

# Timothy J. Ford Quoted in SHRM Article, "Remind Returning Employees of Professional Expectations"

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By Allen Smith, J.D.

Employees who have gotten used to working from home may need a refresher on professional expectations when they return to the office. Otherwise, employers may see a rise in insults, invasive questions, oversharing about personal lives and even insubordination.

Employers should reorient employees with the office, said Timothy Ford, an attorney with Einhorn Barbarito in Denville, N.J. "A reminder of office policies and conduct is a good first step."

Ford recommended following a progressive disciplinary policy to handle employee insubordination.

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