



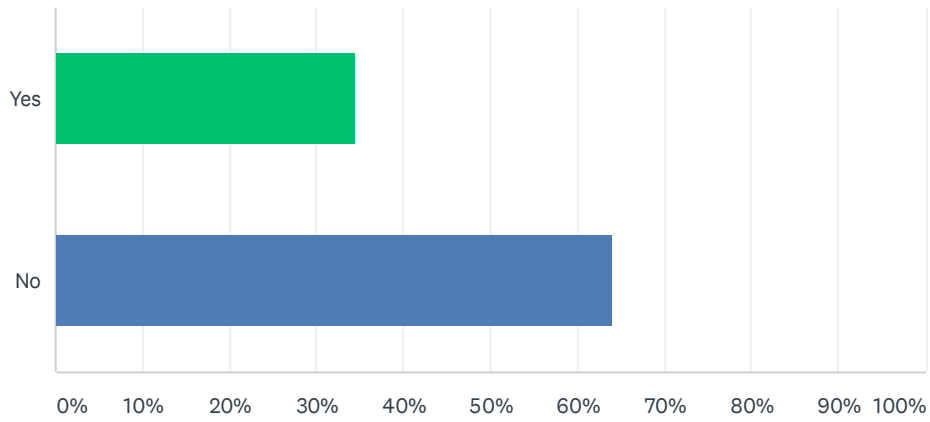
COVID-19 Human Resources Policy Survey

Data collected March 17-18, 2020; 60 organizations participating

This report is a summation of data collected from organizations throughout Missouri focusing on human resources policies related to the outbreak, and includes topics such as planning, working arrangements, salary continuation and time off.

Q4 Are you limiting personal travel?

Answered: 61 Skipped: 0



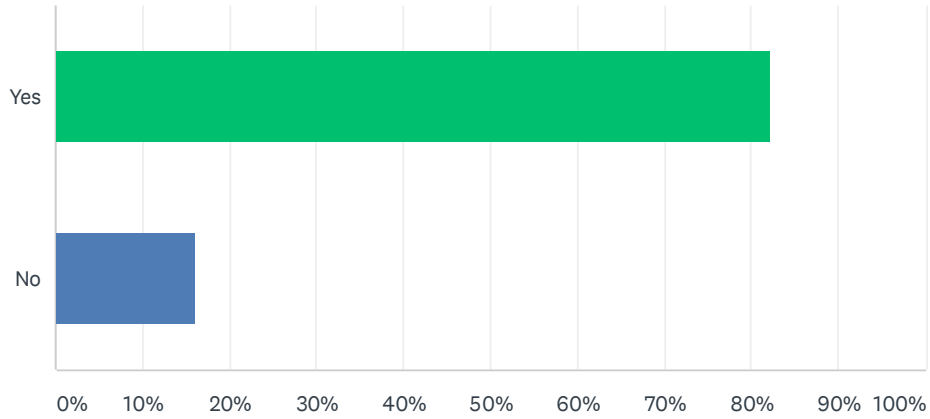
ANSWER CHOICES	RESPONSES	
Yes	34.43%	21
No	63.93%	39
Total Respondents: 61		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	We are discouraging personal travel at this time	3/18/2020 12:24 PM
2	Not limiting, but monitoring where caregivers travel and initiating a symptom watch if necessary	3/18/2020 11:11 AM
3	personally yes, employee wise quarantine international and staying close to within united states.	3/18/2020 11:11 AM
4	Not formally limiting but employees must report to leaders before returning to work if they've travelled to any level 2 or 3 zones	3/18/2020 11:07 AM
5	Co-workers must self-quarantine upon return, based on travel area. We are discouraging personal travel.	3/18/2020 10:09 AM
6	No Mass Transit since March 13, 2020. if so then quarantine for 14 days. Employee or person living in their home.	3/18/2020 10:07 AM
7	We are discouraging	3/18/2020 10:06 AM
8	We are strongly discouraging it, at this point.	3/18/2020 8:54 AM
9	Recommended, and requires to self-quarantine if in CA, NY, WA or selected Colorado counties	3/17/2020 11:47 PM
10	Employees may be required for quarantine if they travel to areas with high impact.	3/17/2020 6:35 PM
11	We have asked employees not to travel, and required them to inform Employee Health if they do travel, or have recently traveled.	3/17/2020 6:21 PM
12	Not at this time, but monitoring daily	3/17/2020 1:32 PM
13	Business travel and if you travel personally you may not be able to work	3/17/2020 12:21 PM
14	No but implement screening upon return	3/17/2020 11:14 AM
15	Any employee who travels outside of their immediate living area must report it to our Infection Prevention RN	3/17/2020 11:02 AM
16	And screening for ones that have to travel	3/17/2020 10:58 AM
17	Asking to self report travel of over 100 miles and self monitor	3/17/2020 10:34 AM
18	No but we do have quarantine guidelines in place and new policy that states team members need to be cautious of personal travel. Non essential business travel is cancelled	3/17/2020 10:26 AM
19	If traveling to a hot spot, employee will have to quarantine for 14 days. If traveling to other areas, employee will have to monitor temperature and log it daily.	3/17/2020 10:24 AM
20	But all employees who travel internationally or domestically must call Employee Health before they are cleared to come back to work.	3/17/2020 10:18 AM

Q5 If not limiting personal travel, are you requiring self-quarantine or tracking these employees for a symptom watch?

Answered: 56 Skipped: 5



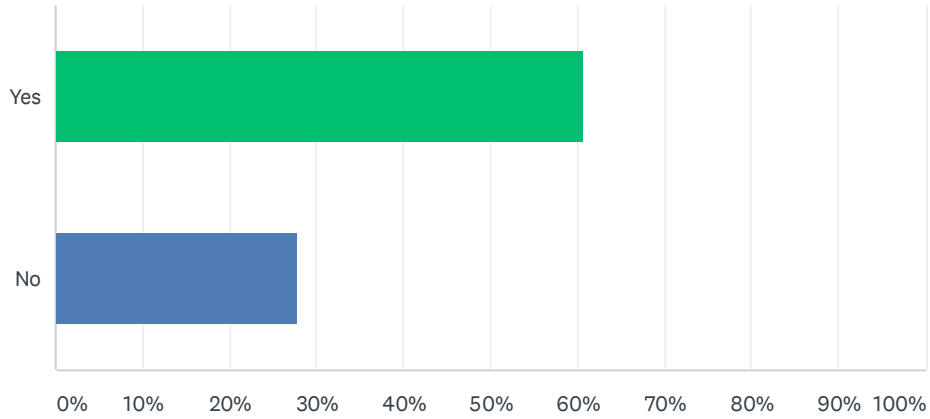
ANSWER CHOICES	RESPONSES	
Yes	82.14%	46
No	16.07%	9
Total Respondents: 56		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	All employees out of the office must be screened prior to returning to work.	3/18/2020 11:49 AM
2	If a caregiver returns from a high risk area, we are placing on a symptom watch for 14 days	3/18/2020 11:11 AM
3	Yes if travel was to a level 2 or 3 zone	3/18/2020 11:07 AM
4	We screen employees with a set of questions each morning	3/18/2020 11:06 AM
5	OUT OF STATE TRAVELERS MAY REQUIRE SELF QUARANTINE. MUST DISCLOSE THIS TRAVEL TO INFECTION PREVENTION TO COMPARE TO CDC HOT ZONES	3/18/2020 10:50 AM
6	Travel to any CDC Warning level 3 designated area or higher requires a 14 days quarantine when the employee returns.	3/18/2020 8:54 AM
7	But changing due to pending JC Health Dept.	3/17/2020 7:28 PM
8	only if they travel to highly contagious areas	3/17/2020 6:35 PM
9	Employee Health is tracking employees who have traveled or feel they may have been exposed and asking them to self-monitor and report any symptoms immediately and not report if experiencing symptoms.	3/17/2020 6:21 PM
10	if they have traveled in an area under investigation by CDC they must self-quarantine with no pay.	3/17/2020 12:48 PM
11	Depending on where they have traveled to/from	3/17/2020 11:02 AM
12	If they go out of the country they will likely have to self-quarantine	3/17/2020 10:59 AM
13	See above	3/17/2020 10:34 AM
14	Employees are screened upon arrival to work. If criteria are met, or exposure is confirmed, they are asked to return home.	3/17/2020 10:27 AM
15	14 day quarantine if travelling to hot spots. Other areas will have to monitor temperature and report it daily.	3/17/2020 10:24 AM

Q6 Are you requiring anyone who travels internationally to self-quarantine for 14 days upon their return before returning back to work?

Answered: 61 Skipped: 0



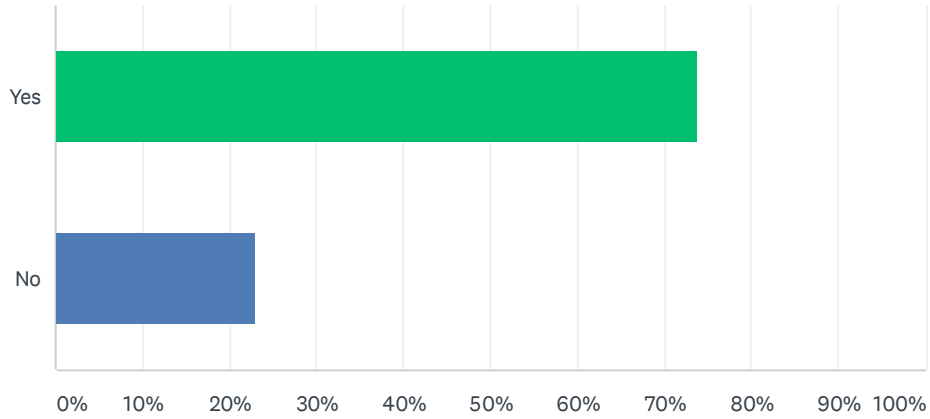
ANSWER CHOICES	RESPONSES	
Yes	60.66%	37
No	27.87%	17
Total Respondents: 61		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Not at this time.	3/18/2020 11:49 AM
2	Employee Health is interviewing first to determine necessity to quarantine	3/18/2020 11:11 AM
3	If travel was to a level 2 or 3 zone	3/18/2020 11:07 AM
4	No instances of international travel.	3/18/2020 11:04 AM
5	YES, IF THEY WERE IN A CDC HOT ZONE	3/18/2020 10:50 AM
6	They must check in with Employee Health to be screened prior to returning	3/18/2020 10:06 AM
7	Travel to any CDC Warning level 3 designated area or higher requires a 14 days quarantine when the employee returns.	3/18/2020 8:54 AM
8	If travel to an area the CDC has identified as high risk;	3/17/2020 4:12 PM
9	If they go to any of the areas on the CDC watch list or on a cruise	3/17/2020 2:11 PM
10	We will look at this by case. Currently there has been no international travel	3/17/2020 1:32 PM
11	Following CDC guidelines on which locations to require quarantine	3/17/2020 1:18 PM
12	See comment in question 5.	3/17/2020 12:48 PM
13	Haven't had this come up yet	3/17/2020 12:09 PM
14	based upon answers to screening questions	3/17/2020 11:56 AM
15	N/A	3/17/2020 11:02 AM
16	Following CDC guidelines	3/17/2020 10:59 AM
17	Depending on location and testing	3/17/2020 10:58 AM
18	Small hospital - would be determined if there was any international travel	3/17/2020 10:51 AM
19	Per CDC specified countries	3/17/2020 10:34 AM
20	See above re: contacting Employee Health	3/17/2020 10:18 AM

Q7 Are you requiring all employees to report their international travel plans to you?

Answered: 61 Skipped: 0

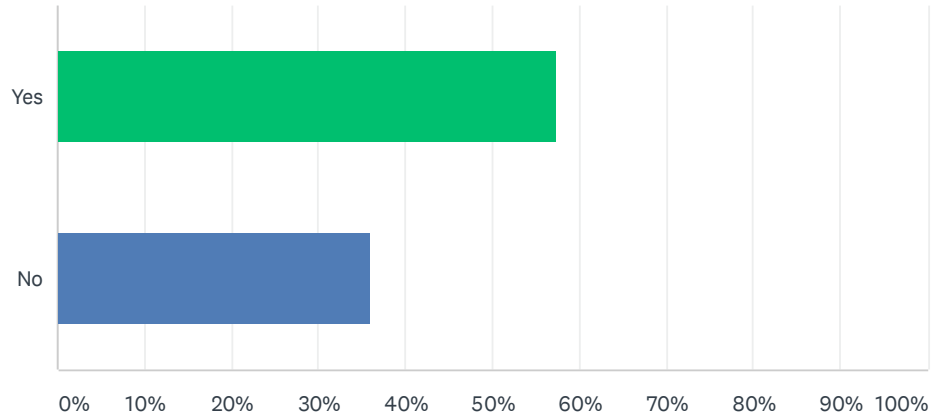


ANSWER CHOICES	RESPONSES
Yes	73.77% 45
No	22.95% 14
Total Respondents: 61	

#	OTHER (PLEASE SPECIFY)	DATE
1	Not at this time.	3/18/2020 11:49 AM
2	Yes.	3/18/2020 11:07 AM
3	Upon returning to work.	3/17/2020 11:47 PM
4	Hasn't come up	3/17/2020 12:09 PM
5	However, are requiring anyone travel to be tested before returning to work	3/17/2020 10:58 AM

Q8 Are you tracking employees domestic travel plans if they fly somewhere within the US?

Answered: 61 Skipped: 0

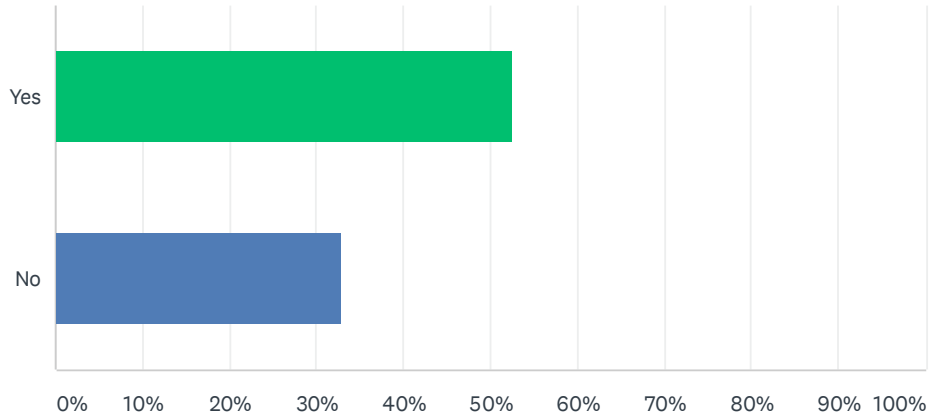


ANSWER CHOICES	RESPONSES	
Yes	57.38%	35
No	36.07%	22
Total Respondents: 61		

#	OTHER (PLEASE SPECIFY)	DATE
1	We are requiring Supervisors to report employee travel plans to HR and Employee Health	3/18/2020 11:49 AM
2	If traveling to a high risk area, we are tracking	3/18/2020 11:11 AM
3	We are asking for self reporting as the level 2 and 3 zones are changing daily	3/18/2020 11:07 AM
4	OUT OF STATE TRAVELERS MUST REPORT THIS TRAVEL TO INFECTION PREVENTION FOR POSSIBLE SELF QUARANTINE	3/18/2020 10:50 AM
5	If they have traveled domestically on mass transit then they are quarantined	3/18/2020 10:07 AM
6	Travel to any CDC Warning level 3 designated area or higher	3/18/2020 8:54 AM
7	self-reporting	3/17/2020 6:35 PM
8	See comments above. Same guidelines apply to all travel.	3/17/2020 6:21 PM
9	They are required to self report if traveling more than 75 miles from campus	3/17/2020 4:16 PM
10	Issue hasn't come up	3/17/2020 12:09 PM

Q9 Are you waiving attendance policies when someone calls in with flu and/or COVID-19 symptoms?

Answered: 61 Skipped: 0



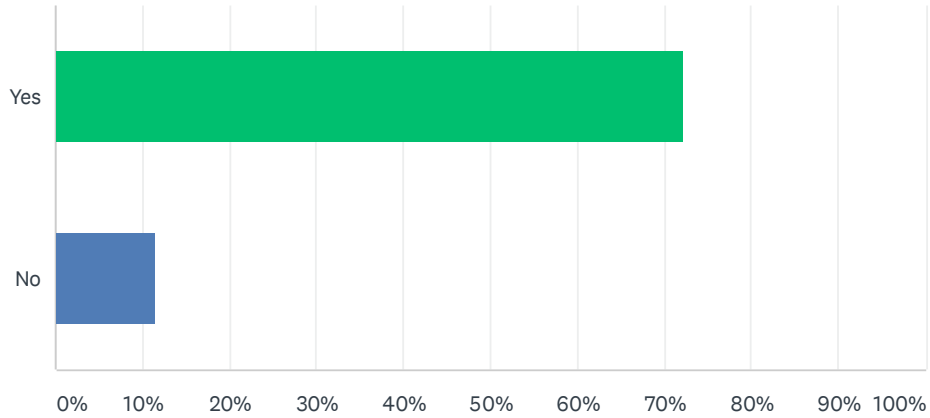
ANSWER CHOICES	RESPONSES	
Yes	52.46%	32
No	32.79%	20
Total Respondents: 61		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Only for COVID-19	3/18/2020 12:24 PM
2	Tracking attendance and will address policy issues later	3/18/2020 11:45 AM
3	We haven't given formal direction but are working to ensure those well enough to work that must be home have work to do remotely	3/18/2020 11:07 AM
4	We have not had an instance yet. Would you be able to direct me to any official changes?	3/18/2020 11:04 AM
5	We're being reasonable	3/18/2020 10:06 AM
6	Our current policy already allows for attendance infractions to be waived in situations of Infection Control Risks.	3/18/2020 8:54 AM
7	Only COVID-19 at this time.	3/17/2020 6:21 PM
8	Not at this time	3/17/2020 4:16 PM
9	Considering this in the near future however.	3/17/2020 4:12 PM
10	Not sure yet	3/17/2020 2:11 PM
11	Looking at policy now	3/17/2020 1:32 PM
12	No, unless per our exposure protocol they're considered high risk	3/17/2020 1:18 PM
13	COVID-19 only	3/17/2020 12:48 PM
14	Still in discussion	3/17/2020 12:36 PM
15	Have point system--would only count 1 point	3/17/2020 12:21 PM
16	Hasn't been discussed at this time	3/17/2020 12:09 PM
17	not yet	3/17/2020 11:56 AM
18	we have not discussed this	3/17/2020 10:59 AM
19	Presently, will evaluate if staffing gets too tight	3/17/2020 10:58 AM
20	I do not know. I have not been told	3/17/2020 10:28 AM

Q10 Are you following your regular leave policies for individuals who can't work due to flu and/or COVID 19 symptoms or self-quarantine, or have you adopted new policies specific to this situation?

Answered: 61 Skipped: 0



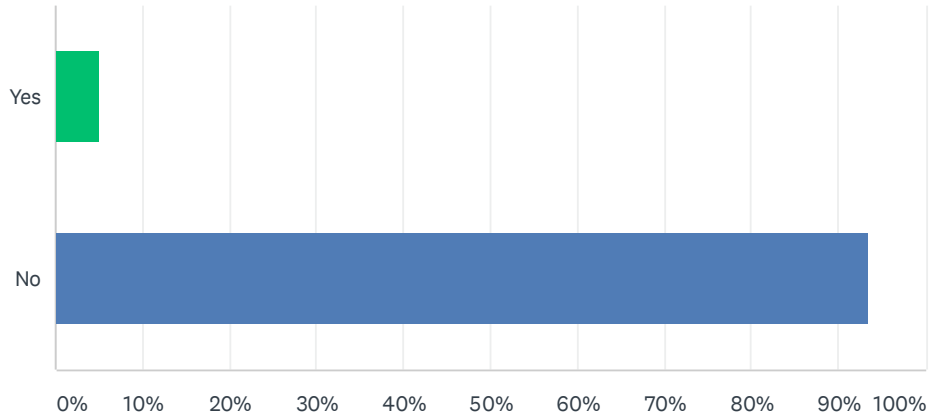
ANSWER CHOICES	RESPONSES
Yes	72.13% 44
No	11.48% 7
Total Respondents: 61	

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	New policies	3/18/2020 12:24 PM
2	New protocols and leave codes	3/18/2020 12:17 PM
3	We will be reviewing the new H.R. 6201 Bill today to determine next steps.	3/18/2020 11:49 AM
4	Only change is that we are paying them regular time if they are unable to work due to a work exposure. If test positive, follows work comp protocol	3/18/2020 11:11 AM
5	at this time, will wait and see how to address further	3/18/2020 11:11 AM
6	If employees must self-quarantine, we are finding remote work for them to do. If they chose not to do that work or are too sick for work then we ae working through regular policies. This is sitll evolving. We will allow for negative PTO banks.	3/18/2020 11:07 AM
7	We have adopted new policies	3/18/2020 11:06 AM
8	No new policies, but adapted and more flexibility.	3/17/2020 11:47 PM
9	following regular leave policies	3/17/2020 6:35 PM
10	Following existing policies.	3/17/2020 6:21 PM
11	Determining now	3/17/2020 2:11 PM
12	Modified policies	3/17/2020 1:36 PM
13	Following current policies	3/17/2020 1:32 PM
14	We are in the middle of discussing but we are not following our hard/fast rules for Attendance policy. Federal level may mandate changes.	3/17/2020 1:24 PM
15	New policies include paid administrative leave for medically required quarantines	3/17/2020 1:18 PM
16	Changing policy for COVID-19 only	3/17/2020 12:48 PM
17	Still in discussion	3/17/2020 12:36 PM
18	Normally a 5 day wait period before you can access your extended sick bank--no waiting period if miss work due to Covid 19 illness or quarantine	3/17/2020 12:21 PM
19	Hasn't been discussed yet	3/17/2020 12:09 PM
20	We are in the process of reviewing our policies as we await final policy from Federal government	3/17/2020 11:02 AM
21	following regular LOA policies	3/17/2020 10:59 AM
22	Have not discussed this	3/17/2020 10:59 AM
23	We are implementing more lenient policies d/t COVID-19	3/17/2020 10:27 AM
24	we are paying individuals on quarantine without having to use PTO. but would not do so if they conciously travel to a restricted area. also encouraging work from home for roles that can do so	3/17/2020 10:26 AM
25	Confusing question - we had modified our ESL and PTO policies	3/17/2020 10:18 AM

Q11 Are your policies different for exempt versus non-exempt?

Answered: 61 Skipped: 0

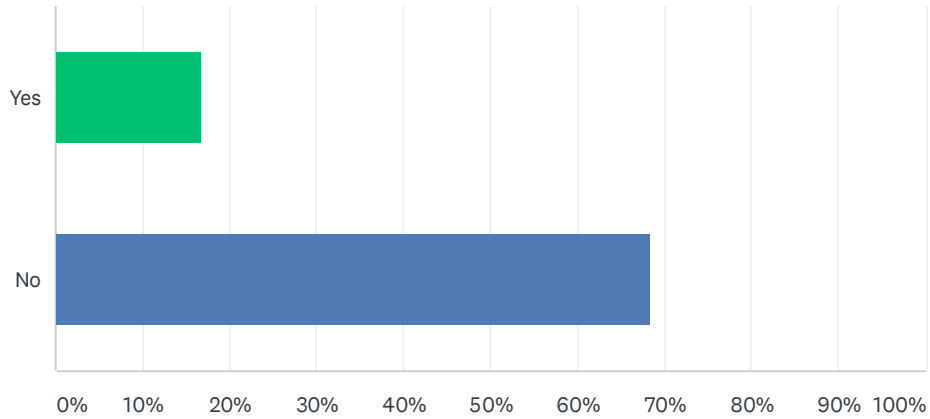


ANSWER CHOICES	RESPONSES
Yes	4.92% 3
No	93.44% 57
Total Respondents: 61	

#	OTHER (PLEASE SPECIFY)	DATE
1	but some exempt have ability to work remotely	3/18/2020 11:11 AM
2	Hourly employees will need to track remote hours differently/more carefully than exempt employees to ensure we are paying them appropriately.	3/18/2020 11:07 AM

Q12 Have you instituted any new practices around paying people to stay at home if they have any cold/flu-like symptoms, or if they can't work because a child's schools is closed? Interested in practices and guidelines, not dollar amounts.

Answered: 60 Skipped: 1



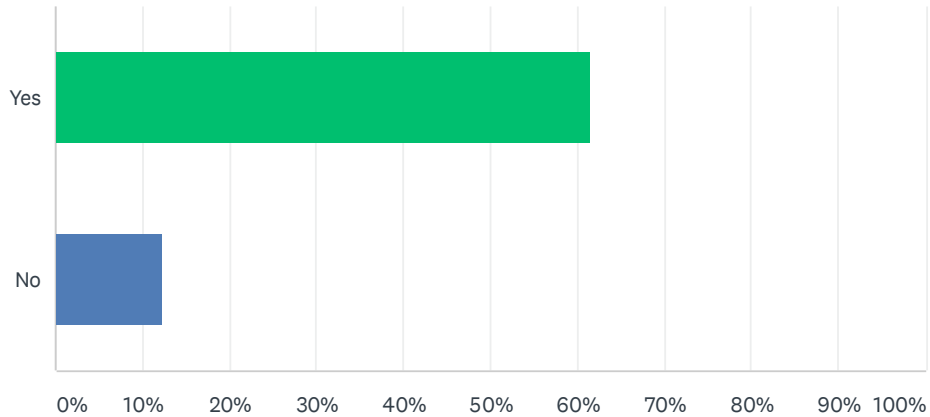
ANSWER CHOICES	RESPONSES	
Yes	16.67%	10
No	68.33%	41
Total Respondents: 60		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Not at this time; however, this is a topic of discussion today	3/18/2020 11:49 AM
2	Waiting to hear if legislation is passed to cover this. They can apply for LOA/STD	3/18/2020 11:45 AM
3	Not yet, needing direction on this!!!	3/18/2020 11:11 AM
4	We are working to be as flexible as possible to meet business needs; so offering alternative schedules in places that we usually don't or finding remote work.	3/18/2020 11:07 AM
5	It is being considered	3/18/2020 11:06 AM
6	Would like guidance on this.	3/18/2020 11:04 AM
7	WILL ALLOW WORKERS WHO CAN DO THERE JOB FROM HOME TO WORK FROM HOME	3/18/2020 10:50 AM
8	System HR is working on changes to pay practices.	3/18/2020 10:09 AM
9	We are doing anything we can to have those individuals work from home and are paying them appropriately	3/18/2020 10:06 AM
10	Not at this time	3/18/2020 8:54 AM
11	Relaxed policies and allow to take sick leave.	3/17/2020 11:47 PM
12	In development	3/17/2020 7:28 PM
13	At this time, we are asking employees to come to work as long as they are not experiencing any symptoms and self monitor. If experiencing symptoms, they would stay home and this would fall under absence or LOA.	3/17/2020 6:21 PM
14	We have allowed more access to a PTO Advance benefit, which still requires future payback	3/17/2020 4:12 PM
15	We are interested in the practice of others.	3/17/2020 2:51 PM
16	We have allowed employees to borrow one extra week of PTO at this time but we are constantly reevaluating.	3/17/2020 1:24 PM
17	Only if medically required quarantine	3/17/2020 1:18 PM
18	Working on policy	3/17/2020 12:36 PM
19	little more leeway on attendance due to school closures	3/17/2020 12:21 PM
20	Under discussion	3/17/2020 12:09 PM
21	allowing ee to use unearned PTO up to 40 hrs	3/17/2020 11:10 AM
22	Again, we are awaiting final rules from Federal Government -- but will address this on a case by case basis as Healthcare providers are not required to comply	3/17/2020 11:02 AM
23	not at this time	3/17/2020 10:59 AM
24	es)not paying for symptoms other than using pto and eib but are paying for quarantine for exposure or travel risks (for certain circumstances	3/17/2020 10:26 AM

Q13 How are other employers handling mandatory time off if an employee is diagnosed or being tested for the virus and told they cannot work? If the time is being mandated that they be off (much like the flu) would they be allowed to use Sick Leave versus using their own personal time?

Answered: 57 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	61.40%	35
No	12.28%	7
Total Respondents: 57		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	If hospital acquired, we will pay them - have set up special pay code	3/18/2020 12:24 PM
2	We will be evaluating this today based on the H.R 6201 Bill	3/18/2020 11:49 AM
3	Not sure about other employers	3/18/2020 11:45 AM
4	PTO time	3/18/2020 11:27 AM
5	We are paying them regular time if they cannot work because they are symptomatic and it was a work-related exposure. If not work related exposure, they use PTO for first 24 hours then extended sick leave.	3/18/2020 11:11 AM
6	We dont have sick leave until 24 working hours off.	3/18/2020 11:11 AM
7	We are allowing for remote work in those cases. Thus far we have been able to manage.	3/18/2020 11:07 AM
8	Unknown	3/18/2020 11:04 AM
9	WE ONLY HAVE ONE BUCKET FOR TIME OFF, THEY WOULD USE FROM THIS BALANCE	3/18/2020 10:50 AM
10	I do not know about other employers	3/18/2020 10:11 AM
11	We are discussing payment for employees who have been exposed, as part of their job.	3/18/2020 8:54 AM
12	other work in process	3/17/2020 7:28 PM
13	we only have PTO but we're encouraing work from home when possible	3/17/2020 6:35 PM
14	If ill, this would fall under LOA which may be eligible for EIB (extended illness bank). Situations that don't qualify for EIB and related to COVID-19, we will allow employees to use PDO (paid days off) or take (UTO) unpaid time off.	3/17/2020 6:21 PM
15	Determining now	3/17/2020 2:11 PM
16	Use of accrued or non paid time	3/17/2020 1:36 PM
17	Sick and personal time are the all inclusive at Landmark	3/17/2020 1:32 PM
18	Paid admin leave if quarantined, sick leave if sick	3/17/2020 1:18 PM
19	unknown	3/17/2020 12:48 PM
20	no difference - all PTO time	3/17/2020 12:36 PM
21	eliminating the week wait before they can access their extended sick bank	3/17/2020 12:21 PM
22	hasn't been any mandatory time off	3/17/2020 12:09 PM
23	if they have sick, then use PTO after	3/17/2020 11:56 AM
24	Until further mandates are handed down via legislation, employees would fall under the sick leave/leave of absence/FMLA guidelines	3/17/2020 11:02 AM
25	PTO will be used for non-work related absences	3/17/2020 10:59 AM
26	have not discussed	3/17/2020 10:59 AM
27	If they have sick time it can be used then personal time	3/17/2020 10:58 AM
28	PTO banks (use for sick leave and/or vacation)	3/17/2020 10:34 AM
29	14 days is paid in certain circumstances other is paid with pto and eib	3/17/2020 10:26 AM
30	unknown	3/17/2020 10:21 AM
31	no sick leave benefit	3/17/2020 10:19 AM

Q14 How are you handling ee's that are Person Under Investigation (PUI) and don't have PTO?

Answered: 55 Skipped: 6

Coronavirus HR Survey

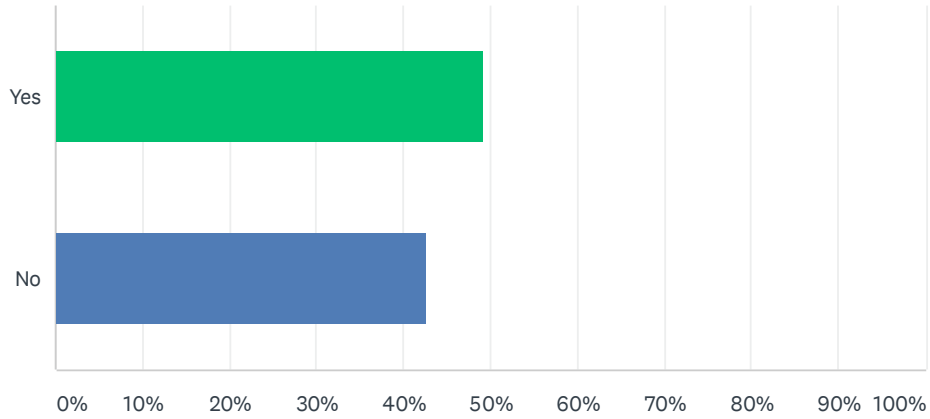
#	RESPONSES	DATE
1	Their benefits and employment status will not be affected; may be able to work with PPE	3/18/2020 12:24 PM
2	Administrative Leave	3/18/2020 12:17 PM
3	We will be evaluating this today	3/18/2020 11:49 AM
4	They first use ETO and apply for LOA and STD benefits unless it is a work-related exposure and would qualify for Workers" Comp.	3/18/2020 11:45 AM
5	Haven't decided yet	3/18/2020 11:27 AM
6	If work related exposure, we are paying them. If non-work related exposure, they would not be paid	3/18/2020 11:11 AM
7	we have not had that yet, would like direction	3/18/2020 11:11 AM
8	We will begin allowing for a negative PTO bank. We are also working to ensure everyone is kept busy at home (they can make calls, chart reviews etc.)	3/18/2020 11:07 AM
9	We allow them to "borrow" time to be repaid later	3/18/2020 11:06 AM
10	No occurrences	3/18/2020 11:04 AM
11	We would allow them to go into the negative with sick time.	3/18/2020 10:51 AM
12	UNPAID AT THIS TIME	3/18/2020 10:50 AM
13	Still mandated to stay home	3/18/2020 10:11 AM
14	Not clear on the question	3/18/2020 10:09 AM
15	System office is working on updated pay practices.	3/18/2020 10:09 AM
16	We will allow a negative balance.	3/18/2020 10:07 AM
17	If not linked to a patient exposure, time will be unpaid	3/18/2020 10:06 AM
18	We are allowing them to go negative in their PTO balance towards future accruals	3/18/2020 10:06 AM
19	We have an Employee Assistance Fund that is available for employees. This fund can offer direct funding to employees or other employees can donate ETO to employees requesting assistance.	3/18/2020 8:54 AM
20	PTO donation pool to cover some.	3/17/2020 11:47 PM
21	asymptomatic - come to work. other plans in development	3/17/2020 7:28 PM
22	Allowing them to have a negative balance.	3/17/2020 7:05 PM
23	allowing PTO to go into arrears or the employee is unpaid	3/17/2020 6:35 PM
24	They may use unpaid time if they don't have PDO and don't qualify for EIB.	3/17/2020 6:21 PM
25	None issue, currently	3/17/2020 4:47 PM
26	Sick time will be available for use.	3/17/2020 4:12 PM
27	Looking for guidance from MHA.	3/17/2020 2:51 PM
28	will probably allow them to go negative on PTO	3/17/2020 2:12 PM
29	Will likely allow negative PTO balance	3/17/2020 2:11 PM
30	Non paid leave - maintain status thru investigation/self-quarantine	3/17/2020 1:36 PM
31	Unknown at this time	3/17/2020 1:32 PM
32	We have not had that situation yet.	3/17/2020 1:24 PM
33	Paid admin leave if directed by us to quarantine.	3/17/2020 1:18 PM
34	On a case by case basis	3/17/2020 12:53 PM

Coronavirus HR Survey

35	No pay.	3/17/2020 12:48 PM
36	Still in discussion	3/17/2020 12:36 PM
37	We will allow employees to go negative in their PTO bank	3/17/2020 12:24 PM
38	case by case	3/17/2020 12:21 PM
39	hasn't come up	3/17/2020 12:09 PM
40	currently unpaid time - don't have any yet	3/17/2020 11:56 AM
41	SSL	3/17/2020 11:47 AM
42	Could be unpaid	3/17/2020 11:14 AM
43	They are self-quarantined for 2 weeks -- and are allowed to work from home if they have a job that allows it. We set their computer up for them.	3/17/2020 11:02 AM
44	If work related, wages are paid.	3/17/2020 10:59 AM
45	fmla	3/17/2020 10:59 AM
46	Current policies apply to all employees	3/17/2020 10:58 AM
47	Have not had to.	3/17/2020 10:51 AM
48	No pay at this time; less than 500 - if gov't passes, yes	3/17/2020 10:37 AM
49	non paid leave of absence	3/17/2020 10:34 AM
50	We do not have that here yet	3/17/2020 10:28 AM
51	14 day quarantine is paid in certain circumstances	3/17/2020 10:26 AM
52	we have not had any	3/17/2020 10:24 AM
53	if fever, sending home for 24 hours, will pay	3/17/2020 10:21 AM
54	unpaid	3/17/2020 10:19 AM
55	They can 'go negative'	3/17/2020 10:18 AM

Q15 Are you allowing ee's to donate sick leave or PTO for sick or quarantined ee's? Any limit receiving or giving?

Answered: 61 Skipped: 0



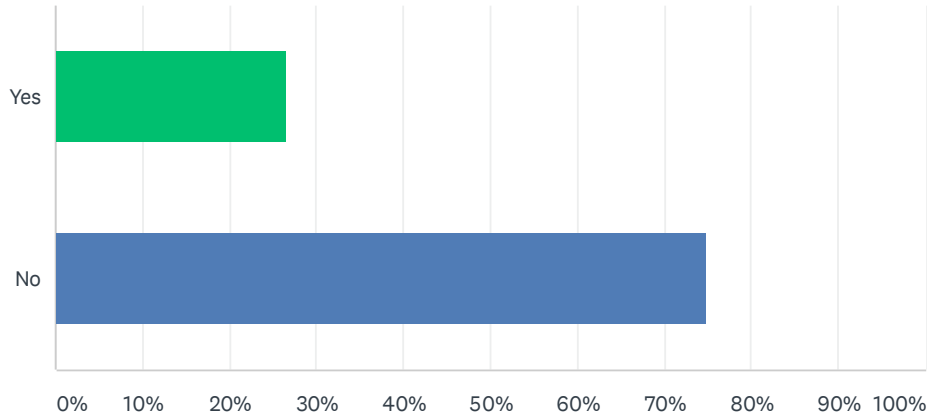
ANSWER CHOICES	RESPONSES	
Yes	49.18%	30
No	42.62%	26
Total Respondents: 61		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Donating hours is allowed if an employee is sick and on an approved leave of absence	3/18/2020 11:11 AM
2	We are working to stand this up now but not available yet. We will manage it as a pooled resource so employees can't give just to a friend; it will go into one fund. Employees can't donate to the point that they have <40 hours in their own bank.	3/18/2020 11:07 AM
3	We allow this, but it is not specific to COVID-19	3/18/2020 11:06 AM
4	System office is reviewing this option.	3/18/2020 10:09 AM
5	Through the Employee Assistance Fund, no limitations at this time.	3/18/2020 8:54 AM
6	40 hour donation limit	3/17/2020 11:47 PM
7	planning to allow Sick leave donation	3/17/2020 7:28 PM
8	We are discussing options for financial assistance through our charitable foundation. Nothing has been determined at this time.	3/17/2020 6:21 PM
9	We are evaluating this	3/17/2020 4:16 PM
10	We may offer this in the future; We have a formal PTO Donate program now.	3/17/2020 4:12 PM
11	Must have 48 hours in ETO bank	3/17/2020 1:32 PM
12	Our policy requires employees to be off for at least six weeks to be eligible for PTO donation.	3/17/2020 12:48 PM
13	normal procedure	3/17/2020 12:21 PM
14	we will look at this issue	3/17/2020 12:09 PM
15	normal giving limits	3/17/2020 11:56 AM
16	Not as of yet	3/17/2020 11:47 AM
17	Employees are allowed to donate up to 40 hours per year under our "Sick Leave, Helping Hands" program. We are prepared to increase that as needs arise.	3/17/2020 11:02 AM
18	They can donate vacation time and there has been no change in policy	3/17/2020 10:58 AM
19	Under consideration	3/17/2020 10:34 AM
20	I do not know yet, no cases in Howell County	3/17/2020 10:28 AM
21	already have that policy in place	3/17/2020 10:26 AM
22	limit of 8 hours donated from 1 employee to another per pay period	3/17/2020 10:19 AM

Q16 Is any specialty pay being considered?

Answered: 60 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	26.67%	16
No	75.00%	45
Total Respondents: 60		

Q17 What provisions are being made for temporary staffing needs?

Answered: 52 Skipped: 9

Coronavirus HR Survey

#	RESPONSES	DATE
1	None at this time; we have reduced services so will probably not need as much staff	3/18/2020 12:24 PM
2	Additional pay for staff working outside of their job classifications	3/18/2020 12:17 PM
3	We have contacted Agency staffing	3/18/2020 11:49 AM
4	Hiring now.	3/18/2020 11:45 AM
5	none	3/18/2020 11:27 AM
6	Considering increasing rates (crisis rate). Also reaching out to employees who have retired/separated in past couple of years to see about returning.	3/18/2020 11:11 AM
7	none at this time	3/18/2020 11:11 AM
8	We are working with our vendors, agencies and community members to see if we can quickly employ those that have been temporarily laid off of other jobs (hotels etc.) and also working to re-deploy our corporate employees into suitable roles.	3/18/2020 11:07 AM
9	We are overhiring	3/18/2020 11:06 AM
10	More use of mid levels	3/18/2020 11:04 AM
11	Creating a resource pool of internal staff and posting requisitions for temporary PRN staff.	3/18/2020 10:51 AM
12	CONTINUE TO USE TEMPORARY STAFF WHERE NEEDED	3/18/2020 10:50 AM
13	unknown	3/18/2020 10:09 AM
14	Reviewing needs daily to see if we need agency staffing.	3/18/2020 10:09 AM
15	We have APS in place if we need it.	3/18/2020 10:07 AM
16	Recent retirees, expedited hiring and onboarding	3/18/2020 10:06 AM
17	Through the use of travel agency staffing and by orientating non-floor nurses (i.e. Quality, Population Health) to be able to help on the units, in crisis situations.	3/18/2020 8:54 AM
18	Shifting our workforce and also looking at outside resources	3/17/2020 11:47 PM
19	considering agency nurses/ temporary labor pool	3/17/2020 7:28 PM
20	PRN staff, cross training, agency usage	3/17/2020 7:05 PM
21	TBD	3/17/2020 6:35 PM
22	We are reallocating staff that have reduced workload to assist in other areas where demand is higher. No temporary staff outside of the ordinary agency usage at this time.	3/17/2020 6:21 PM
23	Plans to pull from other departments, as needed.	3/17/2020 4:47 PM
24	We have a personnel pool that tries to match needs with "displaced" or low-censused employees	3/17/2020 4:16 PM
25	A redeployment taskforce is being formed.	3/17/2020 4:12 PM
26	Additional hours for PRN. Not intending to use agency.	3/17/2020 2:51 PM
27	we will hire nursing students and others who are available due to college closings	3/17/2020 2:12 PM
28	None at this time	3/17/2020 1:36 PM
29	We are contacting agency for clinical and temp staff for non-clinical	3/17/2020 1:32 PM
30	None at this time.	3/17/2020 1:24 PM
31	Partnerships with agencies; further leveraging prn pools	3/17/2020 1:18 PM
32	NA	3/17/2020 12:57 PM
33	Overtime authorized, Extra Shift Bonuses, Staff Agencies and Temporary Help	3/17/2020 12:53 PM
34	None at this time	3/17/2020 12:48 PM

Coronavirus HR Survey

35	None at this time	3/17/2020 12:36 PM
36	We are currently making a job pool list of employees who work in nonclinical roles but have a clinical license or certification. We have also looked outside of the organization at possibilities such as if schools close we could contact school nurses to see if they would be available in a crisis situation	3/17/2020 12:24 PM
37	using agency before crisis, still using, management working more	3/17/2020 12:21 PM
38	backup / resource lists being updated	3/17/2020 11:56 AM
39	mobilizing clinical staff to other areas if needed	3/17/2020 11:47 AM
40	Agency when necessary; repurposing low census staff	3/17/2020 11:14 AM
41	Vacations have been suspended at this time unless necessary to care for family members; we have a couple of travel nurses here already.	3/17/2020 11:02 AM
42	Clinic staff, procedural staff, and shared staffing with sister facilities are being reviewed.	3/17/2020 10:59 AM
43	Asking for local volunteers	3/17/2020 10:58 AM
44	PRN staff	3/17/2020 10:51 AM
45	unknown	3/17/2020 10:37 AM
46	extra shift bonus' to staff who work over in addition to OT	3/17/2020 10:34 AM
47	OMC is aksing for co-workers to pick up extra	3/17/2020 10:28 AM
48	labor pool activated, hiring students out of school to help augement the team. Evaluating traveler needs	3/17/2020 10:26 AM
49	we are obtaining temporary registered nurses	3/17/2020 10:24 AM
50	have not needed yet - will reach out to schools that we have affiliation agreements with	3/17/2020 10:21 AM
51	none yet	3/17/2020 10:19 AM
52	Redeployment of non-essential employees	3/17/2020 10:18 AM

Q18 How are you handling childcare for employees?

Answered: 56 Skipped: 5

Coronavirus HR Survey

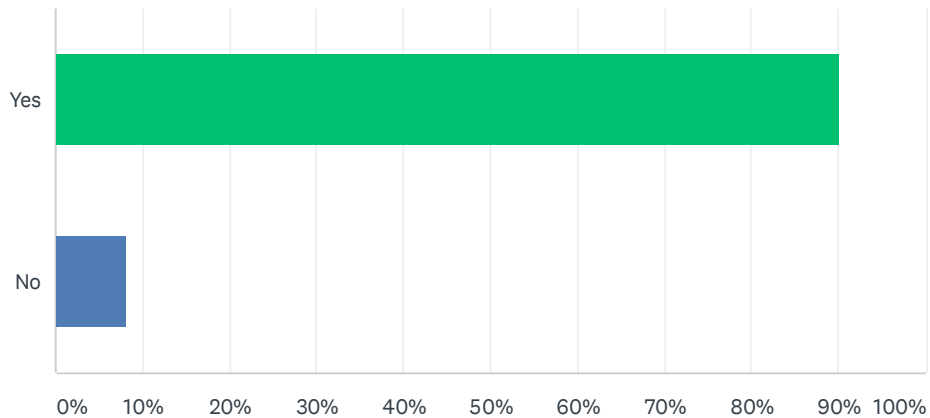
#	RESPONSES	DATE
1	Not at this time	3/18/2020 12:24 PM
2	We're not. They can use their sick time.	3/18/2020 12:17 PM
3	We will be reviewing the H.R. Bill 6201 today	3/18/2020 11:49 AM
4	Nothing as of this date.	3/18/2020 11:45 AM
5	we are not	3/18/2020 11:27 AM
6	Working with local agencies to see if they have capacity to take additional kids; making plans to operate our own childcare center if necessary	3/18/2020 11:11 AM
7	None at this time, need direction.	3/18/2020 11:11 AM
8	Current reviewing of contingent plans	3/18/2020 11:10 AM
9	We ae working with our communities and government officials on this problem. It's been one of our biggest challenges.	3/18/2020 11:07 AM
10	If the employee cannot work, we allow them to use sick leave	3/18/2020 11:06 AM
11	Employees have taken PTO in the past	3/18/2020 11:04 AM
12	Creating a resource pool of employees children that can provide daycare and employees who need daycare and connecting the two.	3/18/2020 10:51 AM
13	N/A	3/18/2020 10:50 AM
14	we are not	3/18/2020 10:11 AM
15	Coordinating possibilities with local school districts	3/18/2020 10:09 AM
16	Reviewing needs on a daily basis.	3/18/2020 10:09 AM
17	We are not providing anything at this time.	3/18/2020 10:07 AM
18	Partnering with other healthcare organizations and community groups to identify where their are opportunities.	3/18/2020 10:06 AM
19	N/A	3/18/2020 8:54 AM
20	Organizing a Co-op for employees, potential childcare center at workshop center.	3/17/2020 11:47 PM
21	under investigation for on, or near site options	3/17/2020 7:28 PM
22	Developing a list of high school and college students that would be available to babysit.	3/17/2020 7:05 PM
23	TBD	3/17/2020 6:35 PM
24	We are working with leaders to do their best to accommodate absences and/or shift swapping where possible. If employees must miss work, they may take PDO or UTO.	3/17/2020 6:21 PM
25	non issue, so far	3/17/2020 4:47 PM
26	We are not	3/17/2020 4:16 PM
27	We contract with Bright Horizons for back up care. They have benefit features to support crises care.	3/17/2020 4:12 PM
28	We are exploring options.	3/17/2020 2:51 PM
29	suggesting that employees engage available high school and college students	3/17/2020 2:12 PM
30	Trying to expand day care capacity and will go from there	3/17/2020 2:11 PM
31	Employee responsibility at this time	3/17/2020 1:36 PM
32	We have not had that come up as yet	3/17/2020 1:32 PM
33	Up to each employee.	3/17/2020 1:24 PM
34	TBD	3/17/2020 1:18 PM

Coronavirus HR Survey

35	NA	3/17/2020 12:57 PM
36	We have partnered with our EAP to help provide options for staff.	3/17/2020 12:53 PM
37	Employees are required to find alternate child care.	3/17/2020 12:48 PM
38	We have not made a decision yet. Many ideas on the table.	3/17/2020 12:24 PM
39	children have been banned from entering building--we are senior care	3/17/2020 12:21 PM
40	gathering a resource list of high school children available to babysit for EEs to reference	3/17/2020 11:56 AM
41	Tough message of they have to figure this out on their own	3/17/2020 11:47 AM
42	Undecided	3/17/2020 11:14 AM
43	We have not had anyone come forward with this concern but are prepared to deal with it on a case-by-case basis.	3/17/2020 11:02 AM
44	Currently under review. Asking non-essential employees and their families if available if needed.	3/17/2020 10:59 AM
45	this has not been an issue for us yet, we have discussed being able to switch shifts	3/17/2020 10:59 AM
46	Still under question, there are high school and college kids willing to babysit	3/17/2020 10:58 AM
47	Have not had to	3/17/2020 10:51 AM
48	n/a	3/17/2020 10:37 AM
49	We are not	3/17/2020 10:34 AM
50	I don't know yet, no cases in Howell County	3/17/2020 10:28 AM
51	our childcare on site remains open but travel restrictions and illness screening in place. we are not gathering the children to supervise that are not in school due to concerns with spreading and social distancing.	3/17/2020 10:26 AM
52	We are working with local day care center and school teachers to offer slots to hospital employees.	3/17/2020 10:24 AM
53	not yet	3/17/2020 10:21 AM
54	offering suggestions of high school students who are suddenly out of school / suggesting child care sharing on off duty days between staff	3/17/2020 10:19 AM
55	Expanding the hours of our on-site Child Care Center	3/17/2020 10:18 AM
56	We have put together a kids camp	3/17/2020 10:17 AM

Q19 Are you limiting non-essential personnel, such as volunteers, clinical students, etc from being on-site?

Answered: 61 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	90.16% 55
No	8.20% 5
Total Respondents: 61	

#	OTHER (PLEASE SPECIFY)	DATE
1	That was stopped on March 13, 2020	3/18/2020 12:24 PM
2	We have ceased our volunteer, job shadow and unpaid intern programs for the time being.	3/18/2020 11:11 AM
3	NOT STUDENTS ON SITE AS OF TODAY UNTIL FURTHER NOTICE	3/18/2020 10:50 AM
4	We have discontinued all shadowing and the usage of Volunteers.	3/18/2020 8:54 AM
5	We left it up to them. Most have voluntarily opted out.	3/17/2020 11:47 PM
6	Our guidance at this time is that we are all in healthcare, and all need to be present and available to assist with patients' needs.	3/17/2020 6:21 PM
7	We are still allowing student nurse interns.	3/17/2020 4:47 PM
8	Removed volunteers, non patient visitors, clinical students (unless we are hiring them upon graduation).	3/17/2020 1:24 PM
9	Encouraging work from home for office roles; limiting students	3/17/2020 1:18 PM
10	Clinical students are allowed on site. Volunteers & Job Shadowers are not onsite.	3/17/2020 12:48 PM
11	volunteers banned, clinical students treated like employees with symptom and temp check and questionnaire	3/17/2020 12:21 PM
12	No visitor policy effective 3/17; volunteers restricted to non-patient care areas; clinical students not allowed	3/17/2020 10:59 AM
13	Auxiliary	3/17/2020 10:58 AM
14	Not at this time but are talking about it	3/17/2020 10:34 AM
15	yes volunteers over 65 or those compromised are not being scheduled. evaluating students and reducing where we can	3/17/2020 10:26 AM

Q20 What employee groups are being asked/allowed to work remotely?

Answered: 58 Skipped: 3

Coronavirus HR Survey

#	RESPONSES	DATE
1	Billers, Finance, Marketing, Health Information	3/18/2020 12:24 PM
2	Executives and some licensed professionals	3/18/2020 12:17 PM
3	None at this time	3/18/2020 11:49 AM
4	Depends on department and feasibility.	3/18/2020 11:45 AM
5	none	3/18/2020 11:27 AM
6	Non-clinical operations are being evaluated for the ability to work from home	3/18/2020 11:11 AM
7	none at this time.	3/18/2020 11:11 AM
8	Non Essential Staff	3/18/2020 11:10 AM
9	Asking first that our corporate teams help to fill appropriate roles in the hospitals, we'll send other employees home in areas like finance, marketing, HR, legal etc.	3/18/2020 11:07 AM
10	currently none	3/18/2020 11:06 AM
11	None at this time	3/18/2020 11:04 AM
12	None at this time.	3/18/2020 10:51 AM
13	UNKNOWN AT THIS TIME	3/18/2020 10:50 AM
14	no more personnel than usual (some business office employees work remotely already)	3/18/2020 10:11 AM
15	Non-patient facing	3/18/2020 10:09 AM
16	Reviewing needs for those in a high risk situation.	3/18/2020 10:09 AM
17	Those being tested or quarantined	3/18/2020 10:07 AM
18	Anyone whose work can be performed remotely will be asked to work from home if possible	3/18/2020 10:06 AM
19	None, at this time.	3/18/2020 8:54 AM
20	Positions that can work remotely are beginning to do so. Mostly IT, HR, Finance, some patient accounts	3/17/2020 11:47 PM
21	guidelines being developed for appropriate groups	3/17/2020 7:28 PM
22	Coders, IT	3/17/2020 7:05 PM
23	As many as possible	3/17/2020 6:35 PM
24	Only groups that already have remote work assignments, unless a medical need is requested through Employee Health (e.g. compromised immune system).	3/17/2020 6:21 PM
25	We don't have this available.	3/17/2020 4:47 PM
26	We are handling that on a case by case basis	3/17/2020 4:16 PM
27	Those that can with 90% productivity and access.	3/17/2020 4:12 PM
28	Exploring some Administrative Staff, Foundation.	3/17/2020 2:51 PM
29	none at this time	3/17/2020 2:12 PM
30	Mostly administrative; no patient caregivers	3/17/2020 2:11 PM
31	All non-essential	3/17/2020 1:36 PM
32	none at this time	3/17/2020 1:32 PM
33	Any position that has the capability to do so. We are not mandating it and leaving it up to each individual manager.	3/17/2020 1:24 PM
34	Anyone viable based on job duties	3/17/2020 1:18 PM
35	None	3/17/2020 12:57 PM

Coronavirus HR Survey

36	None at this point	3/17/2020 12:53 PM
37	None	3/17/2020 12:48 PM
38	Business Office, Health Information, Payroll	3/17/2020 12:36 PM
39	This is on a case by case situation	3/17/2020 12:24 PM
40	not many apply--office can if they had that ability before	3/17/2020 12:21 PM
41	none	3/17/2020 12:09 PM
42	currently none	3/17/2020 11:56 AM
43	AHEC, certain IT staff	3/17/2020 11:47 AM
44	Case by case basis	3/17/2020 11:14 AM
45	Business Office employees (Medical Billers and Coders) if they wish	3/17/2020 11:02 AM
46	This is under consideration	3/17/2020 10:59 AM
47	none	3/17/2020 10:59 AM
48	Presently none	3/17/2020 10:58 AM
49	High risk	3/17/2020 10:51 AM
50	non-nursing staff	3/17/2020 10:37 AM
51	None at this time	3/17/2020 10:34 AM
52	None yet	3/17/2020 10:28 AM
53	yes and we are allowing/encouraging where we can	3/17/2020 10:26 AM
54	none at this time	3/17/2020 10:24 AM
55	none at this time	3/17/2020 10:21 AM
56	none	3/17/2020 10:19 AM
57	Exempt and non-exempt non-clinical	3/17/2020 10:18 AM
58	None	3/17/2020 10:17 AM

Q21 How are you handling employees who refuse to work?

Answered: 56 Skipped: 5

Coronavirus HR Survey

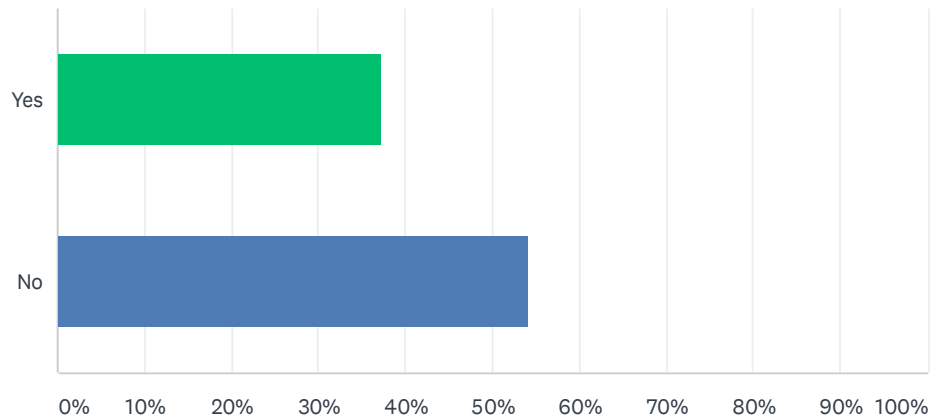
#	RESPONSES	DATE
1	Follow attendance policy	3/18/2020 12:24 PM
2	Use their PTO and possibly disciplining	3/18/2020 12:17 PM
3	We have only had 1 employee at this time and we have accommodated her request.	3/18/2020 11:49 AM
4	Attendance policies remain effect at this time.	3/18/2020 11:45 AM
5	haven't had tht yet	3/18/2020 11:27 AM
6	Corrective action; separation. If for a medical reason, we are pursuing under ADA as a reasonable accommodation	3/18/2020 11:11 AM
7	not sure, none at this time.	3/18/2020 11:11 AM
8	PTO or unpaid time	3/18/2020 11:07 AM
9	They stay home without pay	3/18/2020 11:06 AM
10	One resigned a month earlier than planned	3/18/2020 11:04 AM
11	Not had that yet but they would be expected to work and faced with termination if refuses.	3/18/2020 10:51 AM
12	UNKNOWN	3/18/2020 10:50 AM
13	We have not had this situation	3/18/2020 10:11 AM
14	Has not occured	3/18/2020 10:09 AM
15	System office is reviewing policies.	3/18/2020 10:09 AM
16	I haven't had that yet.	3/18/2020 10:07 AM
17	Only exceptions would be immunocompromised, at risk patients. Any others would be disciplined up to termination	3/18/2020 10:06 AM
18	PTO	3/18/2020 10:06 AM
19	We've not yet encountered this, but will hold them accountable under the policy if for a blatant refusal.	3/18/2020 8:54 AM
20	Dealing with each situation as it comes to HR. Referring those with underlying health conditions to visit with our ee health nurse. Taking those over 60 and using them on phone banks and other jobs set up tonbattle this virus that aren't on the front line.	3/17/2020 11:47 PM
21	investigating, educating, no current plans to accept refusal	3/17/2020 7:28 PM
22	It would depend on the reason for the refusal. If an employee is compromised, we would allow that employee to use ETO to be off work.	3/17/2020 7:05 PM
23	required to take PTO	3/17/2020 6:35 PM
24	We are giving as much leniency as possible for absences related to COVID-19. Beyond this, standard attendance policy is expected.	3/17/2020 6:21 PM
25	Not sure yet! Yikes	3/17/2020 4:47 PM
26	We will use a similar analysis to ADA accomodation, but if they refuse and do not have religious or ADA type of reason, it would be disciplinary	3/17/2020 4:16 PM
27	Personal leaves of absence with PTO at this time.	3/17/2020 4:12 PM
28	Evaluating. Possibility of using Sick or PTO, may be an occurance depending on reason.	3/17/2020 2:51 PM
29	no one has refused yet. would treat as any other refusal to work in most circumstances	3/17/2020 2:12 PM
30	On a case-by-case basis	3/17/2020 2:11 PM
31	Standard disciplinary process unless they can show a medical need to be off	3/17/2020 1:36 PM
32	Have not had any employees refuse to work	3/17/2020 1:32 PM

Coronavirus HR Survey

33	Not sure yet.	3/17/2020 1:24 PM
34	TBD	3/17/2020 1:18 PM
35	Use their PTO	3/17/2020 12:57 PM
36	Currently we are holding everyone to current attendance guidelines	3/17/2020 12:53 PM
37	Attendance Point	3/17/2020 12:48 PM
38	At this time, we will follow our attendance policy.	3/17/2020 12:24 PM
39	term - unless would be covered under FMLA	3/17/2020 12:21 PM
40	hasn't been an issue	3/17/2020 12:09 PM
41	N/A	3/17/2020 11:47 AM
42	Considered an absence	3/17/2020 11:14 AM
43	We have not had to address that yet, though we already have a nursing shortage due to a couple of nurses being out on leave. One of our male RN's will have a new baby next month and has hinted that he is planning to take 8 weeks of FMLA. We are seeking legal guidance on whether we can refuse that at this time due to COVID-19	3/17/2020 11:02 AM
44	Work expectations apply and will be handled the same as prior to COVID-19	3/17/2020 10:59 AM
45	has not been an issue	3/17/2020 10:59 AM
46	Haven't had to address yet	3/17/2020 10:58 AM
47	Have not had to	3/17/2020 10:51 AM
48	disciplinary action	3/17/2020 10:37 AM
49	PTO or personal leave of absence	3/17/2020 10:34 AM
50	I don't know no cases in Howell County	3/17/2020 10:28 AM
51	looking at reasons and addressing case by case.	3/17/2020 10:26 AM
52	We have not had any at this time	3/17/2020 10:24 AM
53	have not heard	3/17/2020 10:21 AM
54	not yet occurred	3/17/2020 10:19 AM
55	Disciplinary action	3/17/2020 10:18 AM
56	N/A	3/17/2020 10:17 AM

Q22 Are you surveying employees to determine barriers to working (i.e., immunocompromised, childcare issues, transportation issues, etc)?

Answered: 59 Skipped: 2

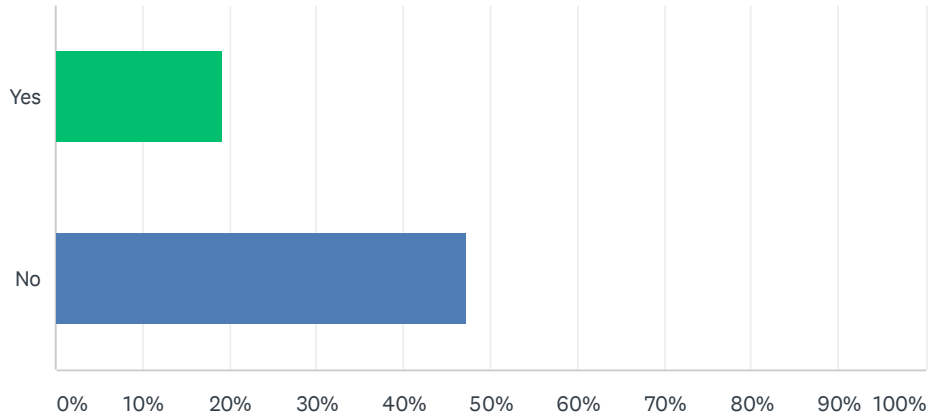


ANSWER CHOICES	RESPONSES
Yes	37.29% 22
No	54.24% 32
Total Respondents: 59	

#	OTHER (PLEASE SPECIFY)	DATE
1	We will be reviewing this today.	3/18/2020 11:49 AM
2	Will start later this week or early next. Currently managing on a case by case basis.	3/18/2020 11:45 AM
3	not officially as it has come up	3/18/2020 11:11 AM
4	Informally	3/18/2020 10:51 AM
5	Not yet	3/18/2020 8:54 AM
6	Too busy right now but may consider	3/17/2020 11:47 PM
7	constant two way communication	3/17/2020 7:28 PM
8	Addressing these as they are requested; we are not surveying.	3/17/2020 6:21 PM
9	Haven't had time yet	3/17/2020 4:47 PM
10	Using the manager to let us know	3/17/2020 4:16 PM
11	Not yet	3/17/2020 4:12 PM
12	we have asked directors to poll their workers	3/17/2020 2:12 PM
13	not yet	3/17/2020 12:09 PM
14	Not at this time.	3/17/2020 11:02 AM
15	Haven't yet	3/17/2020 10:58 AM
16	case-by-case basis	3/17/2020 10:37 AM
17	Yes each coworker completes the COVID - 19 Screening form	3/17/2020 10:28 AM

Q23 Are other facilities waving co-pays and co-insurance for COVID-19 related appointments of their employees?

Answered: 57 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	19.30%	11
No	47.37%	27
Total Respondents: 57		

Coronavirus HR Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Specifically related to testing/screening	3/18/2020 11:49 AM
2	I'm not aware. Our medical covers it 100%.	3/18/2020 11:45 AM
3	not sure	3/18/2020 11:27 AM
4	not sure	3/18/2020 11:11 AM
5	.	3/18/2020 11:07 AM
6	Unknown	3/18/2020 11:04 AM
7	Not sure.	3/18/2020 10:51 AM
8	our insurance company has already taken care of this measure	3/18/2020 10:11 AM
9	Not that we are aware of.	3/18/2020 8:54 AM
10	following policies of carrier	3/17/2020 7:28 PM
11	Undetermined.	3/17/2020 6:21 PM
12	Our health plan is treating it like we do the flu or any other diagnostic visit/lab.	3/17/2020 4:12 PM
13	If using CH-F facilities.	3/17/2020 2:51 PM
14	some	3/17/2020 2:12 PM
15	Not yet but will follow any regulatory guidance	3/17/2020 2:11 PM
16	N/A	3/17/2020 1:24 PM
17	TBD	3/17/2020 1:18 PM
18	hasn't been discussed	3/17/2020 12:09 PM
19	trying to understand this new requirement from President	3/17/2020 11:56 AM
20	Unknown at this time	3/17/2020 11:14 AM
21	In accordance with the government mandate, I believe they have to	3/17/2020 11:02 AM
22	we are waiving the testing fee	3/17/2020 10:59 AM
23	Not sure	3/17/2020 10:51 AM
24	I do not know.	3/17/2020 10:28 AM
25	waiving copays for testing and reducing penalties for drugs that become backordered	3/17/2020 10:26 AM
26	unknown	3/17/2020 10:21 AM
27	We are covering the cost of the COVID-19 test at 100%	3/17/2020 10:18 AM

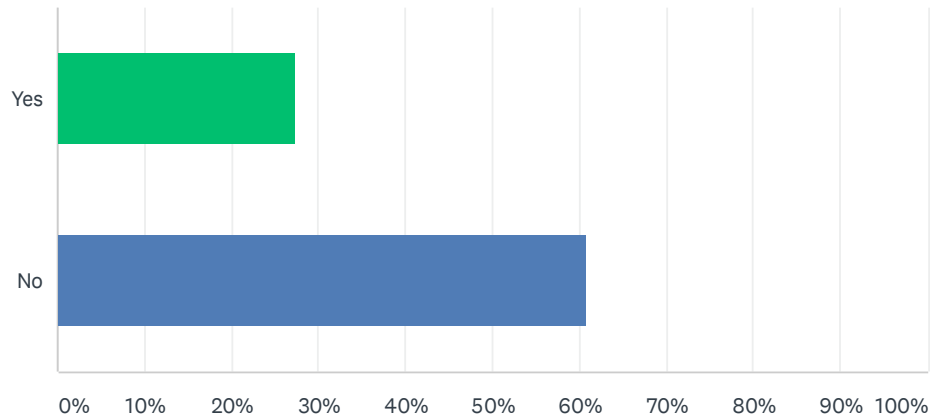
Q24 If yes, how do you define this type of appointment? Only those diagnosed as COVID-19 or those that are flu or other illnesses where the person was worried about COVID-19?

Answered: 25 Skipped: 36

#	RESPONSES	DATE
1	N/A	3/18/2020 12:17 PM
2	only those with COVID-19 symptoms	3/18/2020 11:49 AM
3	.	3/18/2020 11:07 AM
4	N/A	3/18/2020 11:06 AM
5	Unknown.	3/18/2020 10:51 AM
6	diagnosed	3/18/2020 10:11 AM
7	We are doing virtual visits free of charge for employees with the symptoms, they are the directed to a testing site if appropriate.	3/18/2020 10:06 AM
8	N/A	3/18/2020 8:54 AM
9	Those that present as patients to be tested.	3/17/2020 11:47 PM
10	N/A	3/17/2020 7:28 PM
11	n/a	3/17/2020 6:35 PM
12	n/a	3/17/2020 4:47 PM
13	preventative at this time	3/17/2020 4:16 PM
14	Our IP team is requesting information from clinics on illness.	3/17/2020 2:51 PM
15	have not established a separate appointment type	3/17/2020 2:12 PM
16	COVID suspected	3/17/2020 1:36 PM
17	N/A	3/17/2020 1:24 PM
18	N/A	3/17/2020 12:53 PM
19	n/a	3/17/2020 12:48 PM
20	na	3/17/2020 12:24 PM
21	We set up a new CPT Code within our EMR system for those who present and need to be tested for COVID-19. They have to meet our check-off criteria.	3/17/2020 11:02 AM
22	We do not offer	3/17/2020 10:51 AM
23	only covering "testing" of COVID-19	3/17/2020 10:37 AM
24	I do not know.	3/17/2020 10:28 AM
25	testing is free of charge	3/17/2020 10:26 AM

Q25 Are you taking the temperature of all staff prior to their shift?

Answered: 51 Skipped: 10



ANSWER CHOICES	RESPONSES
Yes	27.45% 14
No	60.78% 31
Total Respondents: 51	

#	OTHER (PLEASE SPECIFY)	DATE
1	Not yet but will institute soon.	3/18/2020 11:45 AM
2	Not at this time, but it part of our escalation plan	3/18/2020 11:11 AM
3	not all, only clinics at this point	3/18/2020 11:11 AM
4	Will soon	3/18/2020 11:10 AM
5	Not yet in MO. Our Oklahoma hospitals are as their entire region is moving in this direction.	3/18/2020 11:07 AM
6	If the staff person has any symptoms or has been traveling	3/18/2020 11:06 AM
7	They are attesting to not having symptoms when they clock in. A document is posted at the time clock they read each time they clock in.	3/18/2020 10:51 AM
8	NOT AT THIS TIME, HOWEVER WILL SOON	3/18/2020 10:50 AM
9	Not at this time but anticipate instituting soon.	3/18/2020 10:09 AM
10	We are not yet doing this for employees, but it will be implemented as this continues to develop. We are, however, doing this for all visitors coming in to the hospital.	3/18/2020 8:54 AM
11	Only staff who are in direct contact with patients.	3/17/2020 2:51 PM
12	Not yet but are discussing this as next step.	3/17/2020 1:24 PM
13	not staff, but patients - yes	3/17/2020 12:09 PM
14	We trust our staff to self-report if they have a fever or they are experiencing symptoms related to a contagious virus	3/17/2020 11:02 AM
15	they are to self check	3/17/2020 10:59 AM
16	Put plan to start, we doing outpatients	3/17/2020 10:58 AM