



Step Aside Jetsons: We Have a New Future Workplace

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The Post-COVID Workplace

- Remote Work – Here to Stay?
- Changes in the Office
- Action Steps for the New

Workplace



So... Is Remote Work Here to Stay?

Amazon: “Our plan is to return to an office-centric culture as our baseline. We believe it enables us to invent, collaborate, and learn together most effectively.”

Spotify: “Our employees will be able to work full time from home, from the office, or a combination of the two. The exact mix of home and office work mode is a decision each employee and their manager make together.”

Harvard Business School Professor Prithwiraj Choudhury: “The early adopters and the companies that are embracing this model and building the organization around that remote work model will have a huge advantage in attracting talent.”



Eighteen Months Later

BACK TO THE FUTURE™





Vaccines

- Generally, you can require them
- Understand the exceptions
- EEOC gives the green light for some low value incentive



Masks





Policy Changes



For Everyone

- PTO/Paid Sick Leave
- Leave Carry-Over and Cash Out
- Meeting Protocols
- Infectious Disease/Emergency Operations
- Workplace Injuries
- Hours of Work/Wages
- Security/Cyber Security
- Reimbursements





For In-Office Work

- Infectious Disease Protocols
- Social Distance Requirements
- Shared Office Protocols
- Physical Spaces

Remote Work Policy



For Remote Work

- Expectations
- Reimbursement
- Tax Consequences
- Injuries
- In-Person Obligations
- Cybersecurity



Remote Work as a Reasonable Accommodation





Legal Pitfalls



Old Faithfuls and Some New Guys (Maybe)

FLSA

FMLA

ADA

FCRA

OSHA

Title VII

ADEA

And
more!





New Workplace Pitfalls and Strategies for Success

Supervising in a Hybrid World

- Top Priority: **Train Your Supervisors**
- Consistency
- Transparency
- Re-evaluate Measures of Performance



HUMAN Resources

- Performance Evaluations
- Hiring practices
- Compensation



A photograph showing several hands of different skin tones clasped together in a circle, symbolizing teamwork and unity. The hands are resting on a green, grassy surface. The image is partially obscured by a white circular graphic on the left side of the slide.

Intentionality and Team-Building

- Creating meaningful engagement
- Addressing mental health and family
- Retaining employees

Flexibility



Communication



Teamwork





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thank you

