FEBRUARY 27, 2023 | AI/TECHNOLOGY, PRIVACY & DATA SECURITY

Navigating the New Normal: Remote Work Challenges [Webinar Recording]

On Wednesday, February 22, 2023, Jordan B. Schwartz and Darius Rohani-Shukla presented a webinar regarding **Navigating the New Normal: Remote Work Challenges**.



There is no doubt that the COVID-19 pandemic triggered a significant surge in remote work nationwide, allowing more and more employees to work from their homes or some other location locally or in a completely different state from the employer's brick and mortar location. This has created significant employment hurdles for employers because remote employees are generally subject to the laws of the city and state where they are physically located and perform work. Depending on state law and conflict of law principles, there may be exceptions for employees who are temporarily located in a state or not considered "based" within a state. But certainly for those who intend to continue to work from a different state on a more long-term basis, its likely that a particular state's laws could apply.

And the challenges created by remote work are ones that are unlikely to disappear any time soon. Statistical projections show that by the end of 2022 remote work will make up about 25% of all jobs in North America. Notably, in 2021, about 67% of white-collar workers worked either partially or exclusively from home and almost 98% of remote workers surveyed said they would like to work remotely at least some of the time for the rest of their careers.

This desire to work remotely combined with the challenges in hiring and retaining workers that many employers are experiencing, makes it likely that employers will have to continue to grapple with if and how to incorporate

remote work into their current structure, including how to effectively monitor employee performance and the employment laws that may be triggered related to this unique work environment.

Participants in this webinar learned:

- The pros and cons of a fully remote or hybrid work environment
- Challenges with monitoring and reviewing employee performance
- Legal implications for employees who work remotely in other states
- Unique legal issues related to remote workers

We are pleased to share these links to a copy of the slides and a recording of the webinar.

This program has been approved for 1 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HRCI®.

This program is valid for 1 PDCs for the SHRM-CPSM or SHRM-SCPSM.

If you would like to be registered for the entire 2023 series, click here to send us an email request, and we will register you.

This was the 2nd webinar event in Conn Maciel Carey LLP's **2023 Labor and Employment Webinar Series**. Click **here** to view our full schedule and detailed program descriptions for all of the webinars scheduled for the **2023 Labor and Employment Webinar Series**. If you missed any of our past webinars in our annual Labor and Employment Webinar Series, view our **Labor and Employment Webinar Library** to access all of our webinar recordings. Also, **click here to subscribe to our YouTube channel** and get an email notification when new recordings become available.