



# Employers' Forum of Indiana Specific Member Responses

## National Alliance of Healthcare Purchasers Pulse of the Purchaser: COVID-19, Delta Variant

September 14, 2021

**Q1: Which coalition are you a member of? (n=23)**

- Employers' Forum of Indiana: 100%

**Q2: Select your organizations' Industry (n=23)**

- Educational Services: 39.13%
- Health Care and Social Administration: 26.09%
- Finance and Insurance: 17.38%
- Manufacturing: 13.04%
- Professional, Scientific, and Technical Services: 4.35%

**Q3: Which best describes the size of your organization? (n=23)**

- 10,000+ employees: 13.04%
- 5,000 – 9,999 employees: 13.04%
- 1,000 – 4,999 employees: 26.09%
- Fewer than 500 employees: 47.83%

**Q4: Have your return to work plans changed as a result of the emergence of the delta variant of the COVID-19 virus? (n=23)**

- Yes: 21.74%
- No: 78.26%

**Q5: When does your organization anticipate resuming a more stabilized business environment? (n=23)**

- Q3 2021: 13.04%
- Q4 2021: 0.00%
- Q1 2022: 0.00%
- Q2 2022: 0.00%
- Already occurred: 52.17%

**Q6: As part of your return to work strategy, are you requiring proof of vaccination for your employees? (n=23)**

- Already in place: 21.74%
- Considering in the next 90 days: 17.39%
- Not considering: 56.52%
- Need more information: 4.35%



**Q7: What workplace policies do you have or are you considering regarding the COVID-19 vaccines? (n=23)**

	CURRENTLY DOING	CONSIDERING IN THE NEXT 90 DAYS	NOT CONSIDERING	TOTAL	WEIGHTED AVERAGE
Educating employees on COVID-19 vaccine access, efficacy and safety	95.45% 21	0.00% 0	4.55% 1	22	1.09
Provide monetary incentive to get the vaccine for children	9.52% 2	0.00% 0	90.48% 19	21	2.81
Offer time off to get the vaccine	50.00% 11	0.00% 0	50.00% 11	22	2.00
Offer time off to get children vaccinated	14.29% 3	0.00% 0	85.71% 18	21	2.71
Mandate vaccination for all employees	18.18% 4	18.18% 4	63.64% 14	22	2.45
Mandate vaccination for higher exposure employees	22.73% 5	13.64% 3	63.64% 14	22	2.41
Offer vaccine through onsite/near site clinics	56.52% 13	13.04% 3	30.43% 7	23	1.74
Offer vaccine by a vendor	33.33% 7	14.29% 3	52.38% 11	21	2.19
Require vaccine for business-related travel	11.11% 2	11.11% 2	77.78% 14	18	2.67

**Q8: What policy/policies apply for employees that have not been fully vaccinated? (n=23)**

	CURRENTLY DOING	CONSIDERING IN THE NEXT 90 DAYS	NOT CONSIDERING	TOTAL	WEIGHTED AVERAGE
Subject to mandatory masking at the workplace	81.82% 18	18.18% 4	0.00% 0	22	1.18
No difference in treatment	63.16% 12	0.00% 0	36.84% 7	19	1.74
Require working remote (if possible)	39.13% 9	13.04% 3	47.83% 11	23	2.09
Restrictions on meeting attendance	30.43% 7	21.74% 5	47.83% 11	23	2.17
Restrictions on business travel	17.39% 4	21.74% 5	60.87% 14	23	2.43
Subject to routine COVID-19 testing at employer's expense	15.00% 3	25.00% 5	60.00% 12	20	2.45
Termination of employment	9.52% 2	4.76% 1	85.71% 18	21	2.76
Subject to routine COVID-19 testing at employee's expense	4.76% 1	14.29% 3	80.95% 17	21	2.76
Status change to consultant (removal of benefits)	0.00% 0	4.76% 1	95.24% 20	21	2.95
Implement employee benefit premium surcharge	0.00% 0	20.00% 4	80.00% 16	20	2.80



**Q9: How are you treating those who have tested positive for COVID-19 antibodies and have not yet been vaccinated? (n=23)**

	CURRENTLY DOING	CONSIDERING IN THE NEXT 90 DAYS	NOT CONSIDERING	TOTAL
Require proof of COVID-19 antibodies	5.56% 1	0.00% 0	94.44% 17	18
Treated the same as those who have been vaccinated	35.29% 6	5.88% 1	58.82% 10	17
Treated the same as those who have not been vaccinated	73.68% 14	0.00% 0	26.32% 5	19

**Q10: Does your return to work strategy vary by any of the following? (n=23)**

	CURRENTLY IN PLACE	CONSIDERING WITHIN THE NEXT 90 DAYS	NOT CONSIDERING WITHIN THE NEXT 90 DAYS	TOTAL	WEIGHTED AVERAGE
State guidelines	94.12% 16	5.88% 1	0.00% 0	17	1.06
Local city/county guidelines	94.12% 16	5.88% 1	0.00% 0	17	1.06
Federal guidelines	93.75% 15	6.25% 1	0.00% 0	16	1.06
Ability to work from home	92.31% 12	0.00% 0	7.69% 1	13	1.15
Criticality of job function	81.82% 9	9.09% 1	9.09% 1	11	1.27
Family or childcare issues	88.89% 8	0.00% 0	11.11% 1	9	1.22
Health-related risk factors	85.71% 6	0.00% 0	14.29% 1	7	1.29
Employee readiness	57.14% 4	14.29% 1	28.57% 2	7	1.71
State of employment	40.00% 2	0.00% 0	60.00% 3	5	2.20
Regions within state	50.00% 2	0.00% 0	50.00% 2	4	2.00
Site vaccination rates	20.00% 1	20.00% 1	60.00% 3	5	2.40



**Q11 Is your organization impacted by any state or local restrictions limiting mask mandates, vaccine passports, or vaccine mandates? (n=23)**

- Yes, but it is not impacting the policies that apply or are being considered for any of our employees: 8.70%
- Yes, and it is impacting the policies that apply or are being considered for employees in those states only: 8.70%
- Yes, and it is impacting the policies that apply or are being considered for all of our employees: 8.70%
- No, no such state or local restrictions apply to our employees: 73.91%

**Q12: Which of the following COVID-19 safety strategies are you implementing for all employees? (n=23)**

	CURRENTLY IN PLACE	CONSIDERING WITHIN THE NEXT 90 DAYS	NOT CONSIDERING WITHIN THE NEXT 90 DAYS	TOTAL	WEIGHTED AVERAGE
Require COVID-19 testing	33.33% 6	27.78% 5	38.89% 7	18	2.06
Use of workspace shields	60.00% 9	6.67% 1	33.33% 5	15	1.73
Restrictions on business travel	75.00% 12	6.25% 1	18.75% 3	16	1.44
Continue working remotely where possible	83.33% 15	5.56% 1	11.11% 2	18	1.28
Mandatory use of masks in doors	75.00% 15	15.00% 3	10.00% 2	20	1.35
Restrictions on meeting size	90.48% 19	4.76% 1	4.76% 1	21	1.14
Require social distancing at the workplace	90.91% 20	9.09% 2	0.00% 0	22	1.09

**Q13: Which of the following threatens the affordability of employer-provided health coverage for employees and their families? (n=23)**

	SIGNIFICANT THREAT	MINOR THREAT	NO THREAT POSITIVE IMPACT	TOTAL	WEIGHTED AVERAGE
Drug prices	69.57% 16	26.09% 6	4.35% 1	23	1.35
Hospital prices	95.45% 21	0.00% 0	4.55% 1	22	1.09
Health system consolidation	63.64% 14	18.18% 4	18.18% 4	22	1.55
Intermediary conflicts of interest	34.78% 8	47.83% 11	17.39% 4	23	1.83
Lack of transparency	65.22% 15	30.43% 7	4.35% 1	23	1.39
Surprise medical bills	45.45% 10	50.00% 11	4.55% 1	22	1.59



**Q14: Which of the following are being integrated into your healthcare strategies? (n=22)**

	CURRENTLY DOING	CONSIDERING NEXT 1- 2 YEARS	NOT CONSIDERING	NEED MORE INFORMATION	TOTAL	WEIGHTED AVERAGE
Advanced Primary Care Model	28.57% 6	33.33% 7	14.29% 3	23.81% 5	21	2.33
Centers of excellence/episodes of care	40.91% 9	31.82% 7	4.55% 1	22.73% 5	22	2.09
Health equity	28.57% 6	33.33% 7	9.52% 2	28.57% 6	21	2.38
High cost claimants	57.14% 12	14.29% 3	4.76% 1	23.81% 5	21	1.95
Hospital price transparency	50.00% 11	36.36% 8	4.55% 1	9.09% 2	22	1.73
Hospital quality transparency	45.45% 10	40.91% 9	4.55% 1	9.09% 2	22	1.77
Mental health & substance use access & quality	57.14% 12	23.81% 5	14.29% 3	4.76% 1	21	1.67
Total Person Health (whole person health)	50.00% 11	27.27% 6	9.09% 2	13.64% 3	22	1.86
Value-based benefit design	40.91% 9	36.36% 8	9.09% 2	13.64% 3	22	1.95

**Q15: How are you managing high cost claimants in your benefit plans? (n=22)**

	CURRENTLY DOING	CONSIDERING NEXT 1-2 YEARS	NOT CONSIDERING	TOTAL	WEIGHTED AVERAGE
Managing through carrier/TPA	94.74% 18	0.00% 0	5.26% 1	19	1.11
Managing through my PBM	83.33% 15	11.11% 2	5.56% 1	18	1.22
Managing through the reinsurer	37.50% 6	18.75% 3	43.75% 7	16	2.06
Carving out and managing through captive reinsurer	18.75% 3	31.25% 5	50.00% 8	16	2.31
Carving out certain conditions and managing through specialty vendors	31.25% 5	25.00% 4	43.75% 7	16	2.13
Managing internally	40.00% 8	5.00% 1	55.00% 11	20	2.15
Independent retrospective audits	23.53% 4	23.53% 4	52.94% 9	17	2.29



**Q16: As it relates to your company's health and wellbeing strategies, what is your impression of the following potential health reforms? (n=22)**

	VERY HELPFUL	SOMEWHAT HELPFUL	NEUTRAL	SOMEWHAT HURTFUL	VERY HURTFUL	TOTAL	WEIGHTED AVERAGE
Hospital price transparency	60.00% 12	35.00% 7	5.00% 1	0.00% 0	0.00% 0	20	1.45
Hospital rate regulation	52.38% 11	33.33% 7	14.29% 3	0.00% 0	0.00% 0	21	1.62
Medicare public option	36.84% 7	15.79% 3	36.84% 7	0.00% 0	10.53% 2	19	2.32
Surprise billing regulation	42.86% 9	47.62% 10	9.52% 2	0.00% 0	0.00% 0	21	1.67
Drug price regulation	71.43% 15	28.57% 6	0.00% 0	0.00% 0	0.00% 0	21	1.29

**Q17: With respect to a public option, how do you view the following potential features? (n=23)**

	VERY HELPFUL	SOMEWHAT HELPFUL	NEUTRAL	SOMEWHAT HARMFUL	VERY HARMFUL	TOTAL	WEIGHTED AVERAGE
Available for ACA marketplaces only	12.50% 2	37.50% 6	43.75% 7	6.25% 1	0.00% 0	16	2.44
Available to employees at employers' discretion for any plan sponsor	31.25% 5	18.75% 3	25.00% 4	18.75% 3	6.25% 1	16	2.50
Available to all employees regardless of plan sponsor	25.00% 4	25.00% 4	31.25% 5	12.50% 2	6.25% 1	16	2.50
Public option pricing available to all plan sponsors	25.00% 4	37.50% 6	25.00% 4	6.25% 1	6.25% 1	16	2.31