Addressing Employee Concerns Regarding Vaccine Mandates

As the pandemic continues, many employers are considering COVID-19 vaccination mandates in the workplace. Such mandates may meet employee resistance, so it's essential to have a plan to address potential workplace tensions.

Should employers anticipate workplace unrest? According to a recent Qualtrics survey:

- **60%** of employees say they support vaccine mandates in the workplace.

- **23%** of employees say they'd leave their company if they mandated vaccinations.

- **24%** of employees won't feel safe if their company doesn't mandate vaccines.

COVID-19 vaccination and testing mandates can stir varying personal feelings—both positive and negative—that spill into the workplace. As such, employers can consider the following ways to address employee concerns:

Listen to employees. Every workplace is different, but employers should understand employees' concerns about vaccination mandates. It's crucial to listen and educate employees on vaccine efficacy, safety and benefits. Draft talking points for managers and compile frequently asked questions for employees.

Create a supportive environment for employees. Employees will likely have varying viewpoints, so employers should consider those to create a supportive work experience.

Provide information and guidance. Employers should avoid overwhelming employees with strong opinions and stick to the facts about their updated vaccine policy (e.g., vaccination locations, paid time off, incentives, reporting and documentation).

Position vaccinated leadership as ambassadors. Vaccinated managers can field questions and share their own stories if employees are unsure about vaccinations or upset about new workplace policies.

Reach out to Leavitt Group Northwest for additional guidance to maintain positive employee relations amid workplace mandates.

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