



2022 COVID-19 WORKPLACE SURVEY

Nevada Association of Employers

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INTRODUCTION

Nevada Association of Employers would like to thank all the individuals that took part in the 2022 COVID-19 Workplace Survey. We believe this report provides important information about what business are doing as the COVID-19 pandemic continues into 2022.

METHODOLOGY

All businesses throughout the state of Nevada were encouraged to participate and provide their responses to a total of 5 questions related to their COVID-19 practices, including remote work, testing, and vaccination.

The results for all questions are displayed as percentages of the total responses per category and have been rounded to the nearest whole number. The percentages were calculated by dividing the number of respondents selecting a specific response by the total number of responses to the question. The higher the percentage, the more respondents that selected that response to the questions.

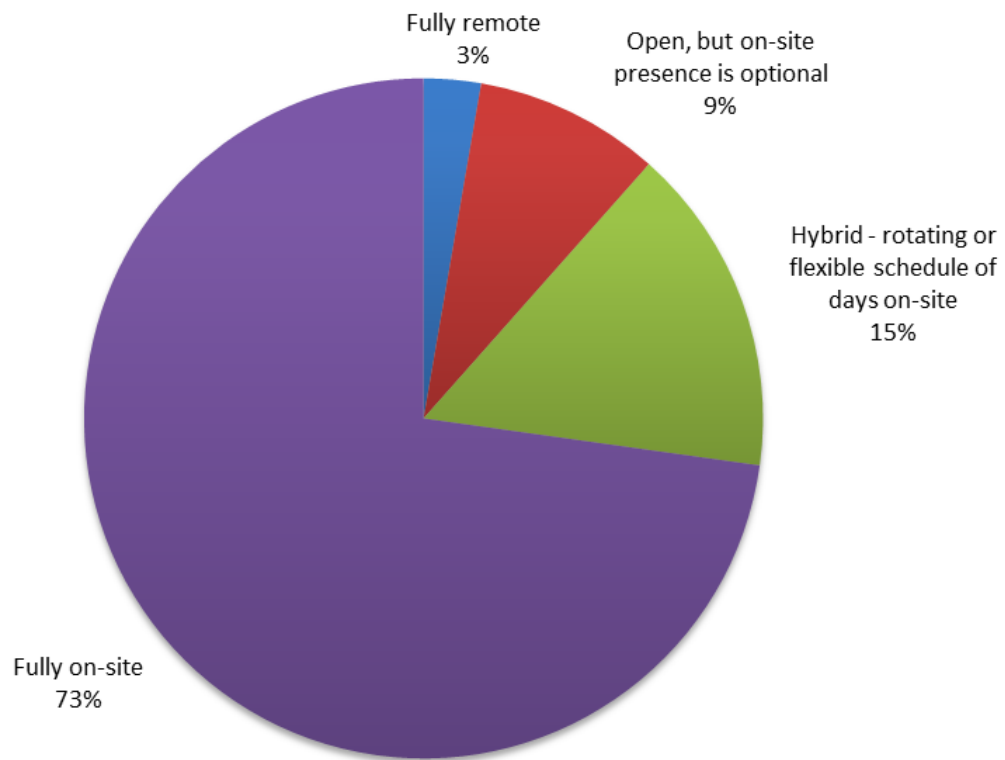
Interpretation of the survey results should be done with caution. The fact that a practice is followed by a majority of companies may not be reason alone for any company to adopt the same practice. Special circumstances at one company may justify a practice, but this does not mean that same practice will be of equal value to another company.

DATA COLLECTION

Data for the 2022 COVID-19 Workplace Survey was collected from January 5 to January 10, 2022. A total of 147 participants completed the survey. The survey was conducted anonymously, and no identifying information was collected from any of the survey respondents.

SURVEY RESPONSES

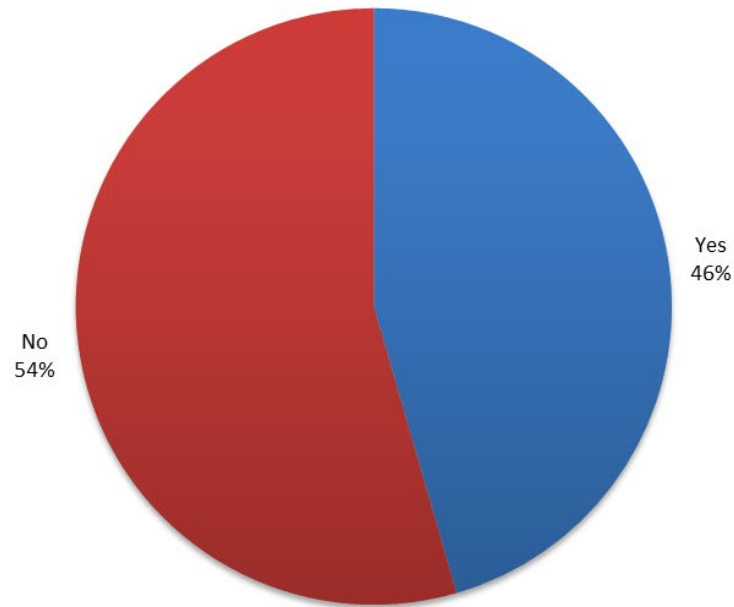
1. The current status of your workplace is:



	Percentage	Responses
Fully remote	3%	4
Open, but on-site presence is optional	9%	13
Hybrid – rotating or flexible schedule of days on-site	16%	23
Fully on-site	73%	107

SURVEY RESPONSES

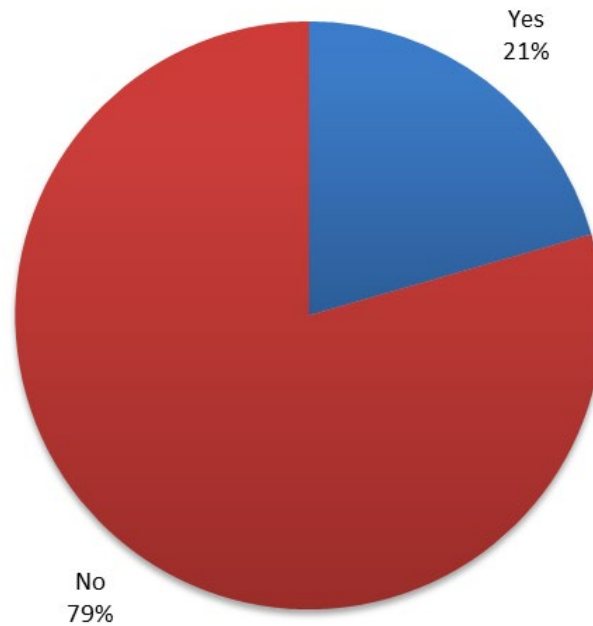
2. Have you or are you considering allowing some or all staff to work remotely for the immediate future given the current COVID surge?



	Percentage	Responses
Yes	46%	66
No	54%	79

SURVEY RESPONSES

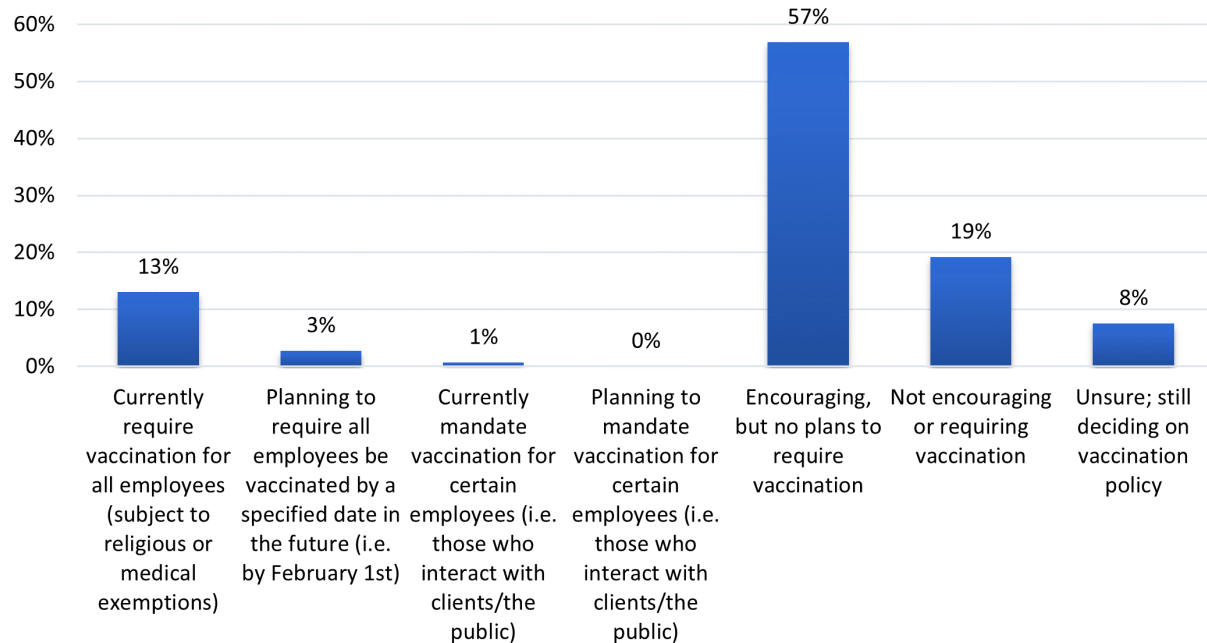
3. Are you currently or are you considering periodic COVID testing of employees given the Omicron variant?



	Percentage	Responses
Yes	21%	30
No	79%	116

SURVEY RESPONSES

4. Which of the following best describes your organization's approach to COVID vaccination?



	Percentage	Responses
Currently require vaccination for all employees (subject to religious or medical exemptions)	13%	19
Planning to require all employees be vaccinated by a specified date in the future (i.e. by February 1st)	3%	4
Currently mandate vaccination for certain employees (i.e. those who interact with clients/the public)	1%	1
Planning to mandate vaccination for certain employees (i.e. those who interact with clients/the public)	0%	0
Encouraging, but no plans to require vaccination	57%	83
Not encouraging or requiring vaccination	19%	28
Unsure; still deciding on vaccination policy	8%	11

SURVEY RESPONSES

5. Please tell us your greatest concern or challenge regarding the ongoing COVID pandemic and your workplace. (*Examples: administering a mandatory vaccination policy, compliance with COVID safety protocols, maintaining adequate staffing due to COVID infection/Exposure, etc.*)

Administering a mandatory vaccination policy

When employees continue to have to call in sick to protect others, work does not get completed. Deadlines are missed. Our work requires training and familiarity with the project and you can't just have someone else fill the positions.

We are currently administering safety protocols and cleaning extra times hoping to mitigate the spread.

Maintaining adequate staffing due to COVID infection/exposure. Employees panicking if another employee tests positive. Overall moral.

Mandates on vaccinations.

Many of our employees are opposed to mandated vaccination and this will impact our workforce. We will mandate once legally obligated.

Timely testing to get the employees either home to work or back as soon as possible.

Maintaining adequate staffing due to COVID

If the ETS goes into effect, testing of non-vaccinated employees. The lack of tests, the nonsensical approach in that the variants are spread by fully vax and boosted people, too.

Maintaining adequate staffing due to COVID exposure has been a huge concern this past week!

All employees voluntarily are vaccinated and voluntarily test on a regular basis. All employees also practice strict COVID precautions: Self quarantine, mask wearing, etc. and we require the majority of our clients to do the same.

Not meeting clients and colleagues in person.

Vaccination policy - Protocols for people being around someone who tested positive - how long to pay workers who are out with a positive result of a test.

Administrating the OSHA ETS for vaccination and testing.

Maintaining adequate. Staff due to illness or exposure.

Maintaining the health and safety of our employees and customers.

We only have 2 unvaccinated employees out of 26. Both of them had Covid in December. We are fortunate as employees exhibit incredible teamwork when a co-worker has tested positive. We have had a total of 10 since the original outbreak. Some cancelled their scheduled time off voluntarily.

Adequate PPE has been an issue as McKesson has some items on hold.

Administering a mandatory vaccination policy is a concern. We have not had any issues with compliance for covid safety protocols. We are fully staffed but the concern is that if we require a vaccine we will not be.

Administering a mandatory vax policy as a federal contractor while maintaining our needed headcount to meet our customer demand.

Maintaining adequate staffing due to COVID infection/exposure.

The greatest concern is business continuity and of course the morale of employees dealing with yet another potential outbreak or surge. We strive hard to ensure safety of all employees and stay in compliance. The challenge of compliance and understanding each side of the spectrum of staff. My biggest concern is how to ensure staff we are doing our best and how can we help them understand the facts to support the employer with COVID policies/processes put into place? We are under 50 but yet trying to balance the safe environment without mandating; it's a challenge!

The threat of attrition if employees are mandated to test on a weekly basis. We don't believe the inventory of tests will meet the demand if the OSHA mandate is upheld.

Maintaining adequate staffing due to infection/exposure, lack of available and expedient testing needed for clearance, and socioeconomic trends creating recruiting difficulties.

Finding new hires in general willing to work onsite.

Recording keeping for the upcoming for the "weekly testing if not vaccinated" mandate.

Greatest concern is how to protect our staff from the unvaccinated consumers. We cannot deny disability services to individuals seeking them per our funding requirement.

The greatest concern is political and media spin on what is true and what is not. Also, being unsure about who/what to believe and different parts of the government (administration, OSHA, CDC) not agreeing on the appropriate response.

We will continue to comply with COVID safety protocols. We currently take temps before every shift and ask assessment questions. When a person calls in sick or goes home sick the COVID assessment questions are asked to determine if the person needs to be tested. We clean before and after each shift and do a deep clean once a week.

Maintaining adequate staffing. The flip side of that challenge is encouraging employees to stay home if they feel sick and then their ability to test in a timely manner. Testing right now is

definitely a challenge because there is a shortage of available test kits and facilities are backed up and difficult to schedule.

Staff does not want to work, the increased prices of everything in surrounding area and trying to keep up with the demand for higher pay, the constant mandates that don't seem to be helping but just hindering workflow more than anything.

My concern is the lack of concise information. Every day it is something different. People are very tired of COVID and different information coming from CDC, government and employers. Losing a large portion of our employees due to the government mandating Vaccinations in the workplace.

Managing multiple viewpoints of employees.

Maintaining adequate staffing due to COVID quarantine exposure rules.

We are in the process of revising our COVID policy, and given the updated CDC guidelines, I am recommending that we exercise an option to be a little more strict than what the CDC is advising as far as quarantine guidelines. We are also currently under 100 employees, but by mid-year will have over 100 employees due to an acquisition, so I am still in the process of exploring our options. The majority of our current staff is vaccinated already and boosted, but the breakthrough cases are occurring more than I care to see.

Compliance with COVID safety protocols.

Ever-changing OSHA ETS requirements.

Testing times.

Ongoing short staffing due to quarantine times and not returning to work until negative test when symptomatic.

We developed guidelines for working in the office back in the fall of 2020. The guidelines are consistent with State, Local, and CDC requirements. Importantly, we kept our guidelines as simple as possible, and the most important aspect of our guidelines, that we missed in our first iteration, was to clarify that if an employee is sick or exposed, we will help them get their equipment to work from home. Prior to that, we had people making a tortured decision where they felt they had to trade off not working and not getting paid with coming into the office while potentially sick.

Our greatest concern at present is the requirement to enforce the OSHA mandated vaccination or regular testing program. We will comply as necessary of course, but really do not want to and hope that the requirements are softened or overturned.

Loss of staffing if tested positive and the ability to maintain operations.

The public.

The never-ending changes taking place with the virus. This is coupled with clear directives on moving forward. This might be decided when the Supreme Court hears the case concerning vaccination testing for employers with 100 + employees.

Adequate staffing. And oversight when employees work from home.

Administering a mandatory vaccination policy and administering a weekly testing protocol for unvaccinated team members.

When employees are exposed at home, how long they need to stay away from the office. So many conflicting reports from the government.

Keeping up with all the changes regarding isolation / quarantining when an employee has tested positive or being exposed to COVID. Hoping to maintain adequate staffing levels. We are purchasing and keeping on hand rapid test kits and will continue to require face coverings, practicing social distancing, frequent hand washing / sanitizing.

We strongly encourage vaccinations; however, do not require. Since COVID, we have upgraded our HVAC to add scrubbers, our team had already been spread out to adhere to distancing and have a sign that we mandate mask wearing in common areas. We remind our team to be diligent about COVID pre-cautions such as washing hands, cover when coughing or sneezing with a tissue, sanitizing and stay at home when not feeling well.

This is not going away, we cannot let fear hold us back. We need to figure out how to work around it, be productive and get back to work.

Our biggest challenge is maintaining adequate staffing. When a staff is sick, we enforce staying at home until either symptoms disappear or a negative test is provided. However, it is hard for everyone to get tested.

Maintaining staffing is our biggest issue overall not just COVID concerns.

We collect vaccination cards so we can validate for quarantine efforts. If fully vaccinated the employee does not have to quarantine if exposed to COVID. If they are not fully vaccinated then they must quarantine and test before returning to work. They may return after 7 days with a negative test. If vaccinated we test on day 5 if there are no symptoms.

Only about 40 - 45% of our team is vaccinated and we have a large population who are against the vaccine and will not get it.

Greatest challenge so far has been the supply chain interruptions to get the necessary materials to manufacture products. All employees except 1 has been vaccinated and boosted. If anyone has symptoms or a household member has COVID we have had employees either take time off or work after hours when no other employees are present.

Maintaining adequate staffing to perform our necessary/critical day to day functions.

As an essential service provider we struggle to find a balance to keep staff safe and still assist the public as best we can. We struggle with public clients who think they should not have to wear

masks and those that refuse to wear them. We practice curbside service in an attempt to keep everyone safe. Hiring staff has been an ongoing challenge during the last several months as has staff retention.

We are not concerned about COVID any longer AT ALL. The majority of our employees are vaccinated. The currently dominant Omicron variant has milder symptoms and is not a great risk to anyone except for perhaps the elderly and persons with underlying conditions.

We are conducting "business as usual" and have no plans to change that. All Employees and customers are thrilled to be back to a normal life and we have not heard ANY concerns about the Omicron variant.

The nature of our business is such that it requires our employees to be onsite as we are a retail establishment.

Our greatest concern is paying employees to stay home until they get a negative test in order to keep them during this challenging time to find replacements. I have had to give enormous raises to keep staff and now they get sniffles and I pay them to take a week off. The thought of sending 10 people home because 1 person is positive for a week or more is almost absurd.

The COVID-19 testing needs to be extremely responsive to assist employers to get the results ASAP.

Administering policy, keeping up with ever-changing rules, maintaining staffing/covering shifts due to infection and/or exposure.

How to keep the senior population healthy and safe.

The biggest issue we are looking at revising in our COVID protocols include to continue to require unvaccinated employees to wear masks and how to encourage people to stay home when sick given the COVID compensation benefit ended.

Maintaining adequate staffing.

Maintaining adequate staffing due to COVID.

Most of our workforce is outside. Social-distancing and masking has worked well for us due to our environment. Our office team have separate offices and regular disinfectant cleanings, social distancing and working remotely if self and/or family member not feeling well. While we prefer vaccinations we are small enough at this time to regulate.

Maintaining adequate staffing due to COVID infection/exposure & general comfort with masking requirements (currently we are all wearing KN95 due to an unvaccinated staff member and the surge).

Lowered attendance of personnel because of need to take time off due to COVID.

Infection/exposure.

We have 100 or more employees, therefore, our company will have to comply if/when the Emergency Temporary Standard on COVID-19 vaccination and testing goes through. It will be a challenge getting our unvaccinated employees tested every week.

Administering OSHA ETS in light of current difficulties with staffing: sending home unvaccinated employees who were unable to obtain testing inside of the 7-day window could leave our organization in a serious crisis. In addition, anticipating employee challenges or complaints regarding using personal time for testing.

Retaining workers that reject vaccination, administering a mandatory vaccination policy, compliance with COVID safety protocols, maintaining adequate staffing due to COVID infection/exposure.

As a school we require all employees to be fully vaccinated. New candidates must furnish proof of vaccination upon acceptance of position or be willing to be vaccinated or complete exemption forms.

Staffing is a real issue for us. Customers are still not willing to see sales reps in person. Most of our customers are working remotely. Do not feel comfortable mandating vaccines for employees. We do require masks at this time.

Staying compliant with the current COVID related protocols without creating undue burden on our employees. Being sure departments are cross-training to maintain staff that interfaces with the public.

Making sure we can still do our work and people feel safe.

If a mandatory vaccine is implemented, we will lose 2/5th of staff. If testing is an option, we will allow for weekly testing.

Maintaining adequate staffing, as well as keeping our dedicated team members engaged and moving forward with all of the changes, requirements, push back from rude guests, amidst a recent acquisition is a daily endeavor.

Maintaining our safety/infectious disease policies. I can't be everywhere every day to check we are following all our cleaning, masking protocols. Staff and people in general are tired of COVID, tired of cleaning all the time, tired of wearing masks, tired of me preaching about it etc. It's hard to keep everyone motivated to do what they need to be doing. I know they hate to see me coming.

Administering OSHA ETS testing requirements, remaining compliant with COVID safety protocols and regulations.

Compliance with ever changing regulations for COVID.

Lack of consumers equates a lack of sales. Lack of sales could lead to shutting the business down.

Maintaining adequate staffing due to lack of applications, and Covid positive staff.

Our biggest challenge is trying to stay current regarding CDC recommendations.

Just updated our policy, based on NAE recommendations and suggestions.

Our greatest concern is how continued federal vaccine mandates will affect our ability to staff our construction projects with a mix of vaccinated and unvaccinated workers. Demand for vaccinated workers will promptly outpace supply.

Administering a vaccination policy to meet OSHA will be difficult.

Getting people back to work.

Administering a vaccine mandate and testing policy.

OSHA mandated weekly testing.

As a worksite that has stayed open throughout the pandemic, and with many positions that cannot work from home due to the sensitive nature of their computer access (state websites), we have had some issues with employees in those positions who left because they could not work remotely.

In the beginning, we had very few employees who actually contracted COVID. We also had very few with other serious viruses that mimicked COVID symptoms. It has only been very recently that we have had multiple issues with illnesses - COVID and other respiratory viruses.

No concerns.

Maintaining adequate staffing in general.

Maintaining adequate staffing has been a huge issue throughout the past two years of the COVID-19 pandemic. Mask mandates create difficult situations between staff and management, as do certain personal beliefs that various people hold regarding vaccination, masking, testing and reporting.

Lack of availability of home testing - it was SO much easier for people when they could get a home test from the pharmacy any hour of the day or day of the week.

Constant changes are always hard to manage and to be sure that we are providing a safe workplace to our employees.

Being a small office of less than 5 employees, if someone isn't feeling well we are asking them to stay home and work remotely. If any of us are having COVID symptoms we are getting tested before coming to work. Everyone is trying to keep each other and our customers safe.

Not allowed to work remotely even though job would allow for such situation. Instead we are expected to come to work in an atmosphere where COVID can be spread easily (hospital bldg).

Vaccination recommended weekly testing if not vaccinated.

Administration of the mandatory vaccine requirement - specifically the weekly testing. We are concerned this will impact retention of employees.

Administering the vaccination / or get tested policy is going to be difficult. We have an HR department of 1 and a workforce of 110. About 40% of our employees are not vaccinated. Managing and tracking the weekly testing is just one more thing on my plate and I'm already bombarded with COVID absence tracking etc. We have a staffing shortage as it is and we have some employees who have already expressed that they are going to leave if we require them to test for COVID weekly because they feel their rights are being violated. Maintaining adequate staffing during this surge is difficult. We are a service company and we have scheduled calls daily, booked out for weeks. When someone has COVID or symptoms, we have to reschedule all of those calls. Our customers aren't always understanding, we get negative yelp reviews, which is huge. It has been a struggle.

Maintaining adequate staff due to covid. We have remained open since the beginning of the pandemic as an emergency youth daycare site and have been very responsive and responsible when it comes to COVID! Now we just need staff to show up and work.

Keeping people in masks while in their office or personal space.

It should be mandated by the government that everyone in the workplace should be vaccinated.

It is mandatory for all staff to wear a mask when they are not at their desk.

By far our biggest concern is that we fall subject to a federal mandate forcing our employees to test weekly or get vaccinated. Our work is primarily isolated and outdoors so we really haven't been affected by it with the exception of the policies from our clients.

My greatest concern is compliance with COVID safety protocols by Team Members outside the workplace which leads to some struggle with adequate staffing at the location(s).

Compliance with COVID safety protocols (We have had a complaint that we had to show our documentation on procedures. It went well, but showed us that we need to continue to be thorough in policies, contact tracing, time cards, etc.). Maintaining adequate staffing due to COVID infection/exposure (Especially for nursing. Not having enough nursing could definitely be a challenge for us).

How to juggle the situation between employees that are not interested in voluntary vaccination and state and federal mandates.

Complying with Government mandates and maintaining a workforce capable of continuing our operations.