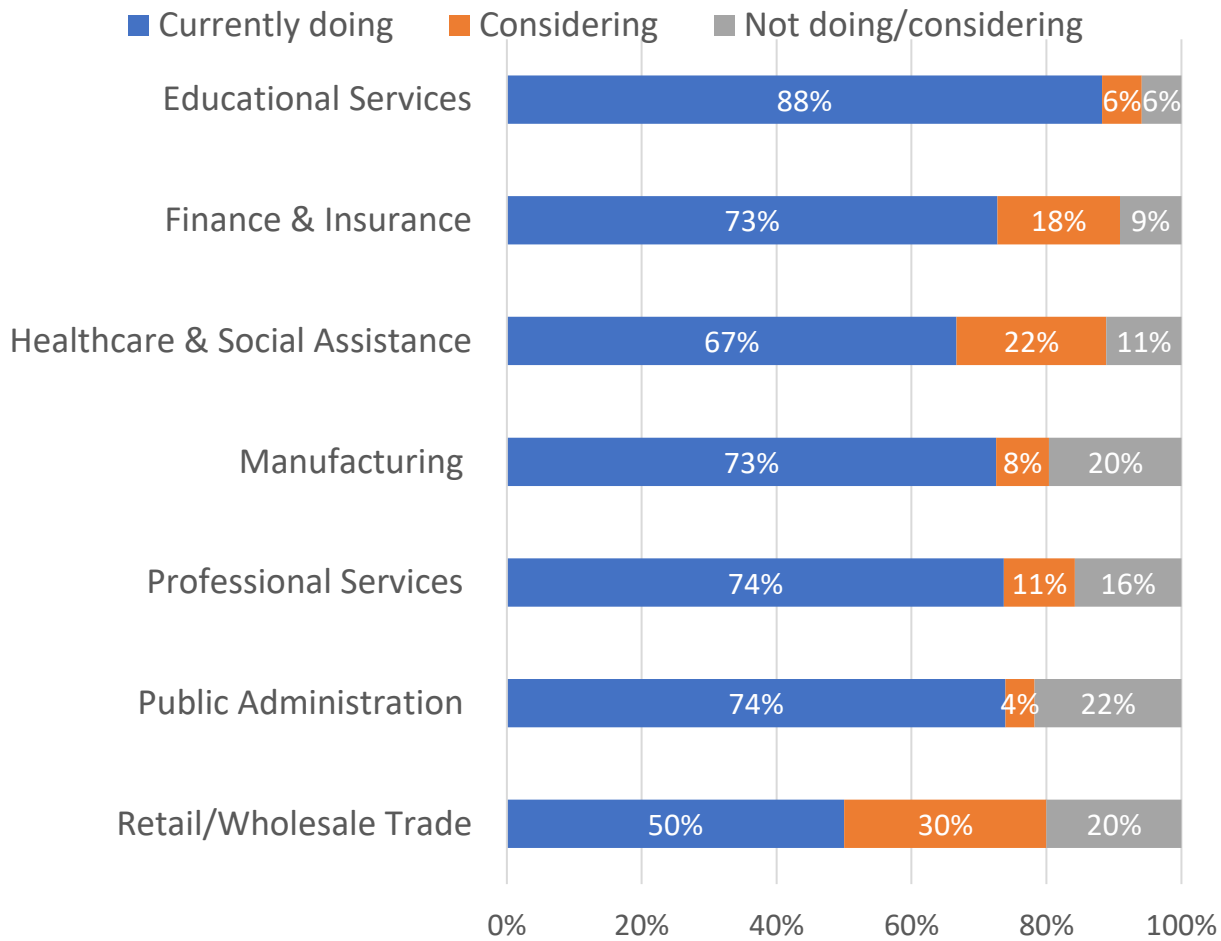
Working from home (overall)

- The majority, whenever possible, have implemented work from home or telecommuting policies

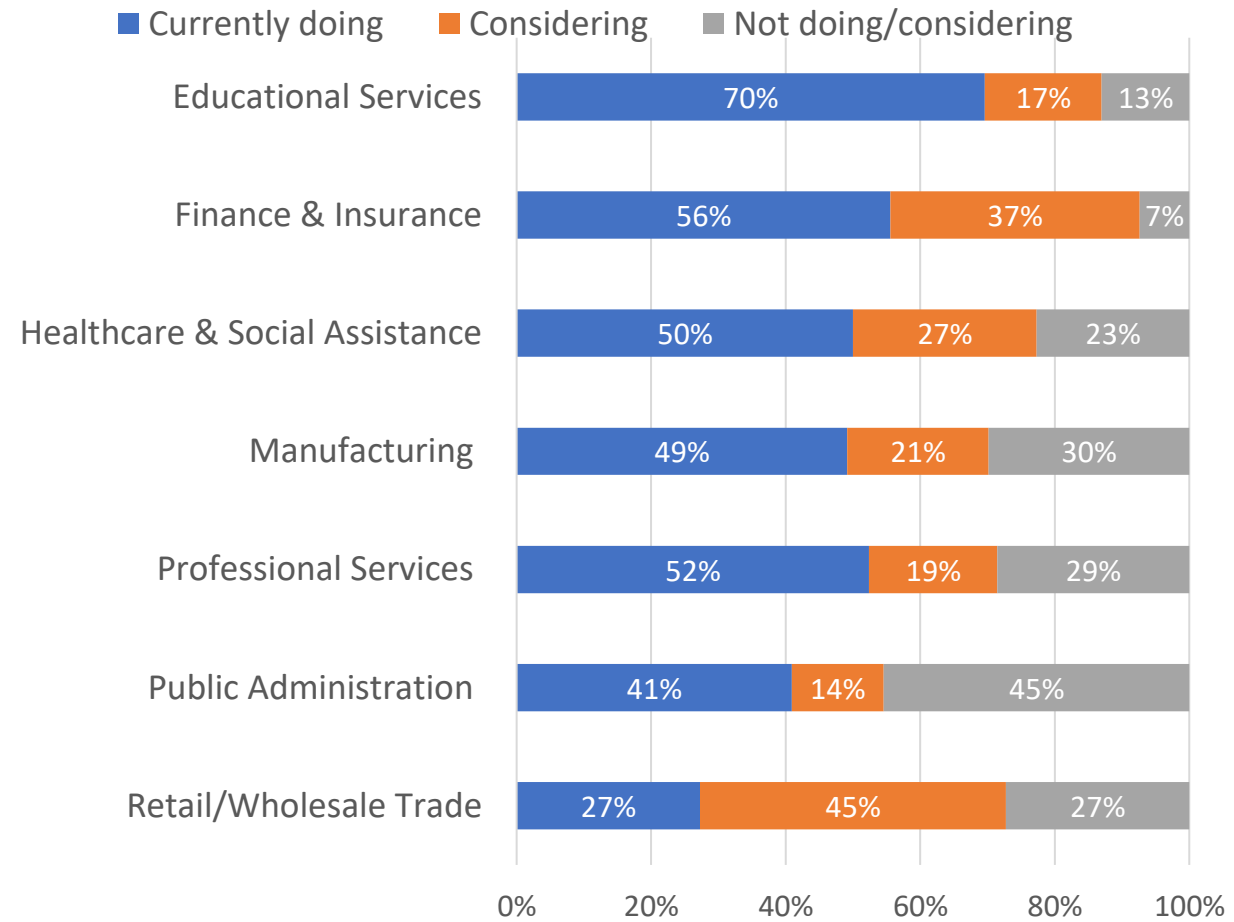


Working from home (by industry)

Optional telecommuting

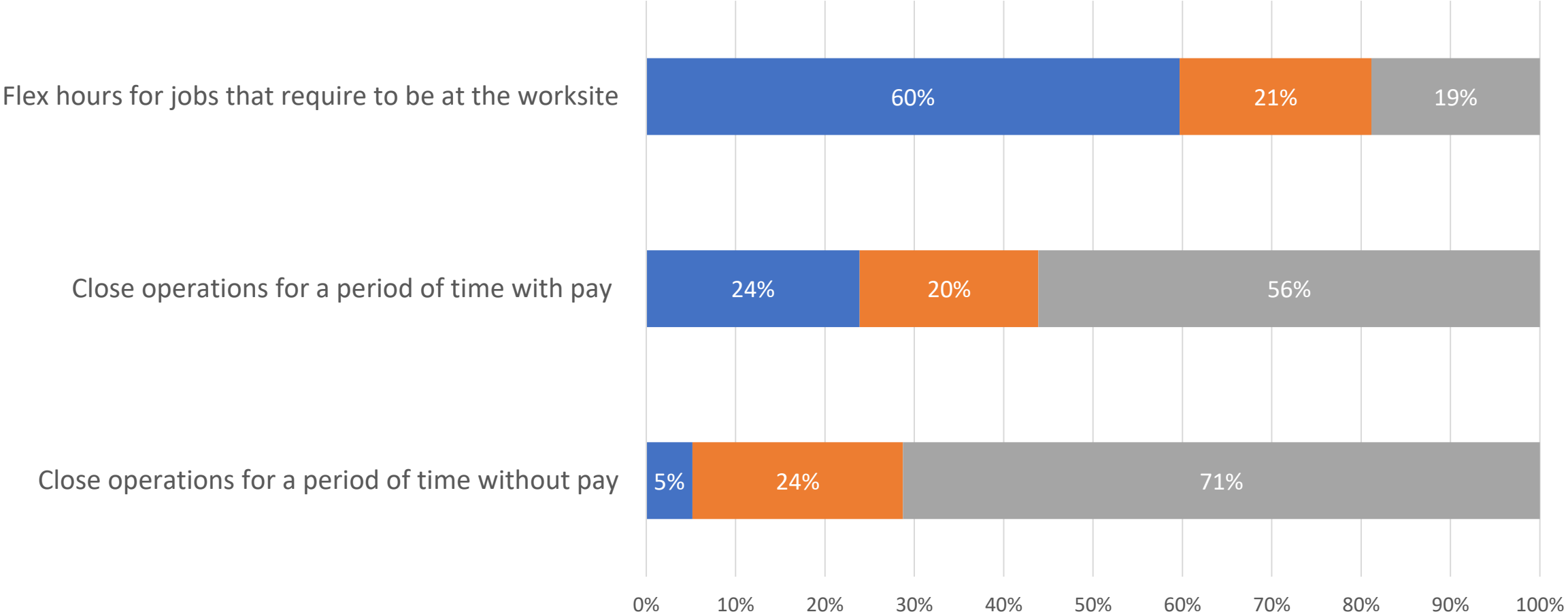


Mandatory 100% for those who can work from home



For employees that cannot work from home

■ Currently doing ■ Considering ■ Not doing/considering



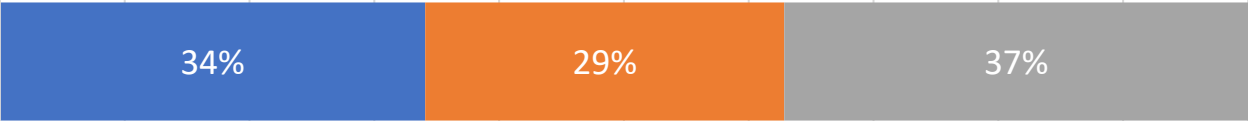
Paid time off/sick leave

■ Currently doing ■ Considering ■ Not doing/considering

Paid sick leave for those quarantined by or sick with COVID-19



Provide additional time off related to COVID-19



Allow employees to donate into a "time off bank" for other employees

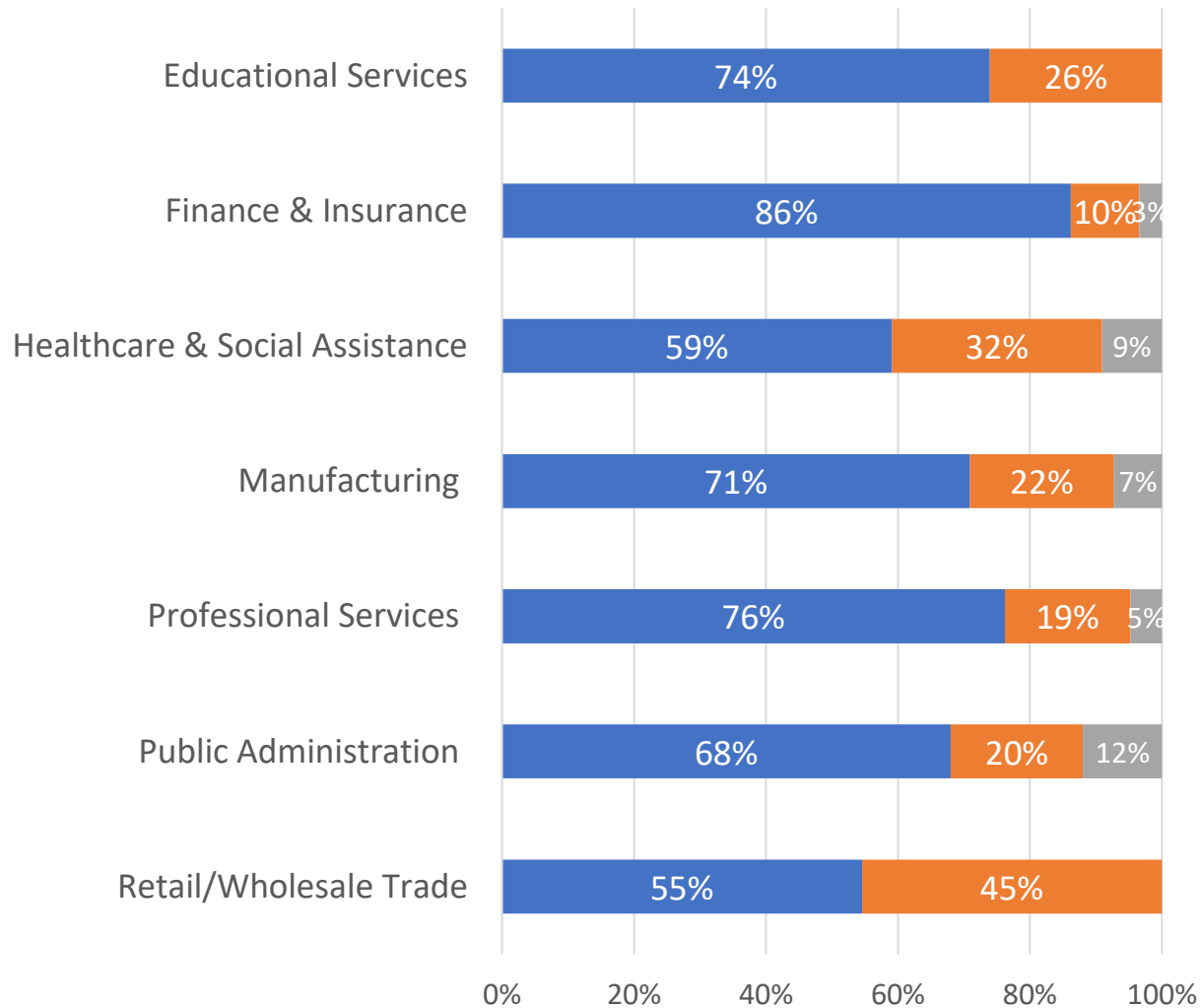


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Paid time off/sick leave (by industry)

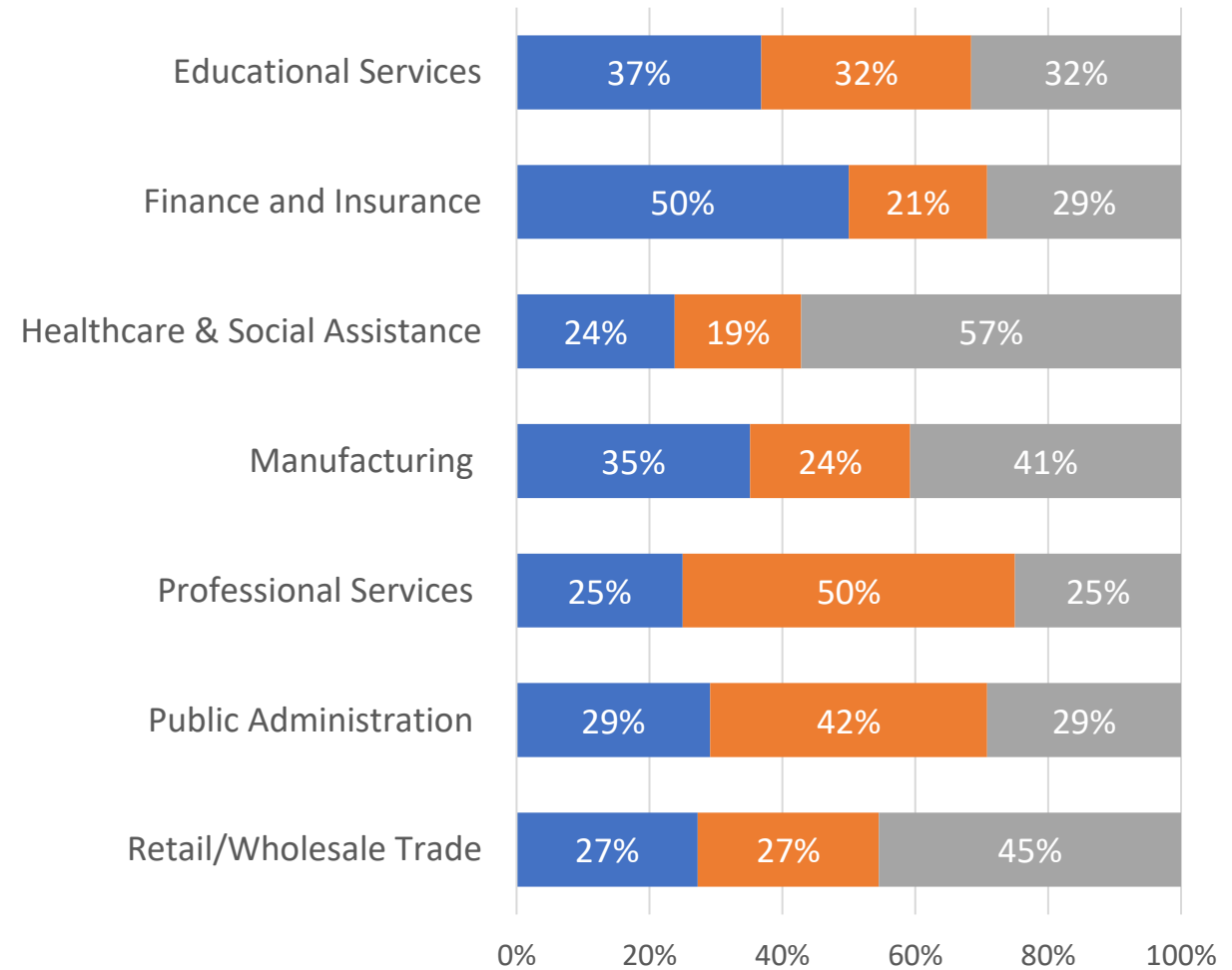
Paid sick leave for those quarantined or sick

■ Currently doing
 ■ Considering
 ■ Not doing/considering



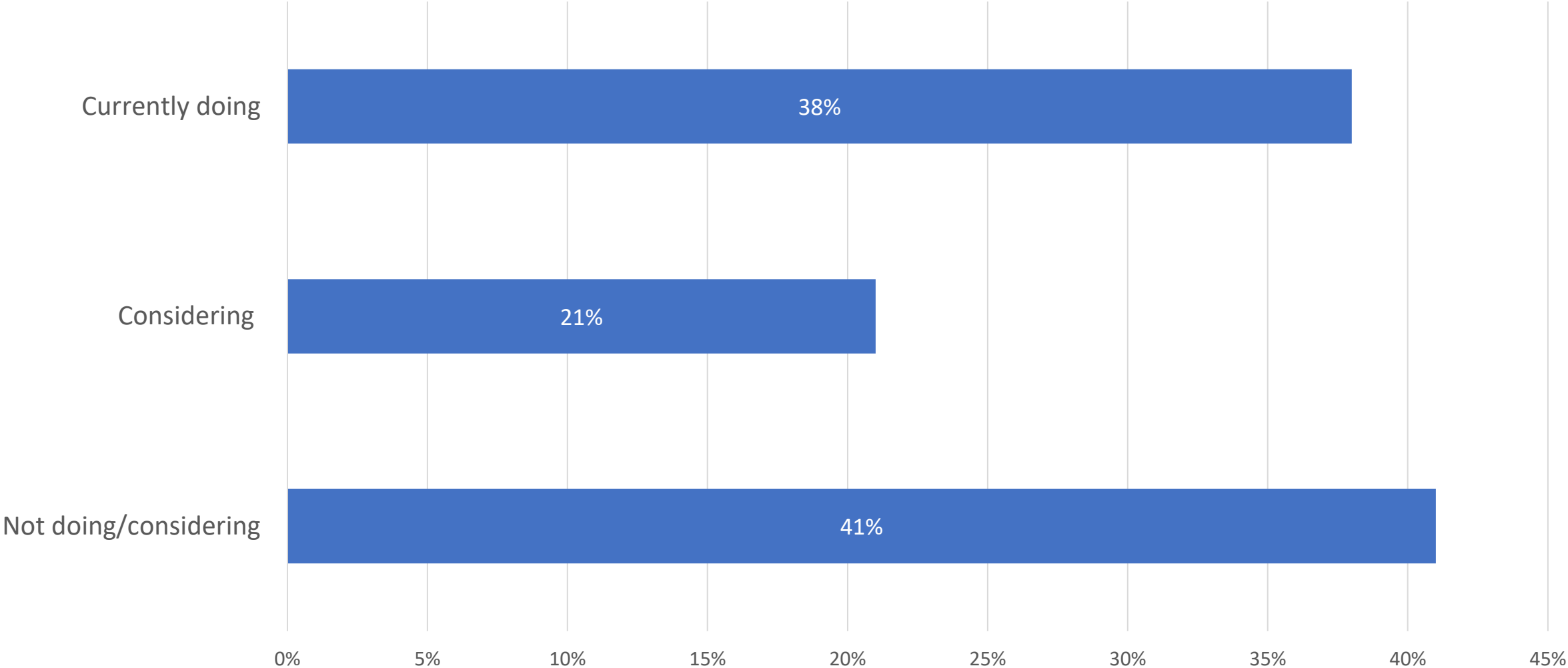
Provide additional time off

■ Currently doing
 ■ Considering
 ■ Not doing/considering



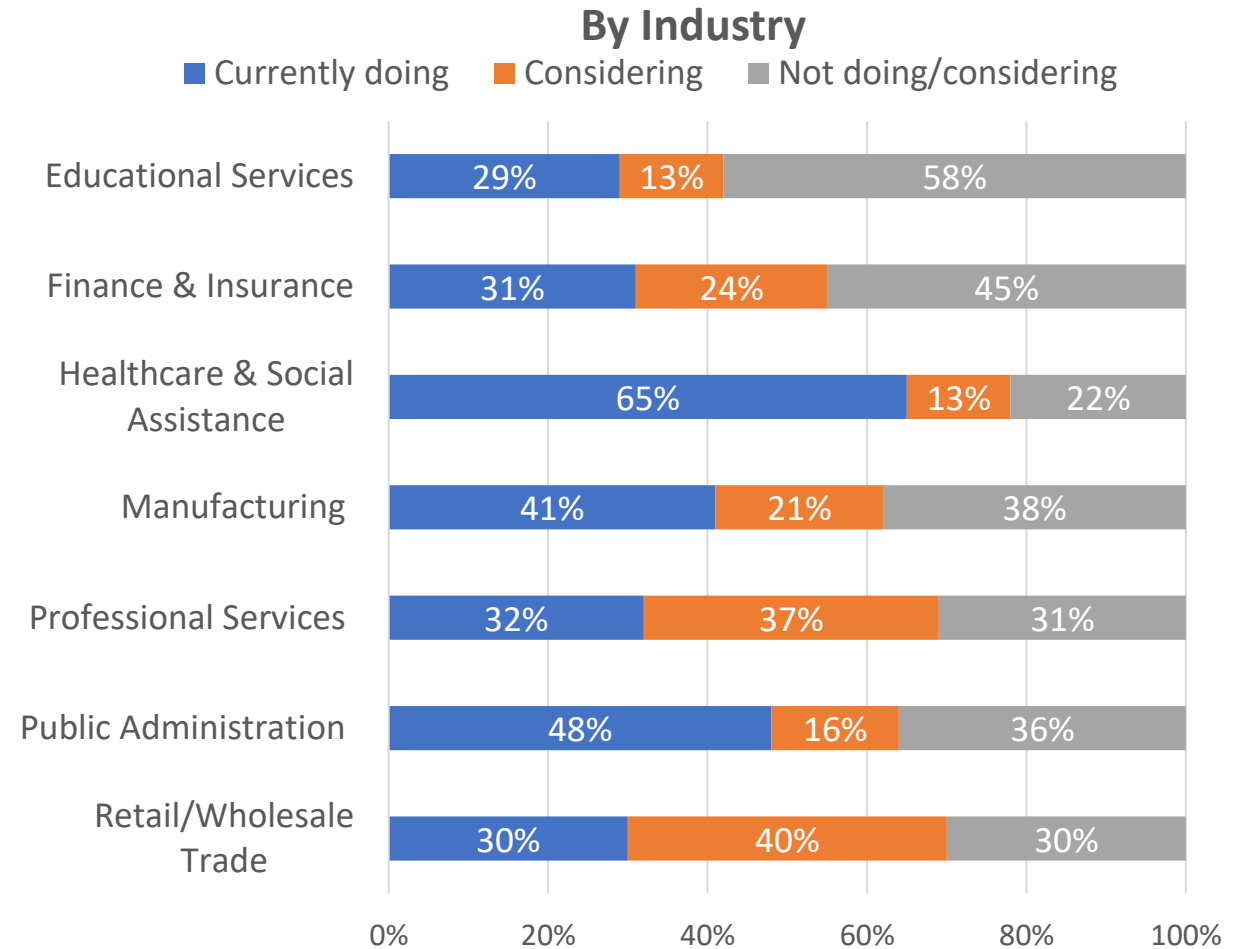
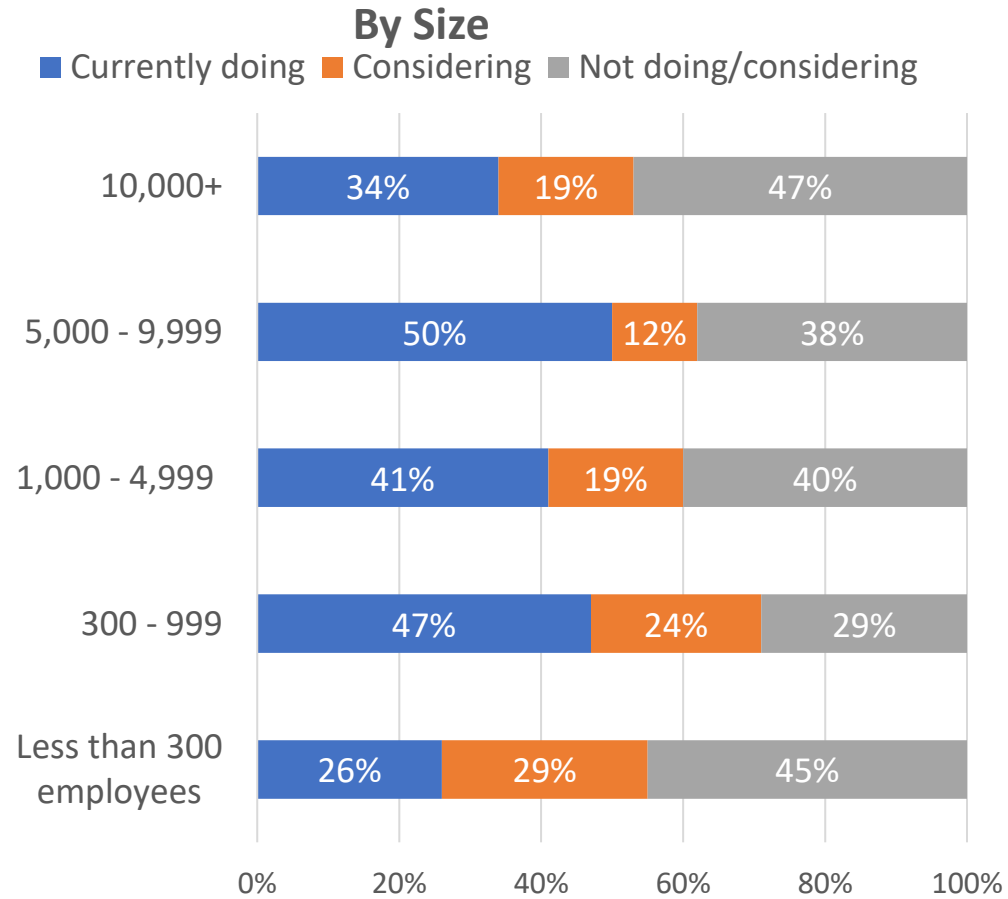
For those who can't work

REQUIRING USE OF VACATION AND OR SICK TIME BEFORE ADDITIONAL PAID LEAVE



For those who can't work

REQUIRING USE OF VACATION AND OR SICK TIME BEFORE ADDITIONAL PAID LEAVE

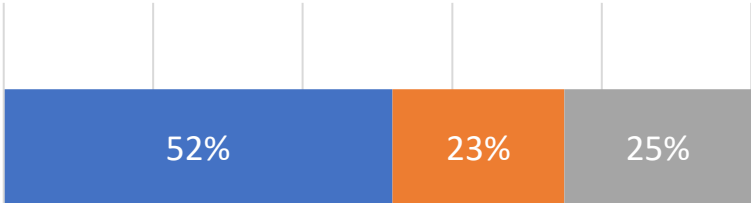


Emotional and caregiving support

■ Currently doing ■ Considering ■ Not doing/considering

- Over half are providing special support for the emotional risks posed by COVID -19
- Accommodation of caregiving responsibilities (e.g., schools and daycare shutting down) is also a key issue employers are considering
- Some are offering extended family leaves on either a paid or unpaid basis

Provide special support for the emotional risks posed by COVID-19



Unpaid family leave for caregiver support affected by COVID-19



Paid family leave for caregiver support affected by COVID-19

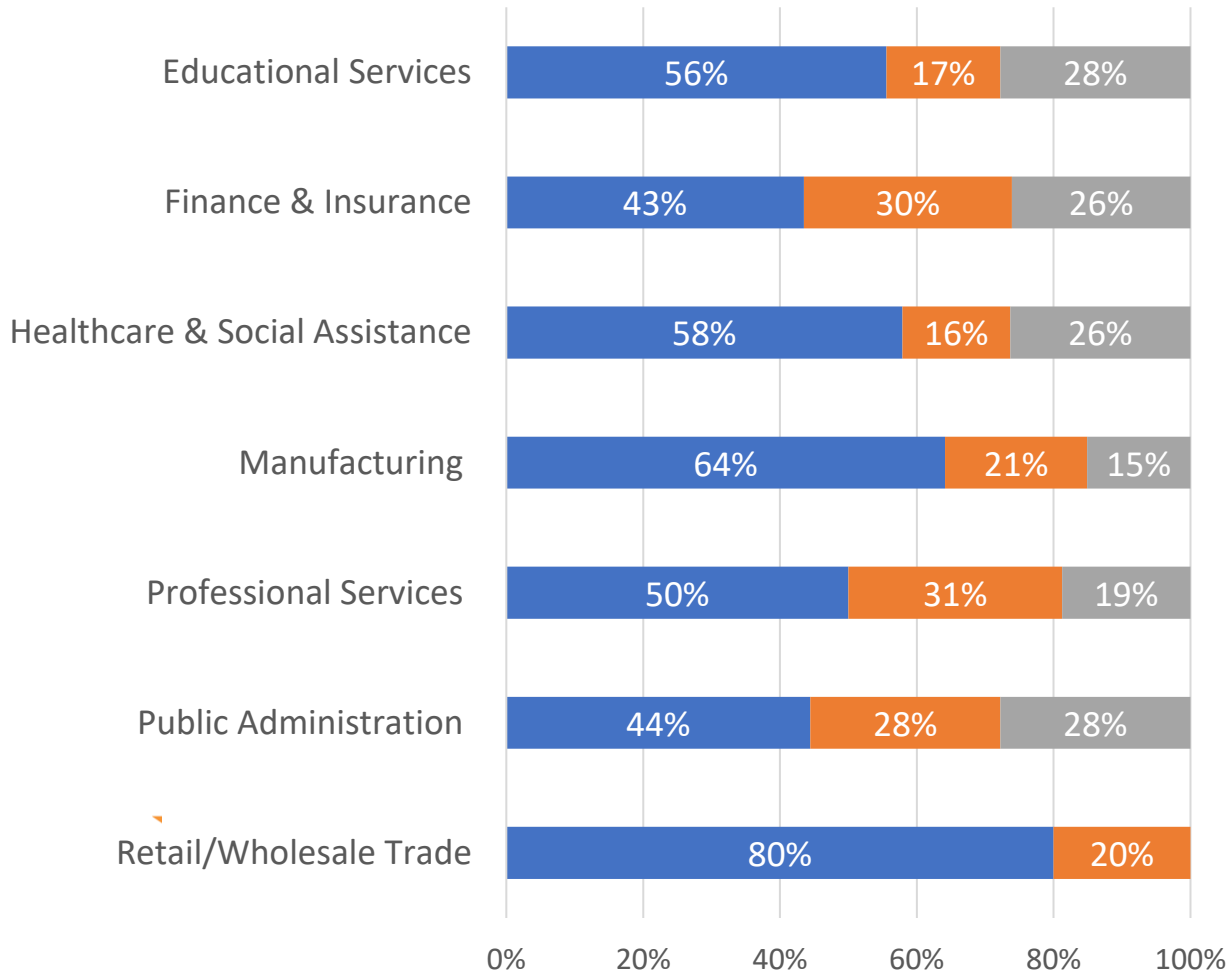


0% 20% 40% 60% 80% 100%

Caregiving affected by COVID-19 (by industry)

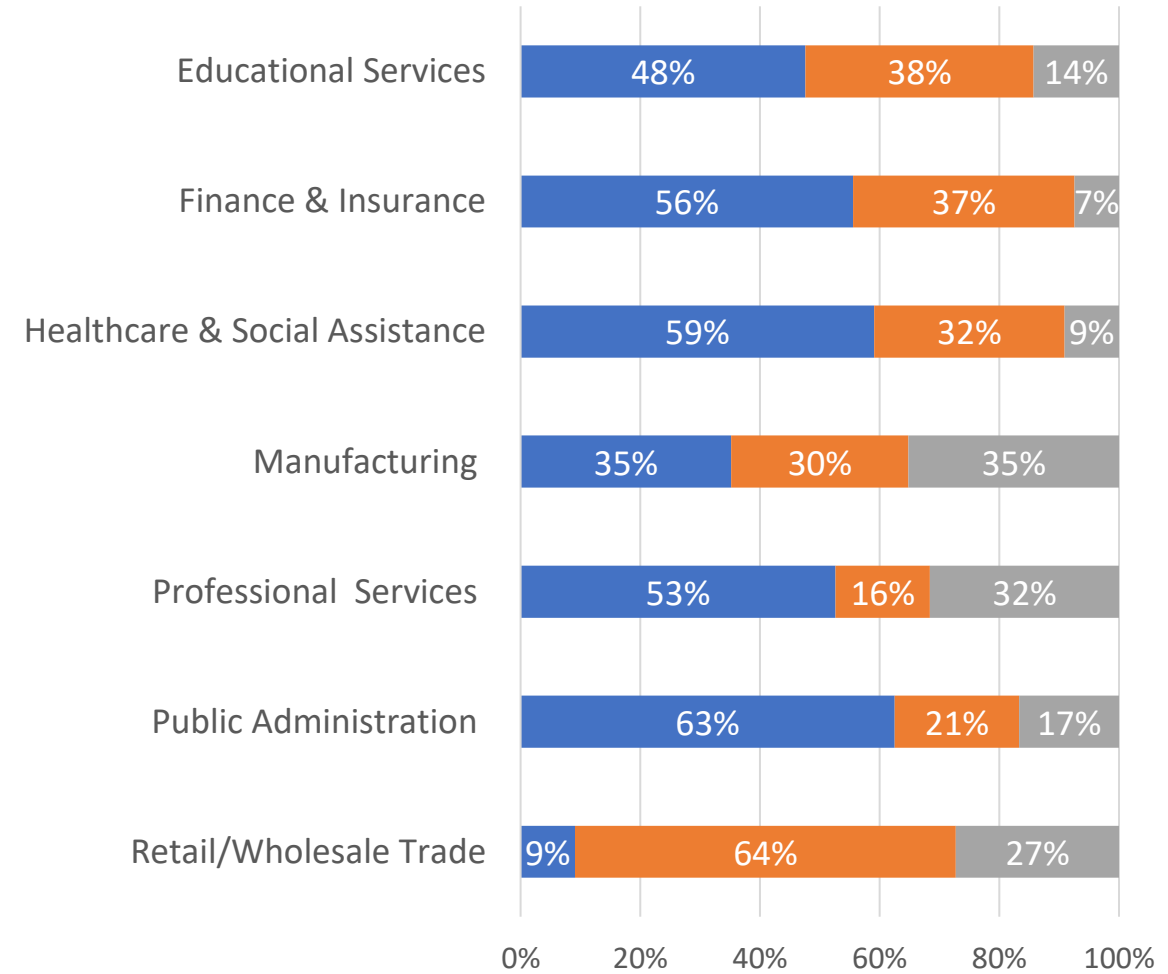
Unpaid family leave for caregiver support

■ Currently doing ■ Considering ■ Not doing/considering



Paid family leave for caregiver support

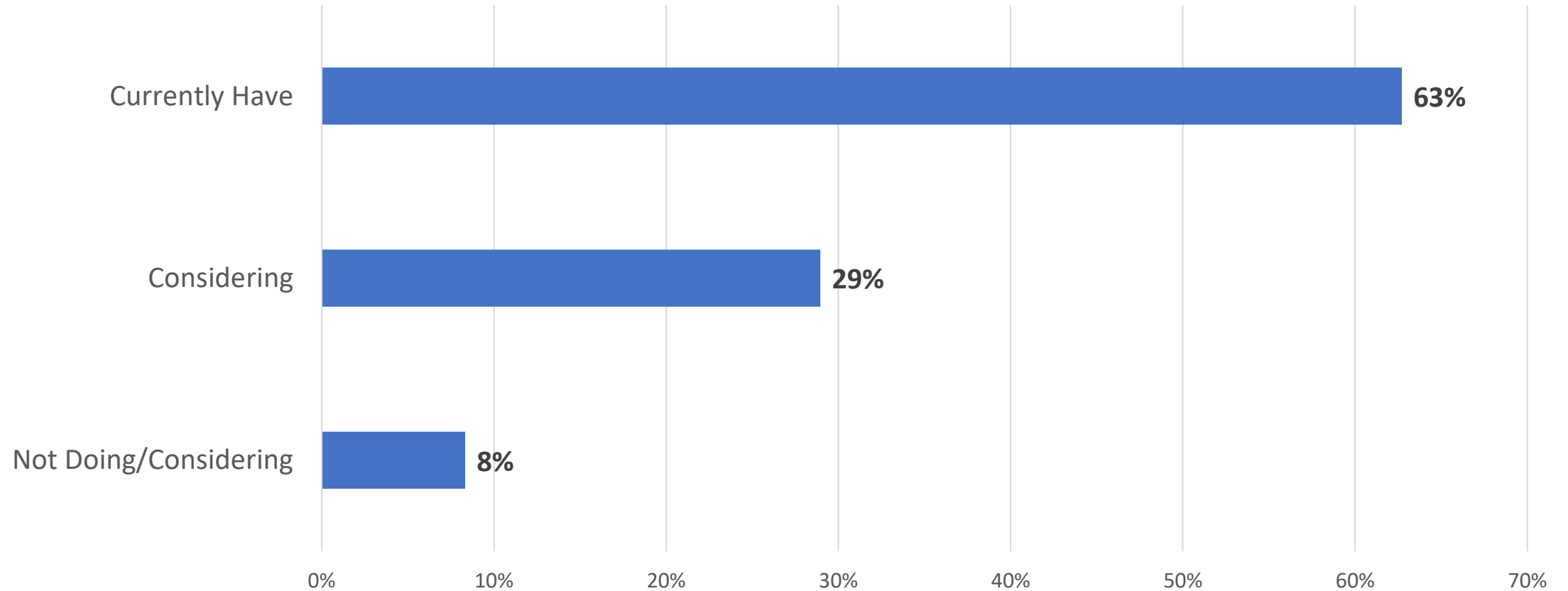
■ Currently doing ■ Considering ■ Not doing/considering



Examples of approaches related to those with young children

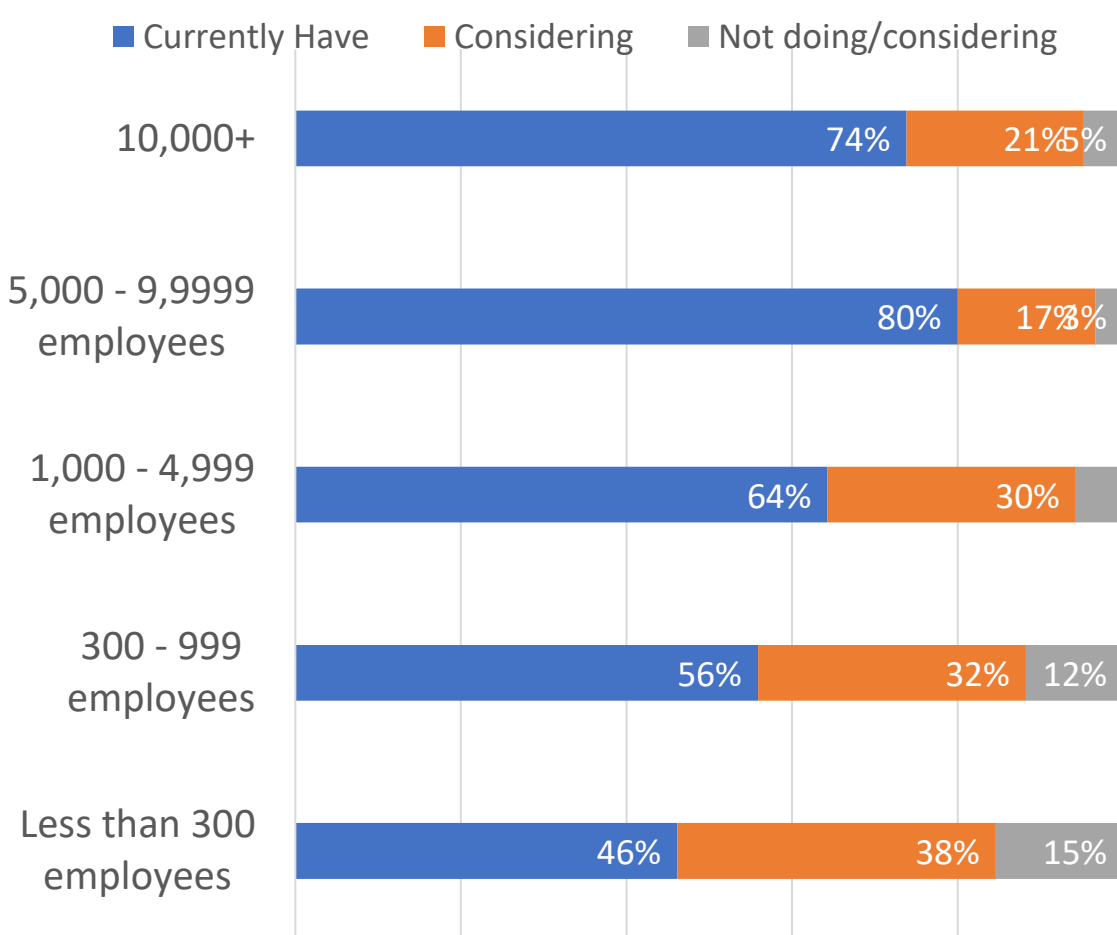
- Encouraging to work from home - with pay
- Providing paid leave/flexible schedules for employees with young children
- Flexible time off (paid if vacation/sick time available or unpaid)
- Relaxing work from home policy while kids are home
- Can work remotely until further notice
- Not making special considerations at this time – but may change depending upon the extent of the closures
- Manager determine process – can allow flexible work schedule and paid time off

Organization has formalized infectious disease response plan

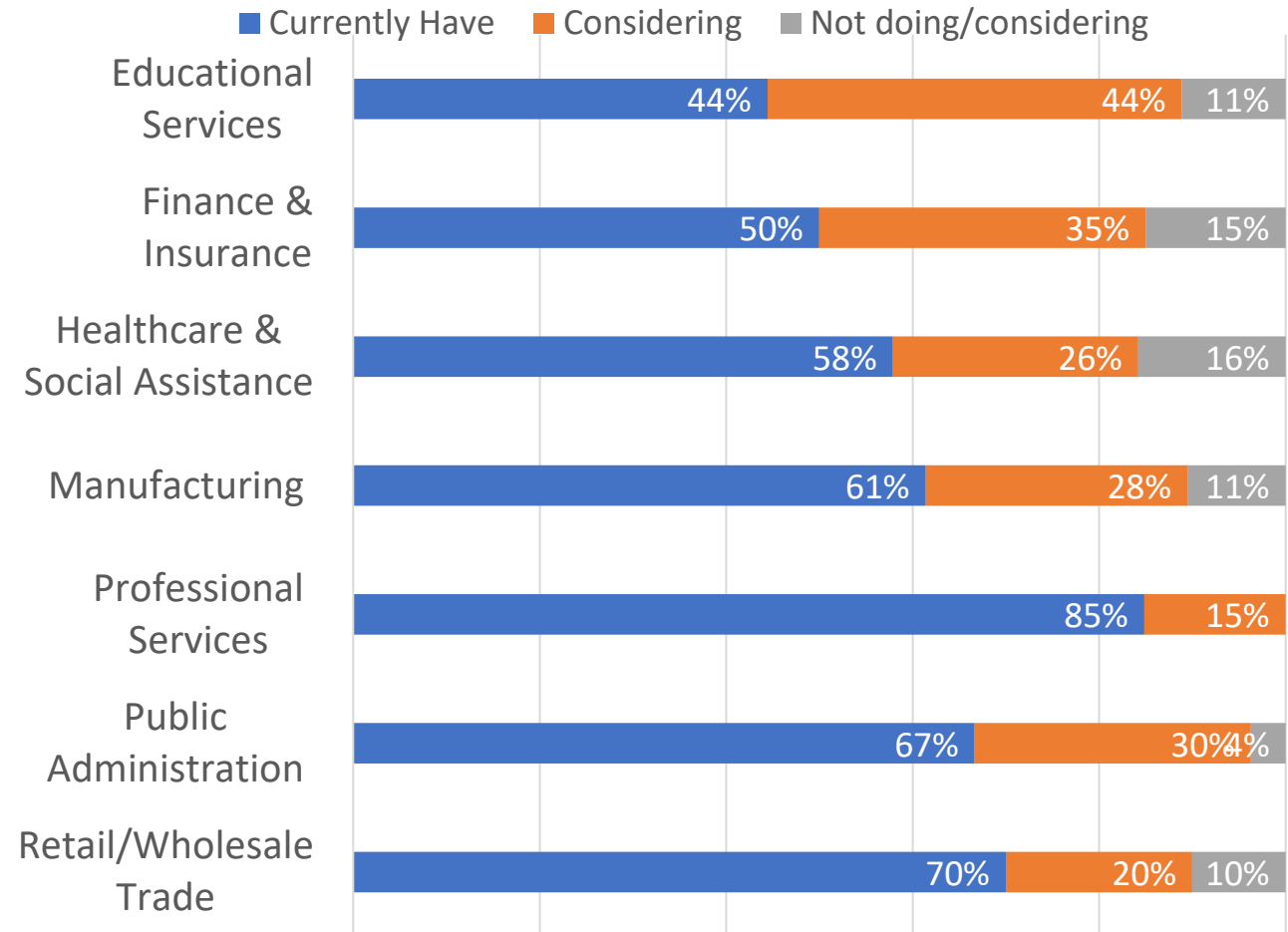


Organization has formalized infectious disease response plan

By size



By industry



How can coalitions best support employer COVID-19 efforts?

- Share best practices to support employees
- Offer information and available resources for employees on telemedicine, changes in Rx policies
- Provide information regarding our insurance and network options
- Keep us informed of changes or suggestions for handling employee matters
- Provide credible information on impact of economic fallout – what it could do to clients, staffing levels and ability to sustain coverage for employees
- Send accurate governmental and other COVID-19 updates
- Offer access to testing and cost info - would like to commit to paying for, but not without information
- Once available - supply lists of locations for free testing
- Provide relevant and reliable information and policy templates