

SAFER Reopening Considerations

Work Performance-Related

Risk Profile

The individual risk profile of a given worker, including job function, potential medical or other vulnerabilities, and exposure to other workers and the public

Capability to Work Effectively Remotely

The ability of a worker, or group of workers, to maintain necessary productivity remotely (or not), dependent on job function, customer needs and company culture

Preferences & Work/Life Balance

The preferences of a worker in a post-pandemic world, potentially influenced by personality type, stress, familial (school, caregiving) and/or other work/life balance considerations

Work Environment-Related

Effectiveness of "New" Work Environment

The capacity of a "reopened" work environment to be effective given a potential transition to hybrid operations with a remote/in-person split, including technological and policy-driven (e.g. split shift) changes

Continuation of Existing Mitigations

The need for a "reopened" work environment to continue existing mitigations, such as physical distancing, masks, sanitation, barriers, limitations on capacity or other protocols that may affect productivity

Workforce Vaccination Progress

The percentage of uptake of the vaccine (to the extent it can be legally tracked) within the worker population that may limit or enable action on part of the employer (e.g. discontinuation of existing mitigations)

Community-Related

Local Vaccination Progress

The percentage of uptake of the vaccine (based on public health information) within the local community from which the workforce is drawn, used as a proxy for public-facing risk

Local Transmission Progress

The local transmission rate/test positivity (based on public health information) within the local community from which the workforce is drawn, used as a proxy for public-facing risk

Federal/State/Local Legal Environment

Local, state or federal ordinances, executive actions or regulations that may introduce challenges to, or accelerate employers' ability to, "reopen" in an effective and strategic fashion