



Future of (how we) Work Task Force Meeting

September 2021 High Level Meeting Takeaways

Vaccine Mandates

High Level Takeaways

- Mandates are not laws – which make employees feel like they have a choice. This can perpetuate confusion and high turnover rates as they feel faced with employer demands versus universal rules.
- Creating transparency about mandates and testing among employers will enable a level playing field, preventing a "race to the bottom" for anti-vaxxers.
- Corporate philanthropy from Kendall employers to help offset testing costs for independent restaurants and retailers will support the longevity of a vibrant Kendall community.
- The hardest thing for employers to navigate right now is the boundary between personal health privacy and workplace safety.
- Many employers issued a vaccine mandate prior to the Biden administration's announcement. Most of Kendall Square employers' vaccine mandates have a deadline of November 2021, where after a certain date in November, if the employee is not vaccinated, their employee badge may not work.
- Kendall employers have created processes to keep track of vaccination rates across the organization, including: creating weekly "report cards" to share with teammates about how well the organization is on track of meeting the vaccine mandate and using badge data and weekly testing to identify employees at risk of transmission.
- Work space safety remains a top priority:
 - Requiring all employees working on-site to make a daily report on where they worked so the space gets cleaned immediately.
 - Implementing reservation systems and requiring employees to "check-out" desks when they want to use them.