

00:15:35 Kathleen Marcove: Can we get SHRM CEU for this?  
00:15:55 Stephanie Gatlin: Great question. And curious if  
HRCI credit?  
00:16:30 Cathy McCoil: Same here  
00:17:04 Shantel Haynes: I think the sound dropped.  
00:17:15 Kathleen Marcove: Thank you.  
00:17:28 maria molina: Yes I believe sound dropped  
00:17:32 Annette Small: @Shantel may be on your side - I can  
still hear  
00:17:32 Cindy Lo: I still hear her  
00:17:33 Laura Moss: I can hear it  
00:17:33 Miranda Gaines: I can still hear  
00:17:34 Lisa Walker: My sound is working  
00:17:35 Lauren Cantz: I can still hear  
00:17:37 Joe Pierandozzi: I can hear it.  
00:17:38 Joanne Kenison: I can hear  
00:17:38 Jeff Beagle: I can hear  
00:17:43 Tracey Dishon: I can hear  
00:17:45 rhonda leisure: my sound is fine  
00:17:46 Jan Brittingham: I can hear  
00:17:48 Mary Fitzgerald: I can hear  
00:17:48 melissa Hancock: I can hear  
00:17:48 Sharee Straw: my sound is working  
00:17:56 Jennifer Schmidt: I can hear  
00:18:08 Latonya Holmes: I can hear  
00:18:08 Kevin Wilson: It may be your computer. I can hear  
fine.  
00:18:08 Marisa Pichigian: I can barely hear. Volume is  
very low  
00:18:09 Cynthia Hill: I can hear  
00:18:10 Clarissa Stafford: I can hear  
00:18:15 cindy johnson: Are there slides available?  
00:18:18 Fran Hutton: I can hear fine  
00:18:18 Laurie Gallina: How do we turn on the sound?  
00:18:23 Emily Lor: audio is working well  
00:18:30 cindy johnson: Or should I take screen shots as I go?  
00:18:47 Cindy Lo: they will send it out in 24 hours  
after the webinar  
00:18:48 Amy Page: Audio is not working for me  
00:18:52 Tamara Lofton: Check your volume in your settings in  
this platform  
00:18:54 Nancy Rosso: can hear and slide are available  
00:18:56 Tara Young: "Audio Settings" on the lower left.  
00:19:01 Rachel Wang: Try going to Audio Settings on the  
bottom right corner to reselect the preferred method  
00:19:09 Rachel Wang: Bottom left\* :)  
00:19:20 LReed: Can't get my speakers to work, will this be in  
an email later?  
00:20:11 Tara Young: My company leadership needs to see  
these statistics...

00:21:11 Tara Young: @LReed Recording will be sent out.  
00:21:42 Maureen Coyle: you can use the captions option too  
00:22:12 Joe Pierandozzi: "Justifying sunk real estate costs."  
00:22:22 Teresa Anderson: We are moving to autonomous learning  
00:22:52 Mary-Carol Lindbloom: Having a remote work option has enabled us to hire from a wider area. It supports our sustainability/carbon footprint value, as well. We also have a culture of trust.  
00:23:19 Andreena Norfleet: Agreed Joe Pierandozzi! It's nice not having to waste several hours a day on commuting and I can work instead.  
00:23:31 Joe Pierandozzi: ^^^^  
00:23:37 Mary Boden: busy does not equate to productive  
00:24:18 Jennifer Perkins: we are closing offices; in our industry, clients want to meet at our office, so we still will maintain our corporate office.  
00:24:47 Erik Gunderson: I have a desk full of litigated and pre-litigated matters in which employees are seeking remote work as a disability accommodation.  
00:24:52 Jennifer Perkins: My meetings have gone up and I have entire days where I can't get anything done  
00:25:38 Jennifer Perkins: @erikgunderson, is this due to employees feeling forced to go into the brick and mortar?  
00:25:42 Catherine Phelps: I have the same challenge of so many meetings constant slacks, etc. cannot get project work done  
00:25:43 Joe Pierandozzi: Erik Gunderson - Interesting!  
00:25:46 Tara Young: PREACH IT! I have to task-switch in-office continuously. Working at home I can actually focus on the high-value projects and analytics.  
00:25:52 Julie Dibble: Erik Gunderson - are employers accommodating the EE requests?  
00:26:21 Erik Gunderson: Yes, a lot of it is employers demanding a return to office work at the end of the pandemic; some of it is a return to office work to make oversight and supervision easier.  
00:27:06 Melissa Dexter: I schedule DND times in my day between meetings so I have time to focus  
00:27:08 Darcy Schmidt: I literally wrote myself a giant sign and stuck it above my computer saying "ONE THING AT A TIME" because I'm task-switching too much!  
00:27:16 Tamara Swanson: Collaboration is key to much success. That is a struggle when working remotely. I personally am not an advocate.  
00:27:20 Andreena Norfleet: Then the culture needs to shift  
00:27:35 Erik Gunderson: It varies, Julie. Some employees present better medical cases than others, Julie; some employers are more friendly to the request than others.

00:27:42 Andreena Norfleet: People need to understand that not immediately responding does not mean someone is not productive

00:27:50 Barrett White: We are already over 90% remote.

00:27:50 Raleighla Clewis: Unfortunately, my industry does not allow for exclusive remote work. However, the collaboration does not end if some need to work remotely at times. In this, we do not reap the benefits of national recruitment efforts.

00:27:51 Deverick Williams: 90%

00:27:54 Raleighla Clewis: 0%

00:28:05 Ron Richards: 1%

00:28:05 Julie McDowell: 95%

00:28:11 Tara: 95%

00:28:12 Marianne Zhen: sales people are remote

00:28:13 Tamara Swanson: 0%

00:28:22 Jen Desideri: This happens to me more on site than remote. When Im remote I can focus on one task. On site people constantly interrupt

00:28:23 Julie Dibble: Thank you Eric...

00:28:32 Carol Wanda Spradlin: 1 person

00:28:32 Caroline Mankins: Property Management doesn't work with remote - Finance office still gets one day a week remote

00:28:35 Michele Cartwright: We will never be fully remote because we can't be. But the positions that can be remote are only remote 2 out of 5 days.

00:28:35 KELLIE AGARD: We have hybrid workers, not FULLY REMOTE!

00:28:40 Nicole Nelson: people that moved out of state are the only fully remote for us

00:28:51 Leticia Covarrubias: Sorry, I entered over 75, but should have been 0%. :-)

00:28:58 Deborah Bahr: 100% of our staff works hybrid.

00:29:06 Ryan Fitzgerald: I've unfortunately been in the office daily since the onset whilst 98% has shifted to a remote environ...

00:29:13 Timothy Schmidt: Question is a little hard to answer for those of us with manufacturing operations who can't work remotely.

00:29:14 Crystal LeMieux: We are hybrid here as well. WFH 1-2 days a week as scheduld by supervisors

00:29:15 Deborah Bahr: Most are about 25-40% remote

00:29:20 Fran Hutton: out of state workers are remote, the rest are hybrid by choice

00:29:26 Trisha Pelowski: We are WFH a couple days a week, as our regular schedule - entire team except our ship/rec.

00:30:19 Stephanie Gatlin: Forcing them to be watched all day is ridiculous. Yes very creepy!

00:30:25 Keshni Krisithika: 100% agree

00:30:32 Brianna Ojata: Agreed!

00:30:34 Virna Madison: I agree

00:30:34 Andrew Heryford: 🙌

00:30:35 Clarissa Stafford: That's just not right  
00:30:35 Mary-Carol Lindbloom: that would be awful!  
00:30:39 Kate Hartman: That's profiling  
00:30:51 Andreena Norfleet: 🤔  
00:31:03 Andreena Norfleet: imagine being watched all day  
00:31:06 Andreena Norfleet: in person or online  
00:31:09 Andreena Norfleet: it's weird  
00:31:44 Kim Hildebrand: most people won't intentionally screw  
around, but there are simply distractions in remote work.  
00:31:49 Karen Markowitz: That's creepy for sure,  
Andreena!  
00:32:01 Andreena Norfleet: Honestly... we could all prob  
only work about 6 hours a day and get a lot done  
00:32:02 Danielle Piotrowski: Water cooler talk, chit-chat,  
lunch and coffee outings... 6 hours uninterrupted at home = 9+ hours  
in an office, easy!  
00:32:07 Mary Fitzgerald: It is creepy - had it happen  
for months  
00:32:09 Teyah Townsend: Borderline voyeurism  
00:32:10 Joe McKea: That BLS study was on FLSA exempt  
employees.  
00:32:13 Clarissa Stafford: Employees gab with each other  
all the time  
00:32:20 Joe Pierandozzi: It's almost as if it's not  
natural/normal to grind out an 8 hour day without breaks, etc. Hmm...  
00:32:32 Jonathan Gialds: I often hear from coworkers  
that when they are in the office they cannot get anything done because  
of all of the distractions. Does anyone think that argument holds  
water?  
00:32:35 Maria DeRobertis: Can we insist on specific work  
hours? We have a few employees who make up their own hours then  
expect answers to their emails/slacks at off hours. (I suspect one of  
those few are babysitting during regular work hours.)  
00:32:45 Katherine Garrard: I am more distracted at home:  
pets who need attention, packages delivered, people coming and going...  
00:32:45 Ryan Harikul: There's a big difference between  
goofing off with colleagues vs goofing off alone at home. One builds  
camaraderie - good for culture.  
00:33:00 Katherine Garrard: Also miss face-to-face  
interactions at home  
00:33:05 Wendy Willoughby: Not to mention the new study  
that states best for continue health are 5 minutes of every 30 spent  
walking when you sit all day!  
00:33:20 Marcus Williams: I am working in the office  
today for the first time in months and I can say that I have been  
distracted ever since I opened the door.  
00:33:26 Debbie Harbison: If my employee cannot handle  
distractions in the office, then I do not see them handling at home.  
00:33:32 Raleighla Clewis: @jonathan - Yes, I agree. I  
get walk-ins to my office non-stop. Even if I'm deeply focused on

tasks. I have to close my door

00:33:47 Vickie Ponce: do you do time studies to figure out this information?

00:33:52 Andreena Norfleet: Distractions are distractions no matter where it happens. Employees should determine how to focus.

00:34:03 Sheila Tria: this is why my team and I do this SMART Goals end of the year – so we can leave each other alone

00:34:09 Erik Gunderson: Maria, I'm sure you can, but a) remember it's a factor that can lose exempt status for salaried employees if you control time of work, and b) I think we'll be learning here whether or not that's desirable.

00:34:26 Sharon Swedlow: Interesting that they report that multitasking is impossible, yet we can't save the chat. Therefore we have to multitask – or just give up on following the chat! :)

00:34:35 Matthew Conrady: It's almost like people are adults and can handle getting work done without the "boss" dictating terms

00:34:40 Steven Salvati: I find that I sit much longer WFH than when I'm in the office. Have to remind myself to move around.

00:34:53 Andreena Norfleet: Exactly Matthew Conrady!

00:34:56 Vickie Ponce: SMART goals?

00:34:59 Michelle Cooper: For me personally there are too many distractions at home– kids, bills to pay, chores and other things that I start focusing on rather than my work. It's better for me to be in the office where I can get my work done, then go home and have my own personal time to do whatever I want.

00:35:07 Sara Morningstar: I have a hard time setting goals for my employees because I think about what I can accomplish in a certain time frame (or that I accomplished when I was in their role in the past). I often feel like my expectations are too high – any advice for how to deal with this?

00:35:16 Melanie Fisk: Steven, I have the same issue. I end up sitting for hours and don't get up to stretch my legs often enough while wfh.

00:35:53 Sheila Tria: If you are a supervisor attending this webinar note that Work-related mental illness is real and you are not helping if you are micro managing your people

00:36:09 Bernie Zelazny: My assistant at the office, to do tasks I can't do remotely, can't seem to keep their cell phone with them during the work day. This causes me to spend too much time waiting for them to answer the phone. ARGH!

00:36:14 Elizabeth Dyke: EOS suggests each employee sets their own SMART goals rather than having the manager set their goals.

00:36:17 Flo Speakman: We use EOS – LLevel 10 meeting agendas for our internal meetings

00:36:37 Jennifer Newman: EOS has really great tools. We use them too.

00:36:56 Julianne Ruocco: Sounds like there are an equal amount of people who are distracted at office vs at home.

00:36:57 Flo Speakman: My understanding from our payroll

company, if you are a CA Company, you can enroll non CA residents in CalSavers

00:37:40 Vicki Egesdal: Every employee is different – some can focus better at the office than at home or vice versa. Trust your employees to make the best choice.

00:37:47 melissa Hancock: When I work at home I tend to not be able to stop working and separate my work from my home life.

00:38:19 Andreena Norfleet: I have a separate phone and laptop for work and home stuff

00:38:21 Darcy Schmidt: Our company started EOS last year and I'm loving it.

00:38:25 Andreena Norfleet: It really helps to separate everything

00:38:42 Steven Salvati: Yes Melissa, me too. Work has become almost all day

00:38:45 Maria DeRobertis: Melissa Hancock – same, it's definitely harder to separate work life from home life. It all becomes work.

00:38:48 Sara Morningstar: We also have a challenge with employees splitting their time – half the day at home, then traveling to the office in the afternoon. This seems like a waste of time to me – but am I wrong in that attitude?

00:38:58 Rachel Wang: I agree with Melissa – since going 100% remote, I find myself working longer hours and it's hard to step away.

00:39:00 Bernie Zelazny: I am the ONLY remote worker with my organization. There is a LOT of resentment towards me by many of the other employees.

00:39:05 Clarissa Stafford: My company does not do lunch meetings at all.

00:39:18 Flo Speakman: When we onboard a new remote employee, we go through best practices for WFH. THIS includes, treating the walk to your workstation as your "commute" and making sure you dress for work. One of our employees mentioned that the only time he wears shoes in his house is when he is sitting at his workstation

00:39:33 Joe Pierandozzi: ^^^

00:39:37 Stacey Micka: If the employee has a bad commute, they may want to come in early and then leave before rush hour and continue to work from home. It helps with work life balance.

00:40:08 Susan Henderson: What do you mean by remote – does that include Hybrid?

00:40:20 Audra Holston: My answer is more mine than reflective of the company. lol

00:40:38 Andreena Norfleet: Same Audra! lol

00:40:41 Jamie Earles: Flo Speakman – would you be open to sharing those best practices for new hires?

00:40:48 Hugo Vergara: We're focused on making hybrid a long term option

00:40:51 Tara Young: I am personally more for optimizing WFH, but the company is all about butts-in-seats.

00:40:52 Hugo Vergara: not necessarily remote work  
00:40:54 Julie McDowell: Melissa, I've worked from home for over 5 years, long before the pandemic. I have learned I MUST have an office with a door. I report to and from my office just as I would a different location. When I "leave" for the day and turn off lights shut the door and turn down my sound so I do not hear my computer pinging! it helps.  
00:41:03 Laura Wagner: yes we are hybrid – 2 days remote and 3 days in office  
00:41:04 Michelle Aitken: Oh, Me personally I wish my company wasn't so rigid on butts in seats vs. Remote/Hybrid. 🙄  
00:41:05 Hugo Vergara: Not sure if that's the same  
00:41:09 Paul LaLonde: We implemented "flexible" work as our policy. It's more broad than just remote. It's how we evolved organically since pandemic. Still growing and learning but that's where we currently sit.  
00:41:21 Mary Boden: Do you all have a minimum days-in-office required for the employer to provide a dedicated workspace/parking etc? (with the alternative being a hot desk situation)  
00:41:31 Hugo Vergara: Yes; 3 days in office 2 from home  
00:41:37 Hugo Vergara: No hot desks  
00:41:41 Joe Pierandozzi: We've got certain roles tied to offices and a hybrid schedule, but the rest are remote if desired.  
00:41:46 Betty VanDenBosch: I'm here to find ways to change the company's owners mind about remote work. He's very much in favor of butts in seats and feels that too much is lost to remote. Collaboration, training and mentoring, relationship building etc.  
00:41:47 Tahiya Chin: Yes. We are one day in the office per week. Tuesdays.  
00:41:51 Darcy Schmidt: We currently have 1 minimum in office, but a number of employees choose to do more than that.  
00:41:55 rhonda leisure: ours is mandatory 3 days in the office; 2 at home  
00:41:59 Vicki Leduc: We are in office 2 days/remote 3 if wanted  
00:42:01 Sara Morningstar: I have young employees who think of commute time as work time (as part of their 9–5 work day) when they commute into the office  
00:42:09 Jennifer Perkins: I have to leave early for an unplanned zoom meeting (I can't make this up).

Thank you, so much, for this presentation – it's one of the best I've had in AGES. I'll look forward to the replay/slides.

00:42:18 Karen Markowitz: Lol Jennifer  
00:42:18 Rachel Wang: We have implemented hybrid schedules 3 days in office, 2 days from home. We also offered alternative work schedules – either 9/80 every other Friday off or 1/2 Day Fridays. Our employees loves the alternative work week schedule.  
00:42:24 melissa Hancock: @julie McDowell That's is a great idea, I have set up my office is a room of the master bedroom. I

think I need more distance from it! It is the pinging that drives me back to the computer.

00:43:33 Ryan Harikul: @Sara M. - what do they say they're doing that constitutes "work" when they're commuting?

00:44:14 Emily Alexander: Would love to hear how hybrid is handled when employees manage sensitive information such as case management work for families. Any best practices for confidentiality and safety of data? Thanks!

00:44:24 Sara Morningstar: checking emails on their phones? Maybe I'm just too old-fashioned in my frustrations

00:44:40 Joe Pierandozzi: Work starts the moment I'm doing anything that benefits the business. If me commuting somewhere benefits the business, then it's work.

00:44:53 Leopoldo Becerra Contreras: ^^

00:44:54 Andreena Norfleet: I like the way you think Joe! :)

00:44:54 Joe Pierandozzi: I don't have to be checking emails on my phone for it to count.

00:45:06 Bernie Zelazny: I was criticized for not responding to emails quickly. I now have a smart watch that alerts me to ALLL work emails!!

00:45:17 Joe Pierandozzi: ^^ Ew.

00:45:18 Sara Morningstar: thanks Joe, that's helpful - just a big change from the "before times"!

00:45:19 Christi Simmons: Is there anyone on here that works at a law firm and allows remote work for non-attorneys?

00:45:29 Jeff Beagle: On this topic of task switching, is anyone using quiet hours company wide? Where maybe, unless it's an emergency, no meetings are scheduled during certain times of day during a few days a week?

00:45:51 Erin Bailey: Yes, My law firm allows remote work for support staff.

00:45:56 Kate Totino: Gift cards may be taxable to employees which they will not see as a benefit.

00:45:56 Darcy Schmidt: We try as hard as possible to avoid meetings on Fridays.

00:46:05 Joe Pierandozzi: We have a soft "quiet hours" policy for Fridays, and Mondays kind of happen that way for a lot of people as well.

00:46:15 Emily Claire Hicks: Hi Christi - I work for a law firm and we allow all employees to have a hybrid remote schedule

00:46:39 Mary Boden: Where is the onus for maintaining community? Can we explicitly expect remote employees to play an active part in maintaining relationships with their colleagues?

00:46:40 Christi Simmons: Erin Bailey - Would you mind telling me more about how that works for y'all?

00:46:44 Lindy Jones: @KateTotino Gift cards won't be taxed at \$25 and under so it is still an option

00:46:45 Brianna Ojata: I love this idea!!!

00:46:55 Clarissa Stafford: I wish we had coffee and/or

lunch meetings. None of us are remote workers. Communication would be better

00:46:57 Erik Gunderson: Christi and Erin and Emily, I'm a solo lawyer and my support staff is entirely remote and has always been. I have actually never met her in person.

00:47:05 Betty VanDenBosch: How do you account for the lost productivity of all the not-remote people to do all these things to help the remote people?

00:47:16 Debbie Harbison: can't stand when a pet or kid comes into zoom... t

00:47:22 Joy Buchanan: @Christi, I work for a law firm and allow 2 days remote/3 days office for non-attorney staff.

00:47:27 Christi Simmons: Hi Emily - Can you tell me more about the hybrid remote option?

00:47:59 Sheila Tria: Handshakes

00:48:01 Jennifer Shedd: so many GIFs

00:48:04 Kate Hernandez: Monthly social events/online games.

00:48:04 Brittany Morrill: send them swag

00:48:05 Marianne Zhen: team lunches

00:48:06 Wendy Surdej: Bingo games

00:48:07 Tami Richard: In-person meeting every quarter

00:48:07 Susan Henderson: My colleagues really disliked the remote team lunches. We offered to pay for people to meet up for coffee or lunch and no one took us up. When we were fully remote, people started to resent interrupting their day to stay connected. It's been difficult.

00:48:07 Hugo Vergara: All meetings have zoom links

00:48:08 Michelle Meldrum: Monthly all teams zoom call with a specific topics

00:48:08 Ashley Calloway: We send seasonal gift boxes

00:48:09 Leslie Anderson: Happy hour

00:48:09 Christopher Hopwood: Happy Hours bi weekly and it is optional

00:48:09 Keith Harding: care packages

00:48:09 Andreena Norfleet: My VP did an virtual escape the room, and it was fun!

00:48:10 Vicki Leduc: happy hours virtual and in house food!

00:48:10 Chris Van Beurden: Weekly Video meetings

00:48:10 Chelsea Loining: Virtual lunches

00:48:10 Kristy Celis: Dedicated connection time

00:48:10 Emily Alexander: We host a 'staff cafe' weekly where we have a fun/personal topic to discuss via teams

00:48:11 Kristi Perez: team lunches

00:48:11 Matthew Conrady: GIFs!!

00:48:11 Barrett White: Better Know a Teammate contests

00:48:11 Katy Fisk: monthly trivia matches

00:48:11 Jim King: Wellness workshops

00:48:12 Jessica Moses: Happiness Channel on Teams

00:48:12 ANNA FITZWATER: In person staff lunch 1x/mon, catered!

00:48:12 George Fleming: GIFs and Emoji use

00:48:12 Mary-Carol Lindbloom: we've had scavenger hunts for things like holiday parties

00:48:12 Amy Webb: GIFS

00:48:12 Sandy Cox: Shared drop in space

00:48:12 cindy johnson: In person meetings

00:48:13 Ayanna Chambliss: Welcome Kits full of swag

00:48:13 Darlene Sylvester: GIF's

00:48:14 Mellissa Gilbert: We have a monthly "Happy Hour" that our team meets.... GIFs for sure, alllllll the gifs

00:48:14 Danielle Piotrowski: Gift giving, birthdays and holidays

00:48:14 Fran Hutton: End of summer picnic last year

00:48:14 Autumn Smith: weekly trivia happy hours

00:48:14 Beth McKellar: coffee meetings weekly

00:48:15 Clarissa Stafford: We do not have remote working. Not even Hybrid.

00:48:15 Tammy Lassiter: themed spirit days

00:48:15 Renee Kersey: Corporate scavenger hunt, lunch & learns, company-wide retreat annually - next one is Costa Rica!

00:48:15 Cynthia CX0: Exercise challenges.... Halloween costume contests....12 days of Xmas,,,,

00:48:15 Barrett White: loads of GIFs

00:48:15 Mamie Rowe: Fun facts

00:48:16 Stephanie Pagan: Employee resource groups for sustainability, DE&I and social connection :)

00:48:16 Cory Evans: I organized and executed a Rock Paper Scissors tournament once a year.

00:48:16 Laura Peterson: lunches, coffee meetings

00:48:16 Brittney McKeon: We did an online escape room as a team for our Holiday party

00:48:16 Lindy Jones: weekday huddles

00:48:16 marilyn blake: weekly newsletter of "goings on" with staff

00:48:16 Sue Skube: Open office hours virtual

00:48:17 KRIS WOLFSWINKEL: daily connection on Teams

00:48:17 Alison Mills: Zoom meetings

00:48:17 Jacey Pulusani: Random breakout rooms on Zoom to kickoff All Staffs

00:48:17 Francis Tobias: Play Kahoot!

00:48:17 Chelsey Carril: We do group peloton workout

00:48:17 Stacy Wooten: We had a Halloween costume contest over zoom

00:48:18 Cid Kotti: We start every meeting with a positive thing that has happened both personally or professionally

00:48:18 Casey Dolmage: depending on the group, have trvia question or employee spotlight

00:48:18 Diane DePadova: yoga session

00:48:18 Carol Hall: Newsletter

00:48:19 Camille Foster: monthly bingo games company-wide

00:48:19 Michele Herrmann: 0We tried the GrubHub lunch -

that was a dud

00:48:19 Brianna Ojata: We offer HR Connect to remote employees.

00:48:20 Michele Cartwright: We had everyone take a picture out their window so we could see what they see

00:48:20 Lillian La Rosa: Do not have any remote employees

00:48:20 Jacquelyn Lofaro: Quarterly Connection Video calls with all employees

00:48:20 Diana Dadoly: Happy Hour Bingo, care packages

00:48:21 Poom Seekuk: We do a cornhole tournament between all 4 of our offices every summer

00:48:21 Nadi Bharathy: We have once in a month virtual coffee meetings

00:48:21 David Barnhouse: Company-wide Family Feud

00:48:21 Karen Markowitz: Weekly meetings first 15 minutes = talk about your weekend

00:48:22 Jess Vega: book club

00:48:22 Russ Gallimore: Meet for lunch

00:48:22 Kristin Carlock: office lunches to bring all together

00:48:22 Bernie Zelazny: This does not work for me.

00:48:23 Patti Foley: Cooking Classes on quarterly basis

00:48:23 Dayna O'Brien: Implementing online recognition board.

00:48:23 Trena Stoddard: weekly catch up meeting

00:48:23 Faye Jimas: Create "positivity pins" to reward employees for kindness

00:48:23 Sammy Braxton-Haney: Care packages

00:48:24 Lori Curtis: Daily meetings with them

00:48:24 Jean Hansen: virtual lunches, group chats/coffees, celebrations

00:48:24 Meg Macasocol: Send gifts in the mail

00:48:24 Trevor Cherr: slack and slack apps

00:48:24 AMANDA WILLIAMS: DE&I Book Club

00:48:24 Amanda Ware: Making wellness fun videos with volunteers/employees....

00:48:25 Kari VanderMaas: Monthly, and now Quarterly, Coffee Chats. During COVID, we did Game Lunches

00:48:25 Lynn Palladino: group Lunch meeting

00:48:25 Gabriela Silva-Lecca: Team Check in, Monday and Friday before lunch for 45 minutes. NO WORK TALK.

00:48:25 Deverick Williams: Workspace decoration competitions

00:48:25 Robin Cottam: Lunch and learn with lunch give card

00:48:25 Flo Speakman: We do a weekly spotlight on Fridays where everyone gets to chat. We do random door dash lunches

00:48:26 Sarah Horsley: We had a holiday party in person so everyone could celebrate together

00:48:26 Allie Mohn: Monthly happy hours

00:48:26 Jana Kolakowski: Games

00:48:26 Dominique Morris: gift cards, monthly in person meetings

00:48:26 Savanna MacArthur: Slack New Hires channel and Happy Channel for announcements

00:48:26 Sherry Peach-Walker: Coffee pals, virtual events, we are on video versus audio,

00:48:26 Robert Ruiz: social fun virtue events

00:48:27 Taylor Altizer: One day a month that all hybrid employees are encouraged to be there – have a snack together in the morning.

00:48:27 Kymberly Bryant: Events via Zoom

00:48:27 Laura Wagner: Friday Teams meetings for happy hour

00:48:27 Ani Rodriguez: Weekly Team Huddles

00:48:27 Mamie Rowe: art contests

00:48:27 loddie mosley: Employee Engagement committees

00:48:27 Lauren Cantz: in-person purposeful connections  
(Patient Day)

00:48:28 Mellissa Gilbert: Christmas we had a virtual cocktail mixing class. it was soo much fun

00:48:28 Jodi Schwagerl: We had electronic BINGO

00:48:28 Brooke Exley: charitable giving campaigns

00:48:28 Laurie Castagnolo: End of day Friday team get together.

00:48:29 Trevor Cherr: slack “donut” app

00:48:29 Kimberly Snyder: We have a virtual Staff meeting every wednesday, keeps all of us connected

00:48:29 Teresa Fortunato: fitness classes

00:48:29 Amber Lazrovitch: Employee run Fun Friday games. employees get rewards for participating and host get a reward as well

00:48:29 Elizabeth Jones: Weekly/Daily Team surveys that include non business check in questions, created a team cookbook

00:48:29 Suzanne Ogawa: Weekly lunches

00:48:30 Liz Damon: Paint with a twist for managers

00:48:30 Keith Harding: walking challenges

00:48:30 Laura Elletson: Quizes and trivia

00:48:30 Jamie Earles: Decorate office space with theme of the month.

00:48:31 Jessica Moses: Weekly professional development

00:48:31 Kymberly Bryant: Happy Hour on Zoom

00:48:31 Kimberly Underwood: Not sure our office has done anything, but lots of cool ideas here

00:48:31 Cassandra Cooke: quarterly message from the executive team

00:48:31 Cheryl White: We are getting comments that folks are feeling disconnected. We obviously need to do better.

00:48:31 Sam Palomaria: Monthly birthday parties

00:48:32 Lauren Cantz: charity work

00:48:32 Stephanie Colton: newsletters

00:48:32 Channing Palumbo: monthly social meetings – optional

00:48:32 Stephanie Gatlin: Fun communication channels  
00:48:32 ernie kidwell: Occasional Lunch at local park  
00:48:32 Laura Moss: Monthly all-staff zoom meetings where we give corporate updates, ask for kudos, have people display their projects, recognize bdays and work anniversaries, etc.  
00:48:32 Tahiya Chin: I post a morning meme to Teams as a good morning and another staff does 4 PM coffee posts which everyone responds with a funny GIF  
00:48:33 Jillian Ferreira: Cooking in the kitchen with coworkers  
00:48:33 Diane Sass: We've done online escape rooms, monthly Town Hall, virtual happy hours  
00:48:33 Victoria Ferentz: We use Teams a lot for meetings. We have Monday morning all team Team meetings  
00:48:33 Dean Megyesi: Kahootz game  
00:48:33 Renee Melville: fly them in for an annual in person party/celebration or the whole team  
00:48:33 Audrea Bauer: Virtual cooking class with a professional chef  
00:48:33 Annette Gonzales: Weekly culture key reviews  
00:48:33 Ayanna Chambliss: Virtual Trivia  
00:48:33 Leticia Covarrubias: Honestly, I have tried to avoid remote work unless absolutely necessary.  
00:48:33 Brianna Ojata: Book clubs  
00:48:33 Walt Schoenfuhs: Regularly scheduled lunches, occasional, Zoom baby showers.  
00:48:33 Donna McCole-Rodriguez: coffee talks  
00:48:33 Tiffnie Apodaca: Zoom meetings  
00:48:33 Lynn Palladino: game time  
00:48:34 Mark Meyer: We have no remote/ hybrid employees now. However, we did weekly happy hour over Zoom.  
00:48:34 Vicki Egesdal: We had a group outing that was part of work time (that works because we all live in the same area.  
00:48:34 Donna Kruger: Lunches, Welcome back box  
00:48:34 KATIE DVORAK: Gift cards, alternating meetings to get different groups connected  
00:48:34 Dawna Hankins: Collected photos of pets and shared in a powerpoint, online bingo brain break for a prize, '  
00:48:34 Kathleen Climo: Care packages. Have an office-wide meeting scheduled in a few month  
00:48:34 Joy Buchanan: care packages, invite photo submissions for in person events  
00:48:35 Lynda Jamison: We hold a Co-Worker Connect Zoom meeting once a month. 1/2 hr, we get broke out into teams of 4 or 5 to answer icebreakers. Just get to know our co-workers.  
00:48:35 Joe Pierandozzi: Slack Community Groups, monthly fun meetings, etc.  
00:48:35 Stefani Frank: Weekly morning meetings, large group get togethers, etc.  
00:48:35 Ann-Marie Rollo: Colleague connection - random

connections to get to know people

00:48:35 Rachel R: Coffee calls

00:48:36 Tara Young: Special event/holiday goodies mailed to all remote folks when we're doing anything in-office.

00:48:36 Mahima Mishra: Virtual games

00:48:36 Kari VanderMaas: Cookies for birthdays

00:48:36 Tracy Ankrah: We have all HRBP calls and we ask a question that everyone answers and it allows us to get to know each other.

00:48:37 Kate Hernandez: "Identify the workspace" game

00:48:37 Anita Hurley: Bimonthly all-team meetings to bring everyone up to speed.

00:48:37 Tara: Care packages and virtual trivia time

00:48:38 Jennifer Newman: We hold weekly 'studio sessions' over zoom which is a paid lunch hour where we share anything from get to know you presentations, knowledge sharing, informational vendor presentations

00:48:38 Gina Aranki: Active Morale Team

00:48:39 Rose Montano: weekly meetings - hello meetings

00:48:39 Dari DeSousa: "best zoom background" contest

00:48:39 Robin Cottam: Games after work

00:48:40 mary bergeron: We sent a dinner to each member at home and had them share results on teams

00:48:41 Maria DeRobertis: We tried the non-work chat space and it turned into an unproductive and problematic channel (esp. back in 2020)

00:48:41 regina ortega: Bingo (Loteria) with Raffle Prizes

00:48:41 Grechen Askins (she/her): We did a mystery event remotely where we all zoomed in and had to solve a murder mystery

00:48:42 Shellie Simms: Bagel Tuesdays!!!

00:48:42 Lori Emch: There is nothing. There is a lot of resentment from the people who don't get to work remotely (but could)

00:48:43 Trevor Cherr: qtrly onsite gatherings

00:48:43 Annette Small: encouraged pics of your new office-mate (read...pet!) :)

00:48:44 Tina Bures: All Hands, hybrid with remote and in person, and involves lunch for in person, gift cards for remote.

00:48:44 Eva Esteban: Social, interactive, fun activities, shared stories, interactive polls and chats

00:48:45 Stacy Wooten: Will we be able to see these later?

00:48:46 Deb McGahey: Special care packages based on time of year i.e. send packets of seeds for Arbor Day, Valentine Cards to homes, etc.

00:48:46 Marianne Zhen: team outing

00:48:46 Kristie Spalding: Our office has done nothing. :-(

00:48:46 Ayanna Chambliss: Birthday Recognition on Teams Channel

00:48:46 Elsa Seiwald: i think we try to create our culture by getting people into the office and rely on that. And in-person

happy hours. Probably not the best remote solution  
00:48:47 Michelle Shadinger: Spirit weeks, share your pics  
online for a chance to win raffle prizes  
00:48:48 Silvona Canfield: Engagement days - every 2  
weeks  
00:48:48 Melody Hayes: Coffee Talk  
00:48:49 Carol Schoff: Weekly meetings, little gifts, dinners  
throughout the year.  
00:48:49 Donna McCole-Rodriguez: selfie challenges  
00:48:50 Janet Rodriguez: monthly wellness session  
00:48:50 Wendy Campos: Created a planning party committee  
00:48:50 Christopher Hopwood: 😊  
00:48:51 Jennifer Goodman: Contests  
00:48:51 Elisa Denning: Virtual desk stretch and move breaks  
during group zoom meetings.  
00:48:51 Rachel Kinns: guided meditation or desk yoga  
00:48:52 Rebekah Benjamin: virtual hangout  
meetings/"spirit week" each day was different costumes or themes and  
we would do a 30 minute virtual meeting just to chat and hangout  
00:48:53 Lauren Cantz: all-hands meetings via zoom  
00:48:53 Cynthia Finke: Santa brought to the office in  
December  
00:48:54 cindy johnson: CAN YOU COMPILE THESE FOR US or leave  
these up for a time after the webinar?  
00:48:54 Tricia Pannier: Fly everyone in for an annual in  
person party with significant others  
00:48:56 Lisa Morrow: Quarterly in-person all day meeting  
and training and team building, includes food  
00:48:57 rhonda leisure: our company is VERY secretive about  
the things remote employees are granted which leaves those who cannot  
EVER work remote, very uncomfortable and left out.  
00:48:59 Phyllis McCausland: Employee Lunches. Contests.  
00:48:59 Christi Simmons: For any of the folks from a  
law firm, I would love to connect with you to learn about y'all's  
process. My email is csimmons@jamesbatesllp.com.  
00:49:00 Jennifer Hawkins: We are hybrid - fun in office  
events with foods that are optional  
00:49:03 Carrie Villa: Weekly we take time for silly  
questions, like, how did you enjoy the snow as a child?  
00:49:04 Julianne Ruocco: Team Walking Challenges via  
Virgin Pulse  
00:49:04 Brianna Ojata: Family Feud  
00:49:05 M Pendleton: Team building would be great - I work  
remotely under the president of the company and I often feel left out.  
00:49:05 Jackie Lewis: At our company when we were fully  
remote, we still required our monthly supervisions. I required the  
staff I supervised at the time to use their cameras so we could see  
each other and felt as though it was face to face  
00:49:07 Stephanie Colton: virtual wellness classes  
00:49:08 Rachel Guse: Meet with local remote workers for

lunch to get out of the house/office

00:49:13 Laura Moss: Throwback Thursday topics in Slack each week!

00:49:15 Bob Donald: We're terrible at it. Small remote-working non-profit. Just starting to deal with this issue.

00:49:22 Mary-Carol Lindbloom: Since we can't save chat, will it be possible to compile a list of these ideas?

00:49:29 Silvana Canfield: In person employee engagement days every 2 weeks

00:49:29 Tahiya Chin: can you share all these ideas and chat via email after this webinar?

00:49:31 Jamie Earles: Can all of these comments be composed together so we can all see all of these great ideas maybe even a survey from those that answered to give more detail on specifically what those special team building ideas are?

00:49:41 Dale Morgan: We have a "Non Agenda" Staff meeting every other week. Time to chat about anything, and catch up with each other.

00:49:51 Flo Speakman: We pay for the 30 minute lunch period

00:49:51 Maria DeRobertis: We have quarterly all-staff meetings. Would like to reintroduce a more casual chat space, but ...

00:49:58 tricia roberts: copy and paste into a word doc

00:49:58 Alice Singdahlsen: Remote work has resulted in ping-pong emails. This is not efficient. Different people weigh in on different email threads. Then you have to set up a Zoom meeting to bring everyone together anyway and catch everyone up to speed. If you are in the office, you can simply call a meeting and handle much more quickly. What have people done?

00:50:00 Susan Henderson: How do you enforce meal and rest breaks for remote workers?

00:50:06 cindy johnson: How can I save these ideas? Does anyone know how to cut and paste in chat??

00:50:15 Kim Bryant: Send monthly newsletters with recognition shout outs and updates on exciting personal news about employees and family, fun contests, polls

00:50:34 Melissa Leroux: Control A selects all

00:50:37 Lindy Jones: Breaks are a great way to recharge I lock my computer so it doesn't distract me

00:50:37 Dawn Humphrey: Even I forget to walk away when I work from home.

00:50:37 Natalia Belza: Wellness webinars, Kazoo incentive points rewarded, various hobby/craft webinars, holiday contests such as Halloween, annual step challenge where employees are set up in teams (not necessarily their team) and this one gets A LOT of positive feedback, twice monthly yoga to accommodate timezones, many different teams groups created for fun (pets, gardening, children, global info)

00:50:47 Emily Claire Hicks: @Christi, I will email you separately!

00:50:50 Melissa Leroux: Control A selects all, and then paste

it into a word doc or note.

00:50:54 Paul LaLonde: For the goodness and science behind breaks, look to read "WHEN" by Dan Pink

00:51:01 Andreena Norfleet: I do agree about the email issue Alice Singdahlsen. I also think we could utilize cloud platforms better but that does not always happen.

00:51:08 Erin Bailey: @Christi, we allow them to request one or two days remote. Mondays is an all hands on Deck day. Everyone must be in the office and cannot overlap another legal assistant. Paralegals have the ability to work more if they are making their billable hours. We do have a few positions that cannot be remote.

00:51:15 Jamie Graham: @Alice, we use Teams to communicate/ brainstorm and cut back on email traffic.

00:51:16 Kathleen Climo: @Cindy Johnson - I also emailed and asked if they'll send these

00:51:17 Bernie Zelazny: highlight all the chats, right click and select copy. then paste into a word doc.

00:51:19 Isabel Bogadtke: How do I ensure staff takes and records the break?

00:51:35 Joe Pierandozzi: We've found Slack helpful for wrangling comms and keeping the right people in threads and the wrong people out of them.

00:51:38 regina ortega: We Implemented Assembly which recognizes employees and provides "MHM" bucks where employees can redeem for any gift card option

00:51:54 Jennifer Newman: we do something called PPA - Props Praise and Appreciation. People can submit a thank you, note of appreciation, note of a 'win' for a colleague and once a month we review them together at a lunch studio session and then anyone that had a submission gets put into a drawing for a prize (cash, gift card, or a few hrs of vaca time)

00:52:13 Emily Maffey: SHRM has federal and state online required notices.

00:52:23 Teresa Anderson: we utilize a program that sends to those who are working remotely as well as keeps our onsite posters up-to-date

00:52:35 Lindy Jones: We post both at physical locations and virtually for remote employees

00:52:38 Jennifer Newman: @ Teresa, what program is that?

00:52:39 Karen Markowitz: Is this for companies with more than 50 EEs?

00:52:39 cindy johnson: Anyone know how to cut and paste? I can select with CTRL A but I can't cut or copy.

00:52:49 Teresa Anderson: We use PosterGuard

00:52:59 Jennifer Newman: thank you

00:53:04 Belen Fernandez: What happens if a remote employee leaves in a different State from the headquarters? Do you have to comply with employment law from the State where that employee leaves?

00:53:05 Alice Singdahlsen: When onboarding new staff, do folks require a certain amount of in person training to ensure the new hire is set up for success. In person training is invaluable, especially to new grads just entering the workforce

00:53:09 Patti Foley: Does PosterGuard cover Workers Comp per State as well?

00:53:15 Carol Schoff: CTRL C (copy) and then CTRL V (paste).

00:53:16 Renee Melville: PosterGuard is amazing (HR Direct)

00:53:23 melissa Hancock: @Jennifer newman- I love that idea, do you find where there are months no one wants to participate?

00:53:25 Teresa Anderson: Yes - it works great!! Just an annual fee and a fee for each individual remote worker - but pretty minimal

00:53:35 George Fleming: There are e-poster programs that get electronic signatures once they are viewed by employees (Postergaurd)

00:53:38 cindy johnson: I get a funny sound when I try to cut or copy.

00:53:43 cindy johnson: It won't do it on my Mac!

00:53:43 Janet Rodriguez: We 'assign' them through Paycom and they live in their documents.

00:53:44 Debbie Harbison: Oh my gosh - I never thought they might get hurt AT HOME!!!!

00:53:54 Tara Young: @Belen Yes, you must comply with the employee's live-in state if it is also their work-in state.

00:54:09 Catherine Phelps: We provide ergonomic office for home guidance documents for all hybrid employees when hired

00:54:11 Ron Richards: If they trip over the dog, it is a WC claim

00:54:13 Erin Bailey: I emailed the posters and had all those who work from home sign an acknowledgment, stating they received and read the posters.

00:54:18 Erik Gunderson: Cumulative injuries are probably a bigger thing to fret about than trip-and-fall kinds of injuries.

00:54:20 Jennifer Newman: @melissa, some months there are less submissions than others. usually a couple of reminders does the trick and we'll delay presenting them until we have a sufficient amount - we have about 30 staff and we get anywhere from 8-16 submissions

00:54:25 Ron Richards: No it is!

00:54:27 Hugo Vergara: 🙄

00:54:29 Mandy Edmisten: there is still workers comp. even auto liability when employees go shopping during the work day

00:54:32 ernie kidwell: if they are on the phone with a client, then yes

00:54:34 Kimberly Kolakowski: It is worker's comp claim.

00:54:39 Erik Gunderson: Carpal tunnel, disc compression, etc. Ergonomic furniture may be a way to go

00:54:40 Casey Mizell: Depends on where they were going

00:54:43 Carol Schoff: @Cindy Johnson, not sure the solution for a Mac. I use a PC.

00:54:57 Mary-Carol Lindbloom: Our lawyer suggested tripping over the dog would not be WC but if your chair collapsed while you were working, yes.

00:55:00 Steven Salvati: Yes, we've had several employees fall at home over the past two years. and yes, tripping over the dog still counts as WC

00:55:05 Melissa Leroux: If they trip over a powercord is it workmans comp?

00:55:06 Barrett White: Due to liability, we require that employees punch out for travel to and from office if they are coming in. Car accident is not WC

00:55:23 Tara Young: Not going in to the office saves me THREE HOURS PER DAY.

00:55:23 Erik Gunderson: Steven -- oh my. Bad dog!

00:55:24 Bernie Zelazny: CJ: Right click on any chat, "Select All" then Ctrl C, to paste Ctl V.

00:55:51 Karin Hunsicker: Isn't commute compensation then taxed as income?

00:56:05 cindy johnson: Yeah, I just get an error tone when I try to cut or copy, it won't allow it. Anyone willing to cut and paste and email me??

00:56:08 Catherine Phelps: commute in San Francisco bay area is a nightmare and by far the best perk to remote - 2 hours a day back to employees of non-productivity and sitting in bumper to bumper traffic

00:56:09 Andreena Norfleet: @Tara Young -- and wit those extra hours I've been getting healthier because I've gone to the Y to work out. It's been amazing

00:56:32 Darcy Schmidt: I've been using the Snip tool to take screenshots of parts of the chat I want to re-read

00:56:51 Darcy Schmidt: then pasting those in a word doc

00:56:58 Lindy Jones: Cindy try to snip it as a photo then; window key, shift +S ^

00:57:14 Rachel Wang: There are pre-tax commuter benefit offerings. However, if ran through payroll, it is considered taxable income. We provide transportation allowance via payroll at my company.

00:57:24 Emily Alexander: The chat is so extensive, can the hosts please save it and send with the slide deck??

00:57:40 Flo Speakman: Good idea, Emily!

00:57:41 Tara Young: @Andreena Norfleet -- Good for you!!! For me it's getting recommended sleep and healthier meal prep.

00:57:42 melissa Hancock: I agree with Emily! lol

00:57:49 Ryan Harikul: Agreed, would love a copy of the chat

00:57:53 Kathleen Climo: Agree

00:58:03 Andreena Norfleet: @Tara -- I am slowly getting more sleep too. It's been grand! :)

00:58:14 Shannon McClure: Bring your dog to work day :)

00:58:15 Lisa Michael: Commute needs to be compensated if the worker schedule is remote. If they have a regular schedule to come in

on those days you do not need to compensate

00:58:19 Laura Wagner: I love avoiding the commute, working in my pjs, and just so much flexibility

00:58:59 Katie McKown: I would be curious to see what industry everyone is in. We are 100% remote and provide SaaS solutions for the healthcare industry.

00:59:16 SUSAN BUECHEL: law firm

00:59:20 Jennifer Newman: Medium sized Architecture firm

00:59:21 Rachel Wang: Architecture and Design

00:59:22 Shannon McClure: community banking

00:59:24 Joy Buchanan: Law firm

00:59:24 Laura Wagner: real estate

00:59:25 Andreena Norfleet: Also, working remotely allows me to be more productive around my own time (my work is not time sensitive). Sometimes I pick up work between 10p and 1 am because I needed the afternoon off and it's be great!

00:59:27 Flo Speakman: IT

00:59:29 Jennifer Small: construction

00:59:29 Brittany Peyton: government contracting

00:59:29 Michele Cartwright: transportation

00:59:32 Becky Peck: What about employees who don't send kids to daycare and work remote... trying to navigate that with sensitivity.

00:59:33 Mary-Carol Lindbloom: library consortia/system

00:59:38 Joe Pierandozzi: IT Observability

00:59:39 Robert Buckel-Gillis: nonprofit/elder services

00:59:43 Jennifer Davis: We are a small law office - hybrid

00:59:47 Tish Woodal: Community Health Center

00:59:53 Lawrence Hartley: Local government agency

00:59:54 Andreena Norfleet: I work in Employee Benefit Compliance.

00:59:54 KATIE DVORAK: marketing

00:59:54 Amanda Roland: PEO. Our controller and HR manager are 100% remote

00:59:56 Susan Henderson: Civil rights nonprofit

01:00:01 Yvonne Leung: social services nonprofit

01:00:02 Bernie Zelazny: Financial Officer of a non-profit community action committee, but I am the ONLY remote worker.

01:00:04 Scott Estes: If anyone is looking for a way to create community for at work and remote workers, we use this platform: <https://www.touchstone-group.com/>

01:00:05 Kimberly Ben: Wholesale Food Distribution

01:00:14 Tracey Dishon: community action non profit

01:00:15 Dionne Lewis: nonprofit adult day services

01:00:17 Steven Salvati: government sector. Insurance pool for schools

01:00:18 Fran Hutton: IT in the Healthcare space

01:00:22 Elizabeth Dyke: Insurance TPA

01:00:29 Kimberly Leung: senior healthcare not for profit

01:00:40 Tahiya Chin: small architecture firm

01:00:40 Lesley McCulley: Host - yes please send the entire Chat content. Kara is great but Chat provides excellent supplemental value.

01:00:41 melissa Hancock: Manufacturing

01:00:47 Peggy Forrest: Not for profit Residential facilities for unhoused pregnant women

01:00:53 Bryanna Warren: What about for school/teachers?

01:00:55 Jennifer Hawkins: Social service and research non-profit

01:00:56 Dayna O'Brien: Manufacturing

01:01:15 Marisela Manzo: Social Services non-profit

01:01:15 Lisa Acker: Construction and Property Management

01:01:17 Andreena Norfleet: This chat is embodiment of "team building" 😊

01:01:20 Tara Young: Healthcare management. Some employees can't do their jobs remotely; many others can. It should be based on the job requirements.

01:01:27 Maria DeRobertis: multi-media company - all food related - we develop recipes & publish books/magazines, also produce TV & radio show.

01:01:33 Catherine Phelps: Business Services Finance/HR to high tech and start up companies is our business

01:01:34 ernie kidwell: Insurance Brokerage

01:01:47 Katherine Bayness: Government/public service

01:01:48 Mary-Carol Lindbloom: Some NYS communities also already require it (like Ithaca)

01:01:58 Bryanna Warren: Same @Maria- Teachers can't work remote

01:02:30 Sue Isonio: biotech

01:02:31 Bryanna Warren: It's hard to incentivize them

01:03:03 Amanda Roland: We're seeing more and more clients removing drug screenings as part of the pre-hire process

01:03:31 Alissa Elghazi: NYS doesn't allow new hire drug testing to include THC anymore and IF THC is on the list, the medical testing facilities do not disclose those results.

01:03:37 melissa Hancock: I wish we could stop THC testing in manufacturing but its such a huge risk!

01:03:37 Steven Salvati: If you're Federally funded, you can't do this

01:03:43 Malachi Elguera: "legal" doesn't mean it's beneficial

01:04:13 Joe McKea: Some industries require testing for THC, even if they operate in states that allow recreational use.

01:04:14 Joe Pierandozzi: Is it still true that you can drug test for THC if the role operates heavy machinery, like a vehicle?

01:04:17 Bernie Zelazny: NOT LEGAL IN TEXAS. Drug use is also banned in our Federal contracts.

01:04:30 Amanda Ware: Driving impaired is an issue if you have drivers! It's illegal....

01:04:38 Ryan Harikul: CA employer here – we stopped drug testing 6 years ago. Funny story, one candidate that we hired submitted her passport for employment verification, and there were some very visible bits of cannabis stuck in the pages. She ended up being a very good hire.

01:04:42 Rachel Guse: When looking into drug testing, cant you omit THC from the panel or customize your drug panels for when necessary?

01:04:45 Annette Small: We have a very flat structure, so "advancement" has to be new skills rather than new titles and "promotions".

01:04:53 Amanda Roland: Rachel, yes, you can.

01:05:06 Rachel Wang: @Ryan – LOL

01:05:17 Alissa Elghazi: For us, we are only allowed to test for THC if a person is suspected to be under the influence, using on the employer's premises, or if their use is impacting their ability to do their job.

01:05:19 Maria DeRobertis: We don't test, however I do believe we should have a rule against use at work. We don't need our kitchen employees distracted and and risking injury!

01:05:27 Crystal LeMieux: We created a shadowing program for 1 day shadowing in another department. Only one person took advantage out of 100+ unfortunately

01:05:27 Steven Salvati: Very good webinar. sorry I have to go early. Great comments!

01:06:06 Andreena Norfleet: wow! Crystal Lemieux--- I would love that program at my job!

01:06:24 melissa Hancock: Beer on tap lol 🍺

01:06:25 Tara Young: @Crystal -- I WISH we could do that at my company. I'd LOVE to shadow and learn what everyone does.

01:06:40 Bryanna Warren: That's good to know Crystal- We were looking to do this but may decide against

01:06:40 Andreena Norfleet: The best Kombucha is from the brand GT Synergy

01:07:10 Kristie Spalding: Some of these suggestions for additional benefits are not realistic for most companies.

01:07:12 Susan Arville: We pay up to \$200 towards pet adoption

01:07:19 Crystal LeMieux: The person found the shadowing very beneficial. Especially since they could not grow in their current position!

01:07:25 melissa Hancock: I would love to know what companies have company paid pet insurance. I know its becoming more popular but I would love to see the structure of it!

01:07:45 Crystal LeMieux: LOVE the pet adoption idea IF the company supports pets in office or WFH so I can be a good pet owner!

01:07:47 Joe Pierandozzi: We have it through PetCo. Not sure on usage, but I use it for our 3 pets and find the rates to be competitive.

01:07:50 Andreena Norfleet: It usually goes though a

vendor Mellisa Hancock  
01:08:04 Rachel Wang: We just launched pet insurance and have over 40% enrollments! Not company paid though.  
01:08:04 Rachel Guse: Any recommendations if we are looking into pet insurance for our employees in MI?  
01:08:11 Kelly Taber: About 50% of our employees are fully remote. When implementing ongoing engagement activities – what's a good ratio to focus on for including remote workers vs in-person?  
01:08:14 Christine Glover Machado: Great Presentation!  
01:08:16 Laura Elletson: This was a really good session. Thank you!  
01:08:21 Rachel Jones: Thank you!  
01:08:23 Patti Foley: FIGO is a great pet insurance  
01:08:24 Michelle Meldrum: @Rachel we use Embrace Pet Insurance in MI  
01:08:24 Amanda Roland: Yes, this was great!!  
01:08:24 Jessica Jacobs: MetLife offers pet insurance in Michigan through employers  
01:08:25 Karin Hunsicker: yes, thank you!  
01:08:26 Elizabeth Dyke: Thank you so much!  
01:08:26 Becky Peck: How to handle remote workers with children and don't have daycare.  
01:08:26 Jennie Hackett: Did they say they are sending the slides?  
01:08:26 Robin Cottam: Can we get a copy of all the comments emailed to us?  
01:08:27 Russ Gallimore: Great session!  
01:08:28 Mary Nabers: Good presentation!  
01:08:29 Rachel Guse: Wonderful Presentation!  
01:08:31 Jennifer Goodman: Great.  
01:08:32 Nicole Faull: Great session!  
01:08:34 Daniel McComb: yes thank you!  
01:08:34 Cheryl White: Great presentation. Thank you.  
01:08:34 Matthew Conrady: THANK YOU!  
01:08:35 Michele Cartwright: Thank you, great content  
01:08:35 Mary Fitzgerald: Great Presentation! Thank you!  
01:08:36 Jen Desideri: Great presentation, thank you!  
01:08:36 Tanya Campos: Great info Kara!!!! Thank you  
01:08:36 Erin Bailey: Thanks great Presentation.  
01:08:36 Lisa Acker: Thank you!!  
01:08:38 Patti Foley: Will we get a copy of this presentation? Sorry if mentioned in the beginning  
01:08:38 ernie kidwell: And good job chat room!  
01:08:38 Rachel Wang: Pet Insurance – Company uses Nationwide, but personally, PetsBest is pretty easy to work with.  
01:08:39 Silvona Canfield: Voluntary Pet Insurance for employees to participate in if they want to.  
01:08:40 Becky Vann: Enjoyed the presentation....great job!  
01:08:42 Rae Hesseltine: Thank you!  
01:08:42 Russ Gallimore: Great presentation.

01:08:42 Valerie Rouse: Great session! Thank you!  
01:08:44 Dale Morgan: Refreshingly great presentation!!  
01:08:47 Robin Cottam: Loved your presentation! Thank you!  
01:08:48 Julianne Ruocco: Great presentation. Can we  
have a copy of the slide deck?  
01:08:48 Linda Bynum: Great Presentaation  
01:08:48 Bernie Zelazny: Thanks Kara!!\  
01:08:51 Nichole Abbott: Great presentation! Thank you!  
01:08:52 Sona Simo: We partner with Nationwide Pet  
Insurance  
01:09:02 Catherine Phelps: Agree - this one of the best  
presentations on this topic I have attended. Many thanks!  
01:09:04 Sherri Collier: Great Information, thank you!  
01:09:04 Rina Popal: How to track the staff is working?  
01:09:08 melissa Hancock: Andreena! I figured it would  
be through a vendor was just curious the company pay structure of it  
and if companies were paying towards it or if it is an employee paid  
benefit.  
01:09:09 Lisa Rochefort: Nice presentation - thanks Kara  
01:09:09 maria molina: Salaried/exempt employees typically do  
not record breaks  
01:09:12 Sheila Behan: Thank you for the great presentation!  
01:09:13 Patti Foley: Fully remote employees that are salary  
don't track breaks at this time, should we be?  
01:09:14 Justine Leverette: So much valuable information.  
Thank you! Kara, you are easy to listen to!  
01:09:14 Crystal LeMieux: Does requiring on camera hurt  
engagement? We like to have them on camera but it seems to be a battle  
01:09:14 Lesley McCulley: Good info, thanks Kara.  
01:09:19 HOLLY LOMBARDO: Employee obligations for office  
supplies or workstation setups? allowances for internet, electric etc  
01:09:21 Becky Peck: Can you require daycare for remote  
workers with kids ?  
01:09:33 Andreena Norfleet: I had a lot of fun talking  
with you all! Happy New Year! ✨  
01:09:35 Karen Holt: Suggestion if there are some remote  
workers you need to bring back to office and there are some that  
should stay on remote.  
01:09:35 Patti Foley: Can we get a copy of all the comments?  
01:09:36 Natalia Belza: I like the idea of quiet hours - any  
tips for something like this when employees work across timezones (and  
interact across timezones)  
01:09:36 Bryanna Warren: We use FIGO for Pet Insurance carrier-  
However its completely employer paid  
01:09:45 Bryanna Warren: I mean EE paid  
01:09:46 Sharon Govan: Great presentation! Thank you!  
01:09:53 Teri Bevan: Thanks Kara - your Webinars are great!  
01:09:55 Darcy Schmidt: We're starting to include some remote  
work expectations in our job descriptions. Nothing nitpicky and set in  
stone, but about being available and responsive during business hours,

limiting distractions, etc.

01:10:10 Brianna Ojata: This was a great presentation! Thank you!

01:10:13 Lindsey Kramer: We currently are seeing less productivity when people are working from home. How do we address this?

01:10:15 Carol Wanda Spradlin: cool...that would be great.

01:10:17 Tahiya Chin: I am having issues copying and pasting the chat unfortunately

01:10:34 Karol Macdonald: How do you let some employees work remotely and some not - and keep everyone happy?

01:10:38 Beth McKellar: I can't copy and paste it either. I hope a copy can be provided

01:10:47 Ryan Harikul: I don't think you can copy/paste the chat. You can "select all" but nothing else.

01:10:49 Darcy Schmidt: Doing screenshots is going to be your best bet for the chat

01:10:51 Andreena Norfleet: Oh -- Melissa Hancock -- from what I've seen-- it depends on the employer. It's not very expensive. Some will pay for it and other are entirely employee paid.

01:10:59 Wendy Snead: do you have any recommendations for someone who has just decided to work remotely even though it doesn't work for our company and our highest company official won't help us stop it?

01:11:00 Tahiya Chin: Agreed Ryan

01:11:01 Julianne Ruocco: got another meeting, thank you

01:11:07 Sherry Peach-Walker: We are having employees return to the office 1 day a week and work remote 4 days. We have 1 employee who refuses. We do not want to lose her but we also cannot discriminate and allow her to work from home while not allowing others... thoughts?

01:11:08 Andrea Charles: How do you deal with employees with small children

01:11:09 Tom See: Well done - thank you

01:11:16 Deb McGahey: I believe the host can download the chat content.

01:11:17 Jennifer Morgan: You can save the transcript on your computer

01:11:17 Bernie Zelazny: I cannot return to the office: I'm 74, and have two autoimmune deficcencies: Celiac and Asthma.

01:11:23 Justine Carroll: Thank you, can't wait to have a copy of the deck

01:11:23 Tina Berge: Is anyone adding a perk for those employees who can't qualify for remove or flex time?

01:11:24 Patti Foley: Great presentation, great presenter, thank you for this very valuable one hour.

01:11:43 Bernie Zelazny: Covid is once again runny rampant at our offices!!

01:11:44 Elizabeth Jones: Can an employer mandate child care for remote workers in a policy?

01:11:59 Rachel Wang: Working remote here and was promoted to a management role. It happens!

01:12:10 Silvona Canfield: <https://apps.trustmineral.com/company-policies>

01:12:15 M Pendleton: Is there a virtual time logger that you could suggest for a smaller organization?

01:12:18 Rachel Lloyd: Yes, ours states you cannot be caring for children under 12 or elderly parents

01:12:23 Rachel Guse: @Rachel Wang, Congrats!

01:12:25 Darcy Schmidt: One of our employees moved out of state during COVID shut downs and she's since become a manager for folks in multiple states.

01:12:35 Rachel Wang: @Rachel Thanks :D

01:12:44 David Barnhouse: @M Pendleton check out WhenIWork

01:12:53 Catherine Bentham: My first Mineral webinar - great content and presentation, thanks!

01:13:05 Crystal LeMieux: Struggling with the staff in office thinking that remote workers are not as valuable. Its a battle of departments. Admin has the ability to WFT while the hands on direct support do not because of the nature of their job. Any tips?

01:13:28 Jennifer Hawkins: Thanks for the webinar!

01:13:38 Elizabeth Jones: @RachelLloyd - Thanks!

01:13:47 Barrett White: Leap of faith. My boss was vehemently against remote work pre-pandemic. Then we had to be remote, and people were happier and more productive. We did a brief recall to the office in 2021, then realized our team was more productive when remote than in office because they were happier.

01:14:00 Andreena Norfleet: Have a wonderful day everyone!

👏

01:14:00 Lisa Acker: I want to listen more but I must hop off. Thanks again!!

01:14:06 DeeDee Williams: Great presentation... Thank you!

01:14:19 Bryanna Warren: Any recommendation for Equity among Educators and Health Care Employee's The admin in both fields can work from home but the teaches and nurses cant't always do this?

01:14:24 Kisha Hollins: I have to hop off but this has been great. Thank you!

01:14:30 Katie McKown: same @Barrett White

01:14:34 Darcy Schmidt: Barrett White, same! We discovered we still ran well and productively remote.

01:14:39 Flo Speakman: My Biz partner and I are both GenX and we have wildly different opinions about remote work - sadly we have a SErVICES Manager who is our first ully remote employee who is failing miserably, so I have to still make the case

01:14:45 melissa Hancock: anyone figure out how to get this chat into a word document?

01:14:52 Annette Small: Thank you!

01:14:53 Bianca Marchan: Thank you!!

01:14:54 Clarissa Stafford: Thank you! Great Chat  
01:14:54 Laura Peterson: thank you!  
01:14:55 Diane Monaco: Thank you!  
01:14:55 Laura Wagner: thank you  
01:14:55 Jaclyn Bonk: Thank you!  
01:14:56 M Pendleton: Thank you!!!  
01:14:56 mary bergeron: Thank you!  
01:14:57 Jaclyn Bonk: Thank you!  
01:14:57 Edibel Deibert: Thank you!!  
01:14:58 Carol Wanda Spradlin: Great presentation. thank you  
01:14:58 Kelly O'Donnell: Thank you!  
01:14:58 Annette Gonzales: Thank you  
01:14:59 Flo Speakman: This was great  
01:14:59 Maria DeRobertis: Thank you, helpful info!  
01:14:59 Camille Foster: thank you!  
01:14:59 Flo Speakman: thank you  
01:15:00 Teresa Fortunato: Thank you!  
01:15:00 Mahima Mishra: Thank you  
01:15:00 Joy Buchanan: Very good. Thank you!  
01:15:01 Ryan Fitzgerald: Thanks!  
01:15:01 Grechen Askins (she/her): Thank you  
01:15:01 Rebecca Salminen: Thank you!  
01:15:01 Vicki Leduc: thank you  
01:15:02 Susan Arville: Thank you!  
01:15:02 Jess Vega: thank you.  
01:15:02 Amber Love Jones: Thank you!  
01:15:03 Rachel Guse: THANK YOU  
01:15:03 Stephanie Serpico: thank you Kara  
01:15:03 Marna Steuart: Thanks!  
01:15:04 Cheryl White: Thank you again.  
01:15:04 Tammy Howze: Thank you  
01:15:04 Michelle Jovnaelly: Great webinar, thank you!  
01:15:04 Alison Strain: Thank you  
01:15:04 Brittany Peyton: best webinar I've attended  
01:15:05 Tina Berge: Thank you!  
01:15:05 Julia Motta: Thank you!  
01:15:05 Phyllis McCausland: Thank you!  
01:15:06 Alice Yambo: Thank you  
01:15:06 Eva Esteban: Thank you!  
01:15:06 Jay Survant: cheers!  
01:15:07 Flo Speakman: looking forward to the follow up  
01:15:07 Rina Popal: Thank you  
01:15:07 Andrea Charles: Thank you  
01:15:07 Jessica Jacobs: Thank you!!  
01:15:08 Dawn Davis: Thank you! Great presentation!  
01:15:08 Danielle Piotrowski: Thank you!!!  
01:15:08 Alison Mills: Great training, thanks  
01:15:08 Sandy Cox: Thank you!  
01:15:08 Betty VanDenBosch: Great webinar thank yu  
01:15:08 Elizabeth Jones: Very helpful webinar. Thank

you

01:15:09 Carmen Jones-Weaks: Thank You!!!1  
01:15:10 Shannon McClure: thank you!  
01:15:10 Michele Phan: Are you able to send out copies of the  
deck used?  
01:15:10 Laken Beeler-Kerestes: Thank you!  
01:15:10 Darcy Schmidt: Thanks!  
01:15:11 Leopoldo Becerra Contreras: Thank you!  
01:15:11 Brooke Exley: very insightful, thanks!  
01:15:11 Virgen Vincenti: Thanks!  
01:15:11 Jim King: Thank you!  
01:15:12 Wendy Snead: thank you  
01:15:12 Rachel Ogbamichael: Thank you  
01:15:12 Paula Kasimatis: Thank you for the excellent  
webinar!  
01:15:12 Amanda Woods: Very informative! Thank you!  
01:15:12 Amy Pottle: Thank you! :) love Mineral webinars!  
01:15:13 Zoe Boyer: Thank you!  
01:15:13 karen schloss-heimberg: Thank you!  
01:15:13 Jodi Schwagerl: Thank you!  
01:15:13 Tracy Ankrah: Thank you so much! It was great!  
01:15:14 Bonnie Kitzens: Thank you!  
01:15:14 KRIS WOLFSWINKEL: THANK YOU  
01:15:16 Rachel Reaid: Thank you so much!! Great  
information!!  
01:15:16 Mary Kelly: Thanks! Great stuff!  
01:15:17 Kathleen Climo: Thank you. Great webinar  
01:15:17 Judy Wreyford: Thank you! Very interesting  
01:15:17 Barrett White: Thanks so much!  
01:15:18 Dominique Morris: thank you!  
01:15:19 Liz Nelson: Thank you!  
01:15:21 karen schloss-heimberg: well done, thank you,  
01:15:21 Ryan Harikul: 👍