



Mineral



Question of the Week

November 27, 2024

Question

We've decided to bring employees back into the office a few days each week and change our remote work policies. Some employees have been grumbling about this change. What should we do?

ANSWER

Any time you make a change like this, you can expect a certain amount of employee complaints. People aren't inherently great with change, and the benefits of remote work can be hard to part with. Given that, instead of trying to shut down complaints (which could potentially run afoul of employees' rights under the National Labor Relations Act), we recommend a few things you can do to help bring employees onboard with the idea.

One way to do this would be to hold a virtual meeting where you share your reasons for returning to the office and invite employees to share—during the meeting or afterwards—what support they may need to make the return as smooth as possible.

During this meeting, be transparent about why you're adopting a hybrid policy, noting both the benefits to the organization and to employees. Let them know that you understand that this change will cause some disruption to their lives and that you want to support them during the transition.

To help employees feel better about returning to the office, you might also consider offering perks such as a stipend for parking and commuting costs, a well-stocked fridge and snack drawer, or a more flexible in-office dress code.

While you will never be able to stop all the complaining, providing transparent communication and allowing employees to be heard is essential to gaining their support for any policy changes.

This Q&A does not constitute legal advice and does not address state or local law.