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## *Lessons Learned from COVID-19: Remote Work and Remote Learning*

Jason Storck, Brian L. King, Janice Lu, and Andrew Velazquez

### ***Moderator & Panelists***

Moderator:

■ Jason Storck

Panelists:

■ Brian L. King

■ Janice Lu

■ Andrew Velazquez

## ***Remote Work & Remote Learning***

- The COVID-19 pandemic created novel employment challenges, including obstacles brought about by quickly transitioning to a remote work environment and maintaining a partial or fully virtual workforce.
- These challenges often pushed employers to adjust how they managed this new environment and to reframe employee work expectations, with many of these issues continuing to be present today.
- This panel discussion walks through some of the lessons learned in the employment context during the past 2-year pandemic, focusing on lessons related to tracking and protecting sensitive business information and navigating applicable state laws for a more mobile and remote workforce.

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## ***Issues with Remote Workers***

Management of remote employees:

- Work location and underlying employment relationship.
- Protecting the employer's confidential information.
- Handling employment-related investigations.

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## ***Work Location & the Employment Relationship***

Employee work location determines the law applicable to the employment relationship.

- State Employment Laws
- Intellectual Property
- Employment Agreements

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