

Adjusting to Working at Home: How to Use Ergonomics to Help

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Work From Home Will Remain a Reality for the Near Future

- A Gartner CFO Survey in April 2020 found:
 - 74% of respondents estimate at least a 5% increase in the amount of people working 100% from home.
 - This results in ~11.2M employees WFH or ~6M increase from those previously WFH
- Companies recently announcing extensions of WFH policies:
 - Capital One (September)
 - Microsoft (October)
 - Amazon (October)
 - Slack (November)
 - Google (Remainder of Year)
 - Facebook (Remainder of Year)
 - Nationwide Insurance (4K employees WFH permanently)

USA TODAY

Working from home post-COVID-19? Facebook, Apple, Twitter and Microsoft embracing remote work

Will Facebook, Microsoft, Apple, Twitter employees go back to the office post-coronavirus? The tech giants are looking at more remote work.

1 week ago



The Atlantic

Work From Home Is Here to Stay

While working remotely confers some mental-health and other benefits, the "job" as we know it might never be the same. Conferences, in-person ...

1 month ago



A Company's Workplace Strategy Should Include the Home Office



Right Thing to Do:

- Shows commitment to supporting their employees wherever they work.
- Well-being and proper ergonomics contribute to performance and productivity.

Legalities:

- Per OSHA, is the employer is responsible for providing a safe work environment whether working at the office or at home.
- Many workers' compensation laws do not distinguish between home-based and office-based workers.
- Telecommuting is sometimes requested as a reasonable accommodation under the Americans with Disabilities Act.

Options for Helping Employees Purchase Office Furniture

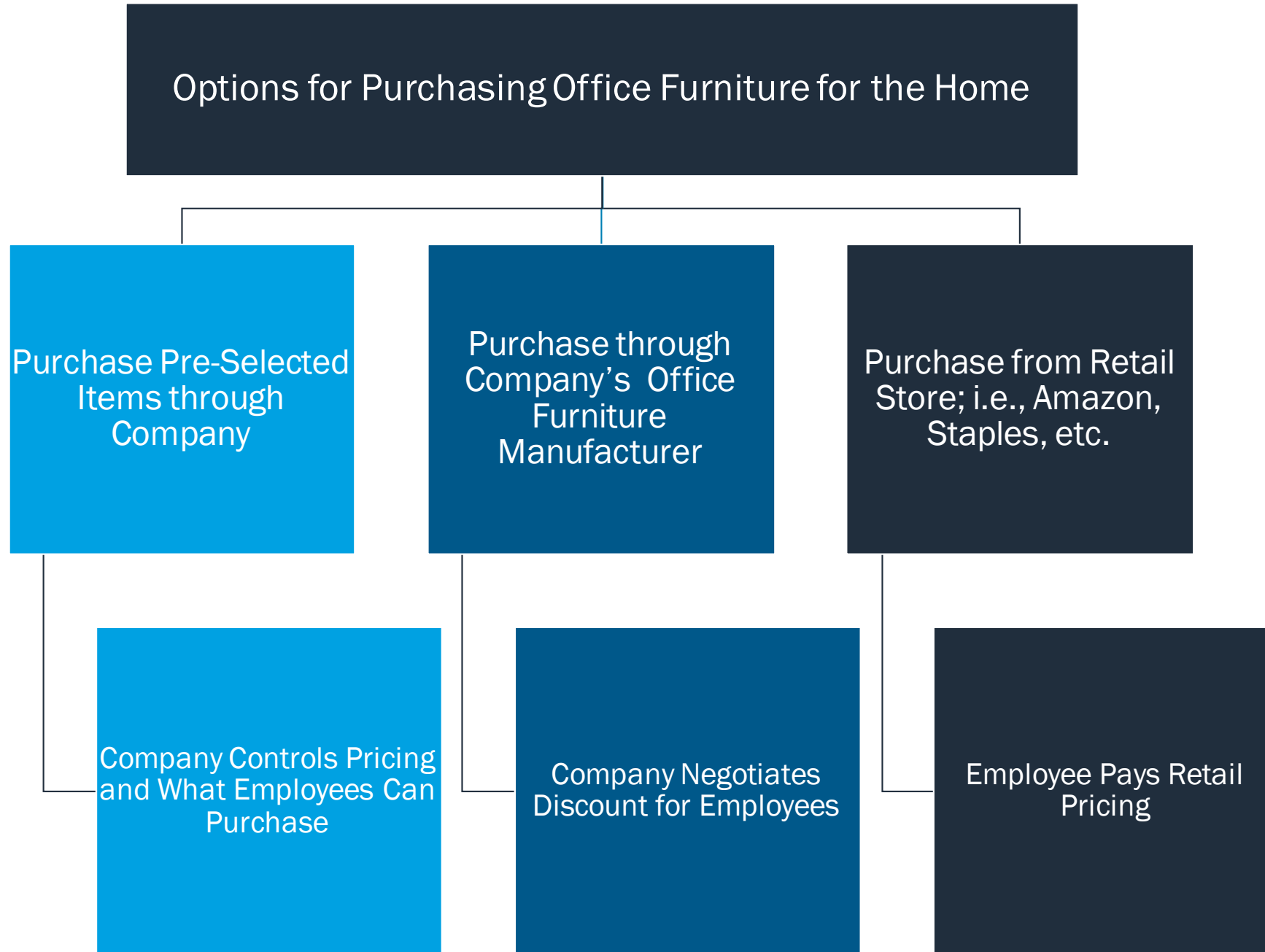
Stipend/Allowance Paid to Employee

- Google gave employees \$1,000 work-from-home allowance
- Slack gave employees \$1,000 for their home office setup which was in addition to a \$500 stipend they gave earlier in the year
- Shopify gave its newly remote employees \$1,000 to set up home office
- Twitter gave their teleworkers up to \$1,000 to set up home office
- Basecamp, offers workers \$1,000 to get their work station up and running at home
- Chegg gives its remote workers' \$500 for home office furnishings.
- Buffer gives its employees one-time payment of \$500 to set up their home office
- Reddit provides a yearly allowance to build an at-home setup

Employee files Expense Report

- Indeed said it would reimburse its employees up to \$500 for standing desks, chairs or lighting in their home
- Apple offered a \$100 reimbursement to purchase equipment like an office chair or desk for retail staff asked to work from home





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Bedroom Nook



Featured Items



Item 1
Soji Office Chair with Height Adjustable Arms



Item 2
Jive Table
☆☆☆☆☆



Item 3
Pixo Table Light
☆☆☆☆☆

Chat now

The Main Item to Invest in for Home: A Task Chair

Features:

- Seat
 - Height – yes
 - Depth – maybe
 - Waterfall Front Edge - yes
- Tension Control - yes
- Back Lock/Stop - maybe
- Forward Tilt – maybe
- Armrests
 - Height – yes
 - Lateral – maybe
 - Fore/Aft - maybe
 - Pivot – maybe
- Lumbar
 - Height – yes
 - Amount of Support/Depth – maybe
- Pelvic Support - maybe



Standards

BIFMA Product Safety and Performance Standards and Guidelines

- BIFMA X5.1-2017: Office Chairs
- BIFMA X5.5-2014: Desk Products

Ergonomic Guidelines and Standards

- BIFMA G1-2013: Ergonomics Guideline for Furniture Used in Office Work Spaces Designed for Computer Use
- CSA Z412-2017: Office ergonomics — An application standard for workplace ergonomics

Questions?

Resources: <https://blog.haworth.com/content/spark/en.html>

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