# COVID-19 Employer Survey Results
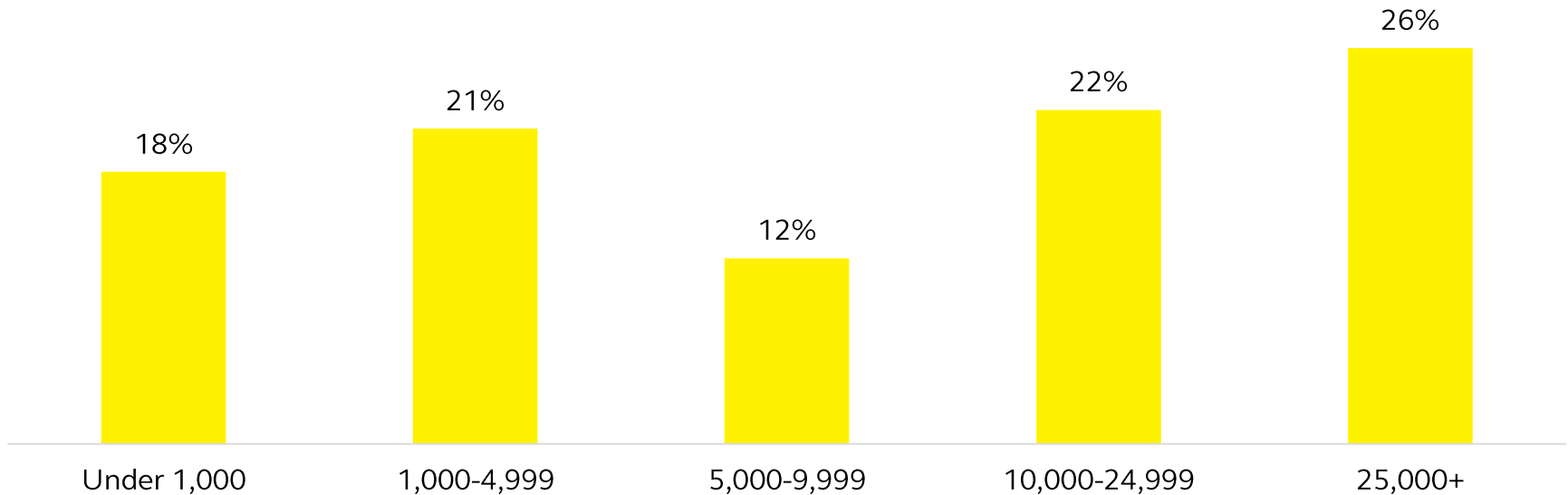
A snapshot of early actions that U.S. employers are taking

March 2020

**Benefits | Payroll | Cloud**

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# Background on survey

1.  Alight Solutions surveyed employers from March 13-20 to gauge prevalence of actions they are taking in response to the COVID-19 pandemic

2.  246 responses were received

3.  Responses came from employers of various sizes

## Employee size of respondents

| | | | | |
|---|---|---|---|---|
| 18% | 21% | 12% | 22% | 26% |
| Under 1,000 | 1,000-4,999 | 5,000-9,999 | 10,000-24,999 | 25,000+ |

*Some values shown in this document may not match previously-issued data from Alight that was published before the survey closed.*
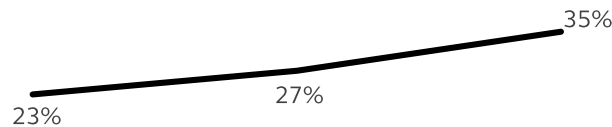
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# Mandatory work-from-home policy

More than one-out-of-every three employers instituted a mandatory work-from-home policy. This percentage steadily increased throughout the survey period particularly as governments issued requirements for people to remain indoors as much as possible.

**35%**
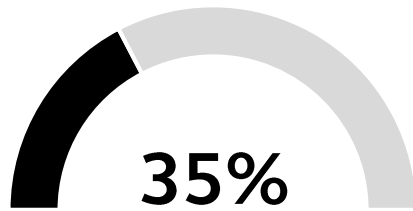
Have a mandatory
work-from-home policy

23%

27%

35%

Friday, March 13     Monday, March 16     Friday, March 20

**Employees subject to mandatory
work-from-home**

All employees — 28%

Only employees who
have the ability to do so — 55%

Location specific — 16%

Other — 7%

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# Extended sick leave/PTO policy

As lawmakers debated legislation mandating extended paid sick leave, many employers proceeded with policies of their own to address the needs of their employees.

**Do you have an extended sick leave/PTO policy?**

Yes (either implemented or starting to implement) — 50%

Under consideration — 11%

No, we are not planning to make changes without federal or state mandates — 32%
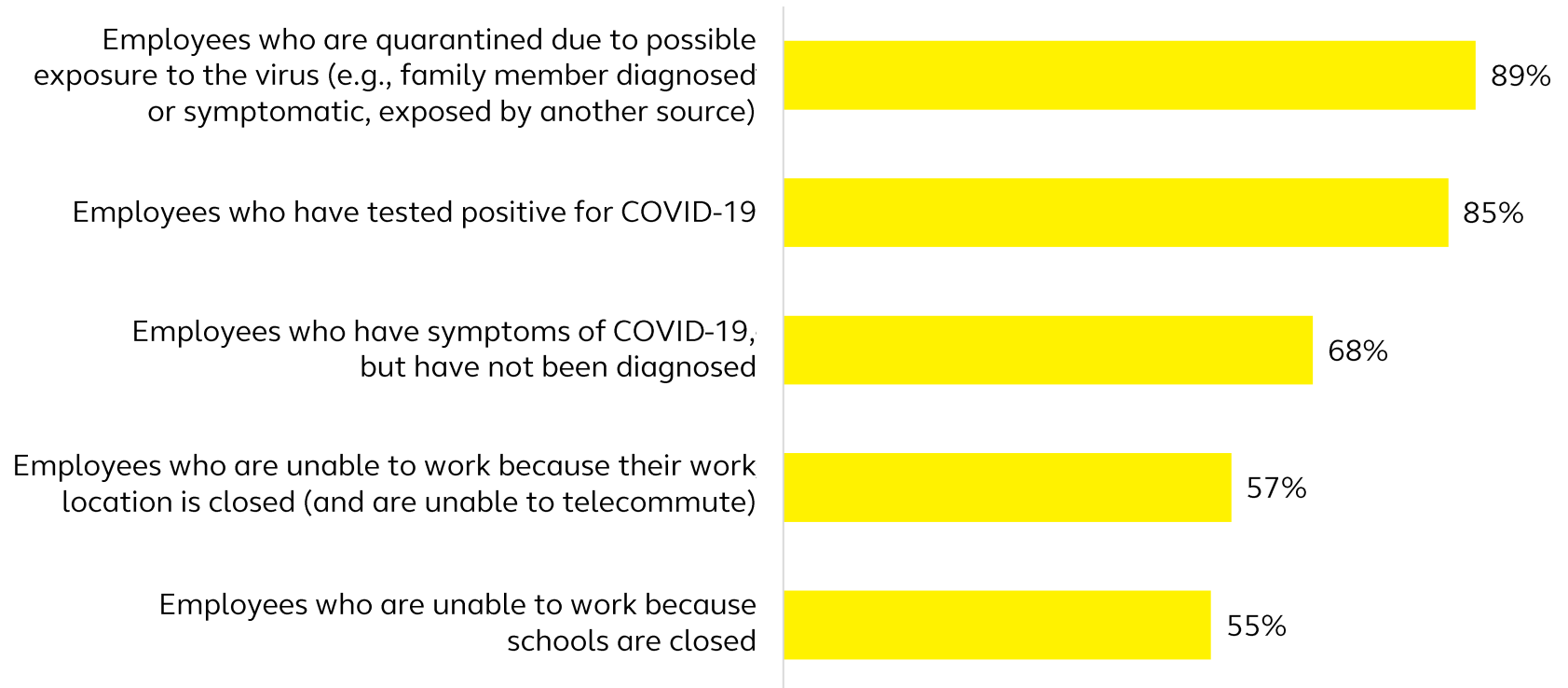
Other — 7%
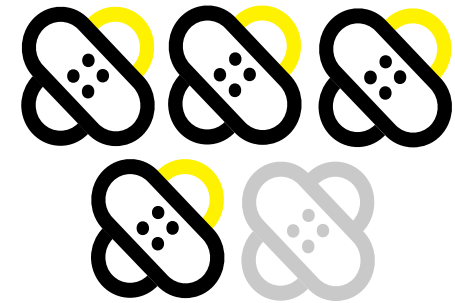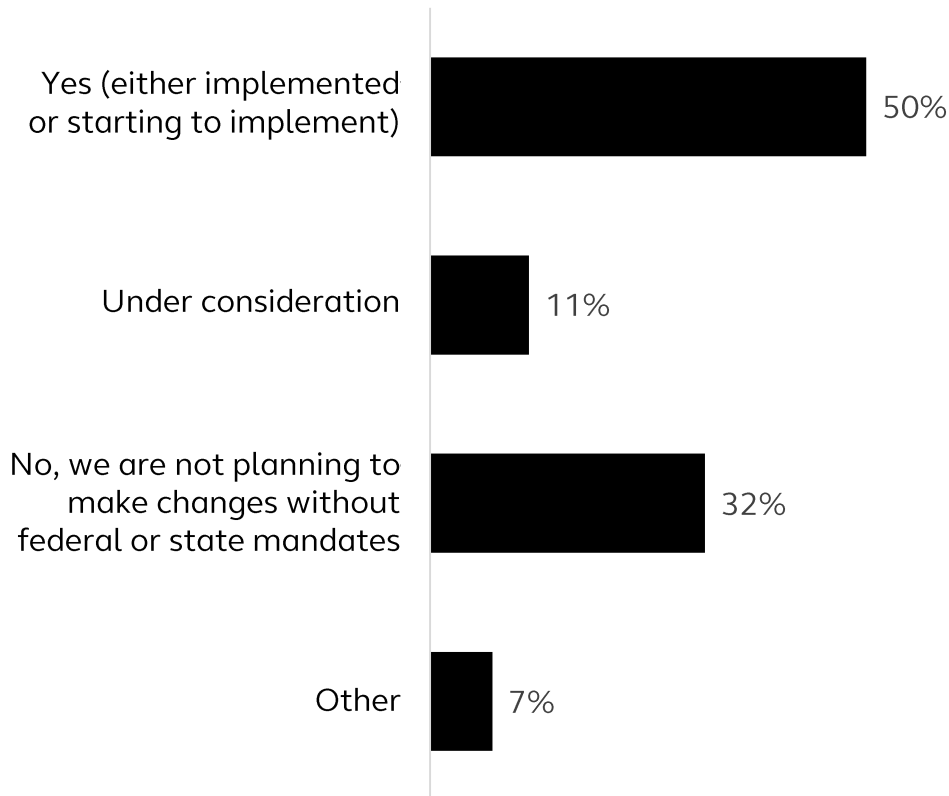
# 4 out of 5

Employers with an extended sick leave/PTO policy have the policy apply to all employees.

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# Employees eligible for extended sick leave/PTO

Many employers specified that additional sick leave or PTO can only be used for circumstances related to the COVID-19 pandemic. Workers who have tested positive for COVID-19 or who are quarantined because they may have been exposed to the coronavirus are most likely to be eligible.
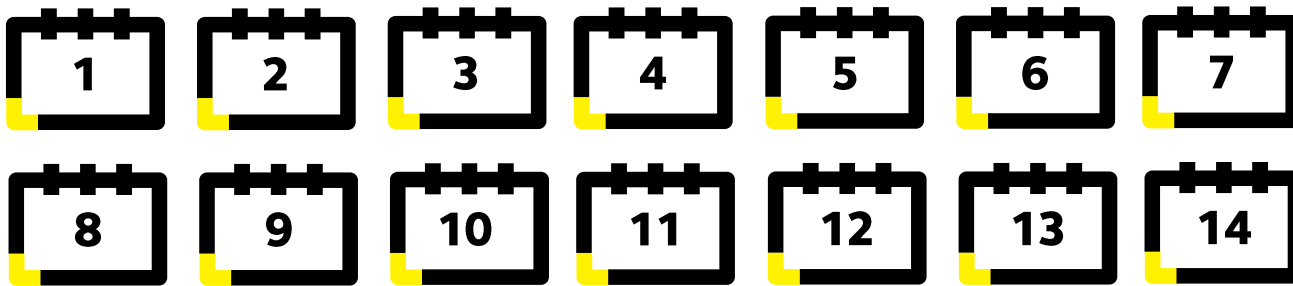
## Employees eligible for extended sick leave/PTO

| Category | Percent |
|---|---|
| Employees who are quarantined due to possible exposure to the virus (e.g., family member diagnosed or symptomatic, exposed by another source) | 89% |
| Employees who have tested positive for COVID-19 | 85% |
| Employees who have symptoms of COVID-19, but have not been diagnosed | 68% |
| Employees who are unable to work because their work location is closed (and are unable to telecommute) | 57% |
| Employees who are unable to work because schools are closed | 55% |

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# Length of time for extended sick leave/PTO

Three-quarters of employers have set their extended leave time at 14 days, with the rest considering longer periods of time depending on how the virus progresses and the needs of the business and their workers.

**Length of time for extended sick leave/PTO**

Longer than 14 days, 28%

14 days (the recommended period for active monitoring or quarantine), 72%

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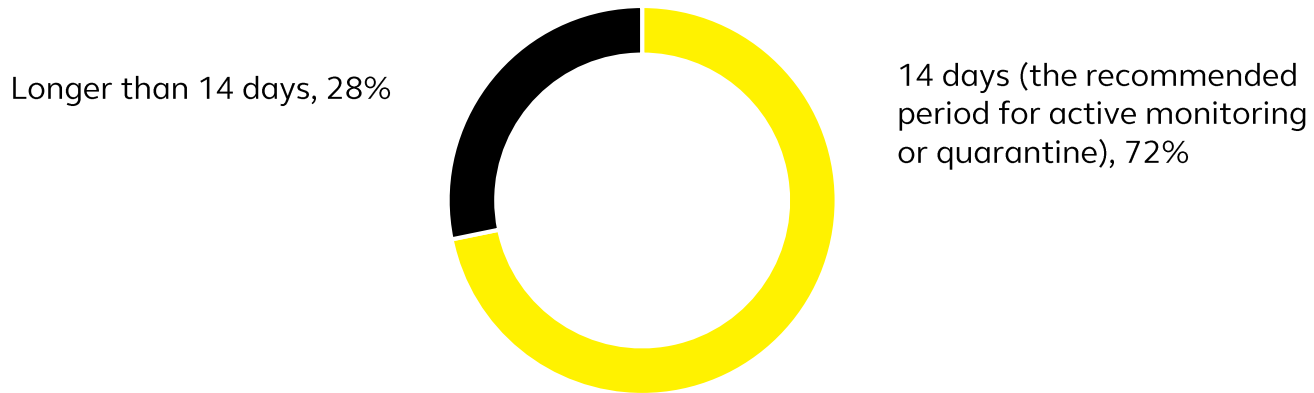
# Time entry management

For employers that rely on workers recording their time, 63% said that they will require supervisors to enter time for anyone who cannot record their time. Almost half said that they will use default hours for payroll. Some companies are doing both.

**Handling employees unable to record time**

| | |
|---|---|
| Require supervisors to enter time | 63% |
| Default hours for payroll | 46% |

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