

A SAFER Tomorrow: A Review of COVID-19 Workplace Lessons Learned and Recommendations for Future Actions

KEY FINDINGS

1. The mental health and wellbeing of workers has suffered during the pandemic.
2. The impact of the pandemic and the safety, mental health and wellbeing of workers varies across industries and occupations.
3. In August 2022, 70% of organizations with more than 250 employees required proof of vaccination from some or all workers, and 79% of requirement policies included booster doses.
4. Vaccine policies such as paid time off encourage higher vaccine uptake among those who are not required to be vaccinated.



RECOMMENDATIONS FOR EMPLOYERS

1. Support the mental health and wellbeing of workers through the pandemic and beyond. Make use of resources such as the [NIOSH Total Worker Health Workbook](#).
2. Periodically re-evaluate control measures to future-proof your workplace for new, more contagious variants and future disease outbreaks.
3. Monitor and assess the implications of the common method of transmission of new COVID-19 variants and emerging diseases.
4. If vaccine requirements are in place at your organization, routinely update policies as new CDC guidance on booster doses becomes available.
5. Continue to implement policies that encourage vaccination as workers require booster doses to maintain up-to-date vaccination status.
6. Reduce barriers preventing working parents from getting their children vaccinated, such as providing PTO or onsite vaccination for families.

*A series of surveys were distributed nationwide between November 2021 and August 2022 to workers and employers. The data presented in this report are representative of responses from more than 7,000 workers and 1,600 employers.