



**Starting Soon:**

# IS TELECOMMUTING THE NEW NORMAL?



**Coffee Break Series:**

# IS TELECOMMUTING THE NEW NORMAL?

# TODAY'S PANELISTS



**Clay Creps**  
Partner  
[clay.creps@tonkon.com](mailto:clay.creps@tonkon.com)



**Megan Reuther**  
Attorney  
[megan.reuther@tonkon.com](mailto:megan.reuther@tonkon.com)

# IS TELECOMMUTING THE NEW NORMAL?

May 28, 2020

# OUR NEW NORMAL



"I think I'll just work from home today."

Information presented here is intended to be educational and not taken as legal advice.

© 2020 Tonkon Torp LLP | [tonkon.com](http://tonkon.com)



# PROS AND CONS

- Flexibility
- No commute
- Increased productivity
- Reduced stress
- Increase work/life balance
- Loss of collaboration and community
- Increased isolation
- Lower promotion rate
- Blurring the boundaries between personal and professional

Information presented here is intended to be educational and not taken as legal advice.

© 2020 Tonkon Torp LLP | [tonkon.com](http://tonkon.com)



# HAVE A POLICY

- Monitoring work product and deadlines
- Hours of work
- Preserving confidential information
- OSHA
- Home office insurance and liability issues
- Dependent care issues
- Ownership of equipment
- Professionalism
- Have a contract

## Zoom Meeting

Audio only



With video



Information presented here is intended to be educational and not taken as legal advice.

© 2020 Tonkon Torp LLP | [tonkon.com](http://tonkon.com)



# MANAGING REMOTE WORKERS – LEGAL PITFALLS

- Discrimination
- Wage and hour
- Reasonable accommodations
- Workers' compensation



Information presented here is intended to be educational and not taken as legal advice.

© 2020 Tonkon Torp LLP | [tonkon.com](http://tonkon.com)





# MANAGING REMOTE WORKERS – PRACTICAL CONSIDERATIONS

- Train managers to manage remotely
- Have tools in place to foster engagement and collaboration
- Monitor and evaluate employees productivity and performance
- Maintain clear and open lines of communication
- Encourage employee engagement



Information presented here is intended to be educational and not taken as legal advice.

© 2020 Tonkon Torp LLP | [tonkon.com](http://tonkon.com)



# QUESTIONS?



**Clay Creps**  
Partner  
[clay.creps@tonkon.com](mailto:clay.creps@tonkon.com)



**Megan Reuther**  
Attorney  
[megan.reuther@tonkon.com](mailto:megan.reuther@tonkon.com)

Information presented here is intended to be educational and not taken as legal advice.

© 2020 Tonkon Torp LLP | [tonkon.com](http://tonkon.com)

