

Ryan Swanson's 34th Annual Employment Law Webinar



Where you Work Matters: Legal Risks with your Hybrid and Remote Workforce

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Business vs. Legal Challenges for Remote Work

- Full remote v. hybrid v. full in-office
- Applying remote work fairly
- Discrimination potential
 - In office gets more opportunities
 - Certain classes (i.e., women) more likely to work remotely
 - Identify impact of uneven remote work

Legal Risks

- Seattle Labor Laws
- Different laws apply to workers living in different states
- Security/Confidentiality
- Discipline/Termination with remote workers

Seattle Labor Laws

- If you are not a Seattle Company, but employees work remotely in Seattle
- New Independent Contractor law
- Paid Sick and Safe Time
- Wage Theft
- Commuter Benefits
- Minimum Wage

Other States' Laws

- State law where employee resides usually applies to relationship (i.e., noncompete, leave laws, notice of termination)
- Sometimes must register to do business in each state where employee lives and have a registered agent
- Tax liabilities (corporate and business activity taxes, sales and employment taxes) in each state may be triggered, must registered with the state's tax authority
- There are often state and local licenses and business permits as well

Security and Confidentiality

- Cybersecurity
- Confidentiality if multiple people living and working in the home
- Printing, saving to desktop, what are your protocols?

Discipline/Termination

- Tracking productivity
- Communication of not meeting expectations
- How do you meet to discuss discipline?
- Are workers recording the conversation when meeting remotely?
- Termination and return of equipment, security cards while out of the office

Thank you.

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