

Working From Home Post-COVID: What Employers Need to Know

Who designs and pays for a home office?

When employees have a home office, who determines what that should include and pays for the desk, chair, computer, and supplies? Many employers provide some support either by supplying or reimbursing employees for things such as computers and other office equipment. Some states require Employers to reimburse employees for things that are required to work at home. (e.g., California, Illinois, and Massachusetts and others.) Others, such as Connecticut are considering similar legislation. What is not always clear is what things are necessary and what things are merely useful.

Employers also should think through whether they want work performed on the employees' own computer access to which might be shared with other members of the household and if that is to occur how the Employer's information will be safeguarded. If Employers normally install software that tracks an employee's computer use, can that be installed on the employee's computer without invading the employee's privacy or that of other family members? Similarly, Employers must consider how equipment it provides for a home office will be reacquired in the event of a termination of employment especially if the termination is not mutual.

If you have any questions, or would like additional information, please contact Bob Small, Partner in Reger Rizzo & Darnall's Employment Practices Group, at 215.495.6541, or via email at rsmall@regerlaw.com.

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