

**Future of (How We) Work Task Force**  
**Meeting #12: Vaccines & Population Health - 3/16/2021**

*Notes*

**As our country moves forward in recovery, what questions should we be asking ourselves in the long and short term about the health of our employees?**

There is still much uncertainty about how to navigate a process as complex as vaccinations, especially when we take into consideration different people's perspectives and experiences. Today, we are going to explore how one organization is tackling these questions and how they are helping employers rethink the way they take care of employee's health and well-being.

**Speaker Highlights** - Joe Neil, VP of Sales at Eden Health

- Joe's recent podcast focuses on the future of primary care, and interactions between employee and employer. You can listen to it on [Spotify here](#).
- Eden published a blog post about maintaining healthy people and culture. You can read it [here](#).
- One resource for employers could be bringing on Medical Directorship - someone to help close gaps in provided healthcare. This person is an independent resource informing leadership about their employees and what they are seeking the most in terms of healthcare so they can be provided with the best possible tools.
- Joe led us through the results of a recent Eden survey where 400 executives were interviewed on their perspectives on returning to work, or a version of it, as vaccines become more readily available to the general public.

**Eden Survey Results and Analysis Takeaways**

- 90% of employers could look to require vaccines if possible
- 13% of executives want to let go of the office for good
- The Equal Employment Opportunity Commission (EEOC) says employers can require employees to get vaccinated, but there are gray areas if employees are in different states where vaccine rollouts vary
- Employers can also request proof of vaccine, but another gray area emerges if an employer inquires why an employee is not yet vaccinated
- Many plan to offer incentives such as lower PPE requirements, wellness programs and giving out cash or gifts

The Kendall Square Association surveyed Kendall businesses to hear what employees are most concerned with in terms of returning to the office and their health. Many employees voiced concerns about:

- The safety of returning to work if not everyone will be receiving the vaccination at the same time,
- What employers could do to ensure workplace safety, and
- Uncertainty about when they can get their vaccines and if employers will provide vaccinations.

On the other hand, employers of Kendall wanted to know if:

- they can legally require all employees to receive vaccinations and the ramifications of that requirement,
- How they can ensure a safe workplace for employees, and
- How to manage the dynamics of hybrid workspaces once offices re-open.

### **Small Group Highlights**

- Bringing staff back means an employer has to factor in employee comfort, especially when it comes to non-vaccinated employees, high-risk employees and what that means for the workspace.
- Through their internal surveys, some employers are seeing their staff looking at a hybrid working model as a mixed bag.
- If companies move to a hybrid model, where does that leave their employees for transportation?
  - Not all employees will feel comfortable taking public transit
  - Parking in Kendall is already very limited
- For employers looking to adopt a hybrid model, they are surveying employees to see how the company can be flexible to them and their needs
- Employers are trying new ways to bolster employees' mental health.
- If vaccinations are required of employees, how does that impact everyday life in the office?
  - How are guests/visitors handled?
  - Can employees sit in close quarters with or without masks?
  - How are candidates late in the interview process approached about their potential vaccination?
- There should be more understanding of those who cannot return to the office fully, but this means there needs to be extra effort to keep them included in office culture.



- Hybrid schedules mean managers will have to create a schedule that enables certain teams to be in the office at the same time while ensuring there is not an overabundance of people in the space.