Return-to-Office Updates – 11 Organizations

L'OREAL. The beauty company has tightened its remote work policy by requiring its 87,000 employees to be back in offices two Fridays every month. This change is in addition to three other days workers must be in the office every week.
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Yahoo Finance

ROCKSTAR GAMES. The American video game publisher of games such as 'Grand Theft Auto' is mandating that employees must return to the office five days a week starting in April. The reasoning for the mandate came down to productivity and security concerns.

Fortune

TATA CONSULTANCY SERVICES. While the company had mandated a 5-day return to office in October 2023, it is now linking pay grades—a key component of pay increases and promotions— to employees' track record of adhering to the office return mandate.

Business Today

US BANK. Has informed its workers that they must be in the office at least three days a week, and that their performance review depends on it. The company is creating 24 hub cities and employees who live within 30 miles of those cities will be required to come into offices, even if they were hired to remote positions during the pandemic. Employees' attendance is logged into the company's HR software, and it will be part of performance reviews.

Axios

BANK OF AMERICA. Has recently been sending out warning letters it's calling "letters of education" to those employees who haven't been adhering to its three days in-office requirement (and five-day requirement for those in client-facing roles.

Business Insider

DELL. The new guidelines are expected to mandate employees to work on-site for at least 39 days a quarter, irrespective of where they live.

Tech.co

DEUTSCHE BANK. Has asked its managing directors to return to the office four days a week, while other staff have been asked to be present three days a week.

Financial News

FIDELITY INVESTMENTS. The company is calling its U.S. employees who are currently on a hybrid schedule to be in the office two weeks out of every four-week period starting in September.

Boston Business Journal

IBM. In a move aimed at fostering in-person collaboration, IBM is requiring all US managers to report to an office or client location at least three days a week, regardless of their current work location status.

Diginto Media

SAP. Outlined new guidance in early January that will require employees globally to work in an office or on-site with a customer three days a week from April.

Yahoo Finance

UPS. Will require all corporate employees to return to the office for a full, 5-day workweek beginning March 4#. This is a shift from the 3-day in-office hybrid policy they had in place.

CoStar

Credit: Talent Edge Weekly