



KENDALL SQUARE ASSOCIATION

# **Future of (how we) Work Task Force**

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## **Returning to Work**



# Zoom Guidelines

Turn on  
camera

Mute when  
you aren't  
speaking

Add  
comments or  
questions in  
the chat

**Problems?**  
Message Alex  
Barbat, our  
technical host

# INCLUSION DRIVES INNOVATION



**Kendall Square**  
*The Future Lives Here*



**Kendall Square**  
*The Future Lives Here*





# Boston and Cambridge could see major changes as some workers never return, McKinsey report says

New study for Baker administration shows more than one-third of local employers plan to pare back their real estate footprints, and commuter rail usage could drop

By **Jon Chesto** Globe Staff, Updated July 13, 2021, 8:42 p.m.

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How is your company welcoming back  
colleagues and ensuring their return to work is  
done safely?

## Meeting Goals

- To have a more **complete picture** of how Kendall is returning to work.
- To create opportunities for **mutual learning and support** as we come back to Kendall.

**The Barr Foundation Transportation Survey (N = 975 Kendall employees)**

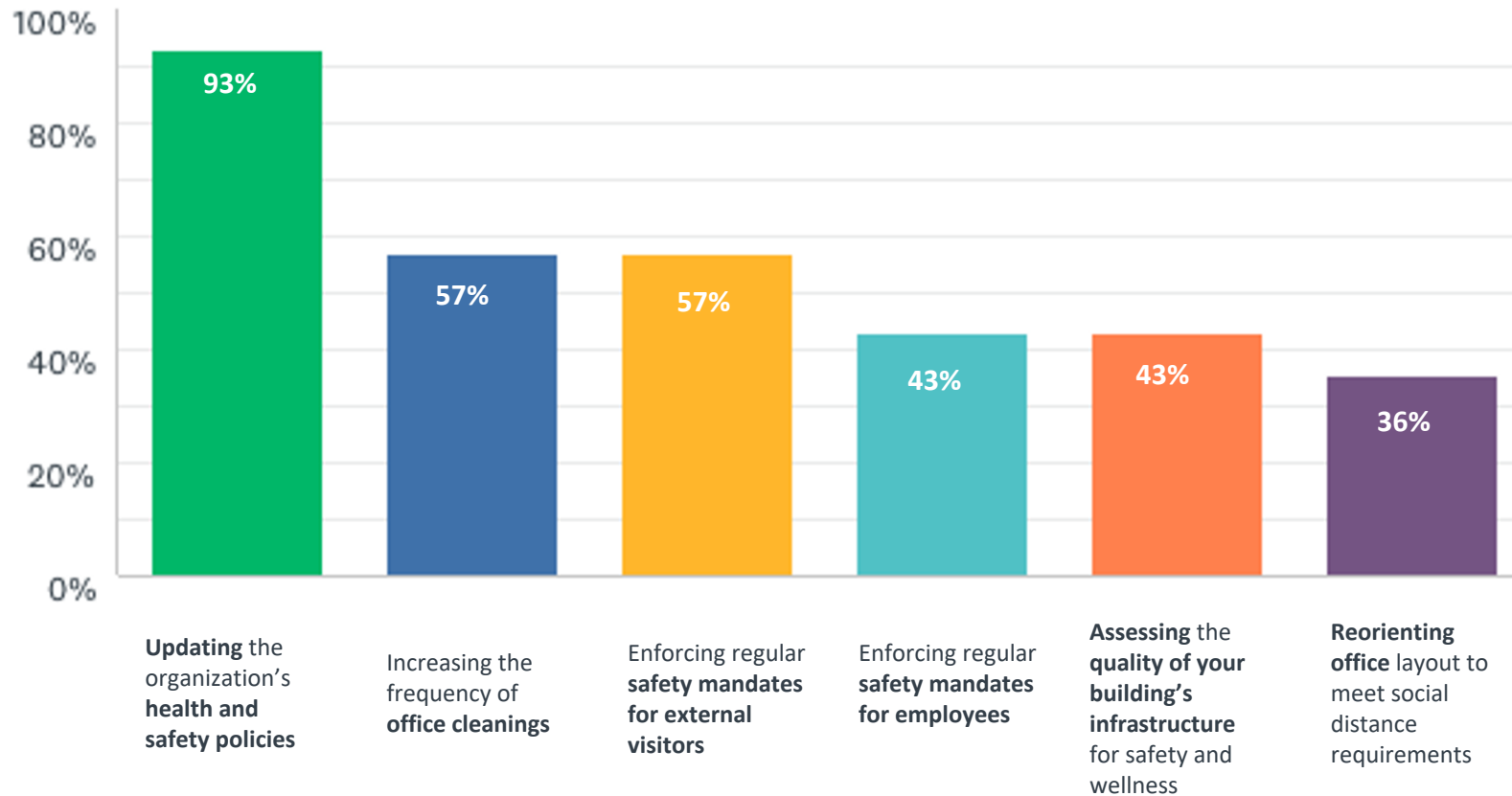
- Among employers with a return date, 67% of Kendall employees will return to the workplace in September 2021.
- Among employers with no return date yet, 55% of Kendall employees will expect to return in September 2021.



## FoW Survey Takeaways: Kendall Priorities

1. Managing vaccination policies at work
2. Creating moments of hybrid and in-person connection and reconnection among colleagues.
3. Setting employee expectations about WFH and navigating new hybrid work models

What plans does your organization have to ensure the health and safety of your employees once they are in the office?



# What plans does your organization have to ensure the health and safety of your employees once they are in the office?

## Vaccinations

- “All employees and visitors must be vaccinated in order to be onsite. Starting Sept 1, vaccination will be a condition of employment.”
- “Hybrid approach for vaccinated and unvaccinated workers”
- “For now we are continuing the daily health screening questionnaire and will follow CDC and state guidance to require masks for all if that guidance is issued.”
- “We recently dropped temp monitoring, but all other same measures in our workplace safety plan are in place.”



What plans does your organization have to ensure the health and safety of your employees once they are in the office?

### Work

- Fully flexible policy until end of 2021
- “Instituting a work from home program to begin on Sept 1”
- “During the pandemic we rescaled our offices to **create more collaboration zones** and **less dedicated workstations**. As we move into a more hybrid working environment we will continue to have **virtual meetings as the standard**.”

# What plans does your organization have to ensure employees feel welcomed as they come back to the office?

## Opportunities to connect

- Small indoor group gatherings
- Larger outdoor events (e.g. team building, weekly food trucks/socials)
- Swag and lunch stipends

## Easing back into work

- Gradual return to work
- Providing cleaning and safety supplies
- Vaccination requirement
- Transparent regular town halls

What are some challenges your organization is facing or is anticipating as you bring employees back?

### Health and Safety

- “How to identify who is vaccinated?”/”The [vaccine mandate](#), if it comes once there is a full FDA approval.”
- “[Attrition of talent](#) as people chose to find jobs where WFH is a long term option and/or refuse to be vaccinated.”
- “ In CA, CA OSHA [emergency standard is different](#) than other local jurisdictions”



What are some challenges your organization is facing or is anticipating as you bring employees back?

### Hybrid Work Model

- How to make it feel equitable?
- How to balance office culture and WFH desire?
- How to navigate staff's desire to WFH and leadership's desire to be in the office?
- How to make concrete decisions that are best for all about a working environment that we have never had to deal with before?

## Small Breakout Group Rooms

### **Room 1:** Updates to Your Organization's Vaccination Policy

*Have questions about vaccinations or want to share how your organization is implementing a vaccination policy? Come to this room.*

### **Room 2:** Welcoming Employees Back to Kendall

*Want to discuss or learn more about how companies are welcoming back colleagues to Kendall?  
Come to this room.*

### **Room 3:** Managing Employees' Expectations about WFH and Navigating Hybrid Work Models

*Want to discuss or learn more about how companies are managing their employees' WFH expectations and navigating hybrid work? Come to this room.*