




Participants		
Time:	Topic:	Discussion
6:30	Call to order	<ul style="list-style-type: none"> Welcome by Renée Lyon Meeting started at 6:40
	Presentation – Working Healthier in a Hybrid Work Environment Presented by: Amy Hayes & Christine Roberts	<ul style="list-style-type: none"> Presented by Christine Roberts and Angela Blanchard. PP attached. Overall hybrid work has been successful. 71% of employees rated it successful. Productivity tended to increase with time. Employees with less experience preferred to be remote no more than 1 day per week. They felt less productive working virtually. The preferred to work with others with more experience. Support the employee: with a clean, safe workstation. Contactless and touchless surfaces. Open, collaborative spaces where the company culture can be reestablished. Benefits of hybrid work environment: increased productivity, improved satisfaction/empowerment, disability inclusive workplace, more options for continuous learning, virtual conferences, strengthening work relationships, improved mental health, save money from commute and lunches out, home with pets, home for family members. Challenges: fairness, inclusion, is hybrid available to everyone? some things cannot be completed on zoom, good internet? space for a home office? Reviewed ergonomics. Just remember the rule of 90's. Change eye focus distances. Stand on a regular basis. Don't



		<p>pound keyboard or grip mouse tightly.</p> <ul style="list-style-type: none"> • Create a hybrid workday routine, include breaks, set boundaries, know your technology <p> Hybrid Work Resources.docx</p>
7:05	Discuss hybrid work and current OT in work and industry concerns	•
7:15	Fieldwork student interns; Hybrid and/or in person experience and observations	<ul style="list-style-type: none"> • Andrea spoke of the difference between in person and virtual classes. Depending on the topic, virtual was a great option but for other topics, face to face was needed. • Deb echoed the same from an instructor view. She really liked theory (?) as an online class.
7:25	Topic ideas for next WISIS	RETAIN speaker Kim Pace
7:30	Adjourn	7:42 pm

The OT staff of the Business Network Division of Michigan Rehabilitation Services (the state of Michigan vocational rehabilitation program) has taken on re-activating the WISIS.

Work is a life role that OTs address in a wide variety of settings and ways. We hope to increase the visibility and impact of OTs dealing with work-related issues and to make Michigan a model of this type of practice. Please join us for a lively conversation.



Thank you for attending Working Healthier in a Hybrid Work Environment, presented by the MRS Business Network Division at the MiOTA Work and Industry Special Interest Section. The resource list referred to during the presentation is below.

If there are any questions or follow up requested, please email Christine Roberts at robertsc11@michigan.gov

Thank you.

General Resources

Michigan Rehabilitation Services

www.michigan.gov/mrs

Employer Assistance and Resource Network on Disability Inclusion (EARN)

<https://askearn.org/>

Job Accommodation Network (JAN)

<https://askjan.org/>

Partnership on Employment & Accessible Technology (PEAT) <https://peatworks.org/>

U.S. Equal Employment Opportunity Commission (EEOC) <https://eeoc.gov/> &

<https://www.eeoc.gov/employers/small-business/4-what-cant-i-ask-when-hiring>

Hybrid Work Resources

<https://hbr.org/2021/07/to-make-hybrid-work-solicit-employees-input>

<https://timewise.co.uk/article/make-a-success-of-hybrid-working>

The future of work is flexible (newstatesman.com)

<https://www.flexjobs.com/blog/post/thrive-hybrid-work-environment/>

<https://voodle.com/blog/benefits-of-remote-work-voodle/>

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/06/30/how-companies-can-thrive-in-the-emerging-era-of-hybrid-work/?sh=415ce4e76efe>

<https://news.cornell.edu/stories/2021/03/covid-19-transforming-workplace-culture>

<https://news.cornell.edu/stories/2021/08/state-labor-shifting-workplace>

<https://www.flexjobs.com/blog/post/thrive-hybrid-work-environment/>

<https://www.apollotechnical.com/hybrid-working-statistics/>

<https://www.pwc.com/us/en/library/covid-19/us-remote-work-survey.html>

Ergonomic Resources

Ergotron

<https://www.ergotron.com/en-us/>

WorkRite

<http://workriteergo.com/>

Computing Comfort

www.Computingcomfort.org

Mayo Clinic

<https://www.mayoclinic.org/diseases-conditions>

Web Md

<https://www.webmd.com/>

Occupational Safety & Health Administration (OSHA)

<https://www.osha.gov/SLTC/ergonomics/>

Centers for Disease Control and Prevention (CDC)

<https://www.cdc.gov/>