



September 2020

Issue 9

Post COVID-19 Workplace Newsletter

Starting this issue, the Post COVID-19 Workplace newsletter will be monthly, we hope to continue bringing you news and insights on relevant post-COVID-19 topics going forward. This issue features staff well-being, benefits, and returning to school insights and tips.

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Staff Well-being

1. [This is Taking a Huge Emotional Toll](#) (American Banker Magazine, 130 (7): 3-4, July 2020)

Demand is soaring for mental health services as bank employees put in long hours, supervise their kids while working at home and endure personal crises As the coronavirus pandemic drags on, bank employees are increasingly seeking out mental health and wellness programs to deal with the effects of stress, burnout and prolonged isolation.

2. [Navigating Together: Supporting Employee Well-Being in Uncertain Times](#) (MetLife, 18th Annual US Employee Benefit Trends Study 2020)

A holistic model of well-being, and a mix of programs and benefits to support it, can help employees and employers navigate the stresses of the pandemic and manage successfully through to recovery. Companies that support their employees holistically are better positioned to meet the evolving challenges of the Coronavirus (COVID-19) pandemic, and support both employee and business performance.

3. [Are Companies More Productive in a Pandemic?](#) (New York Times, June 23, 2020)

Many claim their employees are hyper efficient while working from home. But there are social and emotional costs to ambition in isolation. (Full report requires a Factiva login, [access instructions](#).)

4. [Toward Understanding Remote Workers' Management of Work-Family Boundaries: The Complexity of Workplace Embeddedness](#) (Group & Organization Management, 42 (3): 346-387, June 2017)

This study employs a multi-method research design to examine how remote workers, or employees who work solely from home, manage the work-family interface. Our qualitative study revealed that working from home creates unique challenges for remote workers because the work role becomes embedded in

the family domain such that their home comes to be associated with the work role, work physically and psychologically intrudes upon their family, and habits and norms form that induce remote workers to be preoccupied with work when home. Our findings therefore revealed that working solely from home encourages remote workers to overwork and to allow their work to infringe on their family role.

Staff Benefits

1. [Companies Fret as Vacation Days Go Unused](#) (Wall Street Journal, Aug 23, 2020)

With the pandemic ruining travel plans, many workers are reluctant to take time off. Employers are split on what to do about it. (Full report requires a WSJ login, access instructions.)

2. [Back-to-School Uncertainty Prompted these 2 Employers to Give Parents New Perks](#) (Fortune, Aug 15, 2020)

Two U.S. banking giants are rolling out more benefits to parents juggling childcare and homeschooling while keeping the companies running through the pandemic. (Please open this article using Chrome)

Return to School

1. [Supporting Your Child's Mental Health as They Return to School During COVID-19](#) (UNICEF, Aug 28, 2020)

The coronavirus outbreak has caused major disruptions to daily life and children are feeling these changes deeply. While the return to school will be not only welcome but exciting for many students, others will be feeling anxious or frightened. Here are tips to help your children navigate some of the complicated emotions they may be facing with going back to school.

2. [Back to School: Everything Kids Need to Succeed at Virtual Learning](#) (Wall Street Journal, Aug 20, 2020)

From intuitive tablets to flexible seating that helps kids focus, a properly equipped 'classroom' will help set your child up to succeed while learning from home. This spring, when schools were closing faster than dominoes toppling, many parents did their best to cobble together a makeshift classroom at the kitchen table. An old laptop. Hand-me-down headphones. Broken Crayolas. Now, as many states extend remote learning into fall, it's arguably worth it to invest in better tech and intact crayons—the tools your kids need to stay engaged with classmates and the curriculum. (Full report requires a WSJ login, access instructions.)

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