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)
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
Options for Purchasing Office Furniture for the Home

- **Purchase Pre-Selected Items through Company**
  - Company Controls Pricing and What Employees Can Purchase

- **Purchase through Company’s Office Furniture Manufacturer**
  - Company Negotiates Discount for Employees

- **Purchase from Retail Store; i.e., Amazon, Staples, etc.**
  - Employee Pays Retail Pricing
Example: Haworth Online Store

FREE shipping and returns on all orders!

Enjoy the Perks

What to expect as part of the Corporate Program experience:

- **Professional Grade**
  Trusted global brand for commercial-quality furniture and accessories that last.

- **Simplified Process**
  Easy ordering, flexible payment options, front-door delivery, and best-in-class service.

- **Comprehensive Offering**
  Everything you need to create a comfortable, customizable work-from-home space.

- **Preferred Pricing**
  Enjoy exclusive, relationship-based pricing that’s better than retail.

Store.Haworth.com
Example: Haworth Online Store

Bedroom Nook

Featured Items

Store.Haworth.com
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
- BIXMA 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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