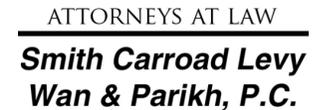




CLLA FALL VIRTUAL EDUCATION BONANZA SEPTEMBER 9 - 11

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Moving to the Cloud & Managing a Remote Workforce

Presented By:

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SIMPLIFYTHE COMPLEX

Presents and Agenda

Presenter



Janell Stanton, Senior Associate Attorney



Presents and Agenda

Agenda

- Remote Workforces by the Numbers
- Becoming Telecommuter Friendly
 - Modifying onboarding and pay practice
 - Define remote work policies and which laws apply
 - Mandatory tech tools
 - Communication Plans
 - Define and Track Productivity
- Benefits and Risks of Moving to the Cloud

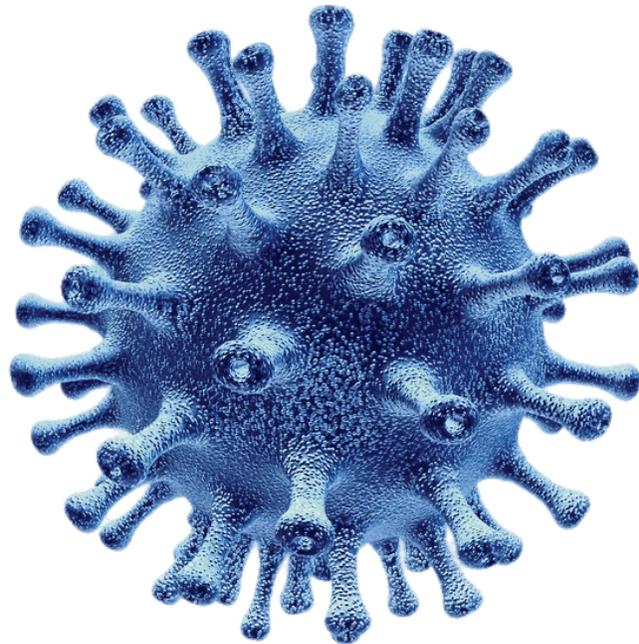


How the Numbers Add Up

- 4.3 million Americans work from home at least half time
- Remote worker rates have increased 140% since 2005
- 16% of companies only hire remote workers
- 18% of people work from home full-time



How the Numbers Add Up – During COVID-19 Pandemic



- 50% of those employed pre-COVID are now working from home
- An IBM Survey found that 80% of those currently working remotely, would like to continue working remotely occasionally
 - 58% said they would want to continue working remotely permanently





Benefits of Remote Work



75% of remote workers report less distraction



86% of employees report less stress in a WFH situation



Telecommuting saved employers \$44 billion in 2015





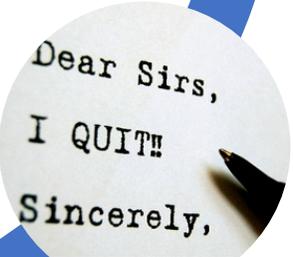
Benefits of Remote Work



Half-time commuters save 11 days/year



Telecommuters reduce greenhouse gas emissions



Companies that allow remote work have 25% lower turnover



One major unforeseen benefit of remote workforces.. COVID-19 Pandemic

Those workforces already set up to telecommute are better able to:

- Keep their workers safe
- Avoid litigation and worker's compensations lawsuits
- Better avoid business interruption





There can be negatives, though

Employees unplugging after work

Remote employees report more loneliness

Remote employees are only 30% engaged in their work

Brainstorming is a very difficult remote task to complete

Companies that offer WFH options may lure away your employees





Moving to a Remote Workforce

- Change recruiting and hiring practices
- Managing wage and hour complexities
- Determine applicable laws
- Define remote work policies
- Mandate use of a common set of technology tools
- Devise a well thought-out communications plan
- Clarify and track productivity



Buttoning up Wage & Hours Issues

- The FLSA requires that employees be paid for all hours worked
- The line between working and non-working time is blurred
- After-hour work must still be compensated
- Policies are crucially important here



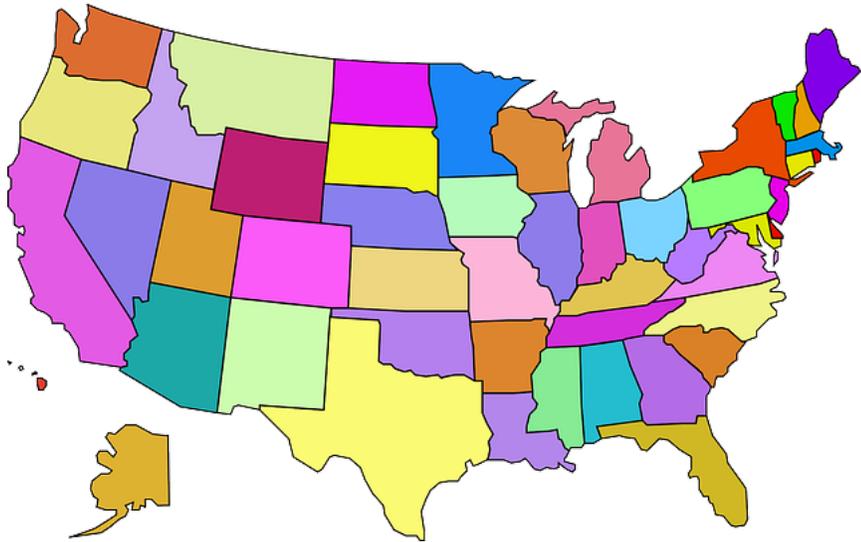


Defining Remote Work Policies

- Eligibility to telecommute
- Clearly define:
 - Work hours including accessibility
 - Safeguarding company confidential information
 - Workplace setup: ergonomics, furniture, equipment



Which laws apply?

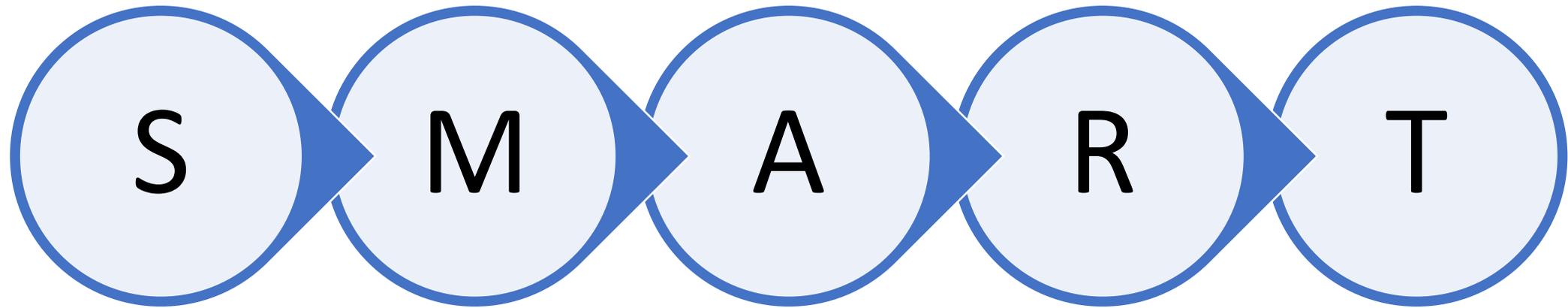


- Applicability of state and local laws
- Implementing a compliant employee handbook
- Counting remote employees





Managing Performance & Conduct



Managing Performance & Conduct

- Specific
- Measurable
- Actionable
- Relevant
- Timely





Benefits and Risks of Moving to the Cloud

What is the cloud anyway



Benefits and Risks of Moving to the Cloud

- ✓ Security breaches
- ✓ Ethical issues for attorneys
- ✓ Loss of data



Questions?



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