



WORK FROM HOME

Coached Group 21

Section 18210 - 11:30 am - 1:00 pm

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■ **What is our topic?**

Is it ethical to require employees to work in the office when the work can be accomplished remotely?

How is this an ethical issue?

Working from home allows employees to:

- Save money on fuel costs
- Reduce carbon footprint
- Save time from commuting



Case Study

- According to the 2018 American Community Survey, workers spent an average of 54 minutes per day commuting to and from work before the pandemic.
- Throughout COVID-19, Americans as a whole saved approximately 60 million hours per workday by working remotely.





Social Implications

Pros

- Better work-life balance
- Benefits rural communities
- Improves public health

Cons

- Makes collaboration more difficult
- Social Isolation
- Remove the need for lower-level jobs



Financial Implications?

- How do annual expenses change for employers?
- It is cheaper for employees to work from home
- When working from home, “22% of employees felt more productive”
- Equipment expenses for remote work
- Team-building expenses
- The impact on hours worked



Legal Implications?

Remote Work

- Health and Safety
- Violation of labor laws (ADA)
- Potential Privacy violations
- Tax Laws
- Accommodation of religious beliefs
- Providing devices for at home work

In-person

- Workplace safety
- Injury compensation
- Overtime compensation
- Discrimination and harassment
- Family and Medical Leave Act

Recommendation

- Companies should offer and encourage remote work because it is beneficial to the employers and employees
- Save more money, make more money
- Employees will be happier and healthier
- Easier to adapt to accommodations





Impact of recommendations

Positive :

Remote work has been shown to increase productivity. Allowing employees to work in a hybrid environment can lead to less stress and increased job satisfaction. It can also save both employees and employers lots of money.

Negative:

Less social interaction can lead to loss of workplace culture or feelings of individual isolation. This can be addressed through more recreational work events and team building exercises.



THANK YOU



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