



PrestigePEO

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The Future of the Workplace Landscape Due to COVID-19

Today's Presenter



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Today's Agenda



- Future of the Workplace Landscape
- Flexible Work Arrangements
- Accommodations & the Workplace & the EEOC

Webinar Forum

- ❖ All participants are muted.
- ❖ Please type questions in the side navigation panel and we will try to address most questions during today's session.
- ❖ Today's presentation will be posted online at prestigepeo.com/blogs/

Future of the Workplace Landscape

Future of the Workplace

Uncertain Times

- Where did we come from and where are we going?
- Safety and security – Employee Protections – Workplace Rights
- Old Laws/New Situations
- Flexibility is here to stay
- Independent Contractors and Unemployment – Rethink the Rules/Labor Law?
- The Shift to Remote Work

Future of the Workplace

The Trends

1. The Remote Work Option/Environment

1. 82% of company leaders intend to permit remote work at least some of the time
2. 47% intend to allow employees to work remotely full time
3. 36% say they're willing to hire workers who are 100 percent remote and live anywhere in the US or internationally (Just 12 percent were receptive to that approach prior to the pandemic)

Sources: Gartner Inc.; The Conference Board, SHRM

2. Health and Safety Factors

3. Workers will demand better treatment for themselves and their communities from their employers
4. Advancement in technology will continue, forcing companies to strategize on how to integrate people with the right technology

Flexible Work

Flexible Work

Flexible Work Schedules



FLEXTIME



COMPRESSED WORKWEEK



SHIFTWORK



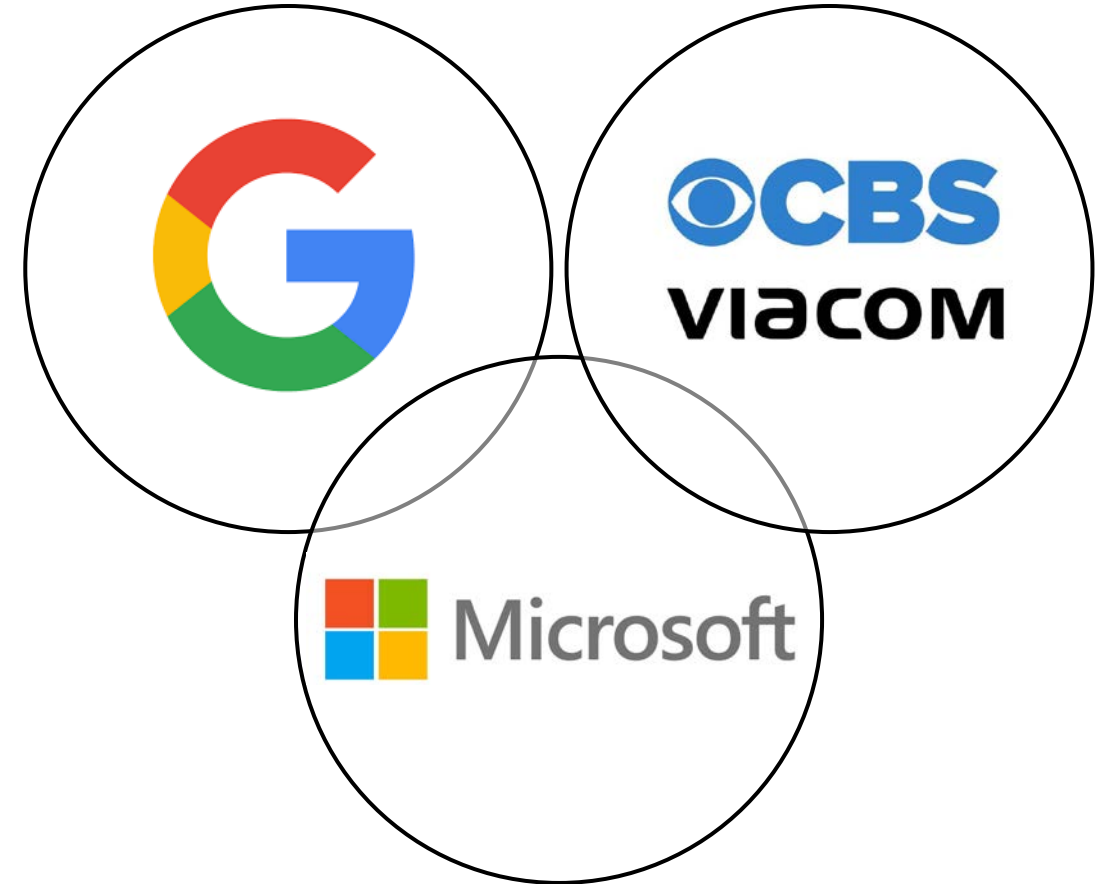
PART-TIME SCHEDULES



JOB SHARING

Flexible Work

- **Flexible work arrangements in the post-COVID era**
 - Know what your flexible work arrangement entails.
 - ❖ WHERE → WHEN → HOW
 - Know the policy, Do your homework
 - Formulate a plan



Accommodations & the Workplace

Accommodations In The Workplace

- The EEOC, ADA and the Rehabilitation Act
- Reasonable Accommodations Under the ADA
 - *Reasonable accommodations are adjustments or modifications provided by an employer to enable people with disabilities to enjoy equal employment opportunities.*
- Accommodations prior to the COVID-19 pandemic
- Reopening the office – Future Accommodations



Source: www.eeoc.gov

Client Communications

Prestige Communications

Today's presentation will be posted on PrestigePEO.com under

- [The Prestige Perspective](#)
prestigepeo.com/blogs
- [COVID-19](#) prestigepeo.com/covid-19/

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