

## What the Future of Work Looks Like Post-COVID

BY BEN GUNTHER

**W**hen Microsoft CEO Satya Nadella said, “We have seen two years’ worth of digital transformation in two months,” around May of this year, he was entirely correct.

Things that people had in their mind as “the future of work” for ten years from now are suddenly the norm right now in 2020. COVID-19 has truly changed how the entire world functions in just a few months’ time.

So what does the future of work look like post-COVID? As the world starts to cautiously re-open, what will employers do to keep employees & consumers safe, employed, and healthy?

Here are our predictions on some of the key aspects of the future of work around the world.

### Change to the Traditional Office

The past few years have seen a rise in co-working spaces, shared office spaces, and, of course, the digital

nomad jumping from coffee shop to coffee shop.

Now, though, these types of workspaces are considered high-risk for the spread of disease, making them risky for small and large businesses alike.

We predict a shift back to the private office space model. This can, and likely will, change to accommodate entrepreneurs, small business teams, and remote workers to offer private offices in shared buildings.

Remote work has increased dramatically throughout the pandemic (more on that later), which we believe will spur the increase in the use of virtual office space.

Virtual offices give people the amenities and office necessities they need without the physical location or having to even go into an office. Everything you need to work will be digital and handled by the virtual office company.

### Remote Work Is Here to Stay

As nonessential workers moved to work from home

or work remotely, they joined some of the millions of others already making a living from home or at least taking remote workdays a few days per week. It’s estimated that 50 percent of workers are working from home during this crisis.

Now businesses and companies know that remote work is not only possible for them, but also efficient, productive, and even help them save money.

Deloitte found that pre-COVID, 25 percent of workers worked from home at least once per week. They estimate that post-COVID, the future of work will have over 34 percent of people working from home once per week, with many others staying completely remote.

### Even More Emphasis on Work Perks

Millennials have already pushed companies and employers to start offering better work perks and offerings to entice them into positions in certain companies.

As we move to the future of work post-COVID, we

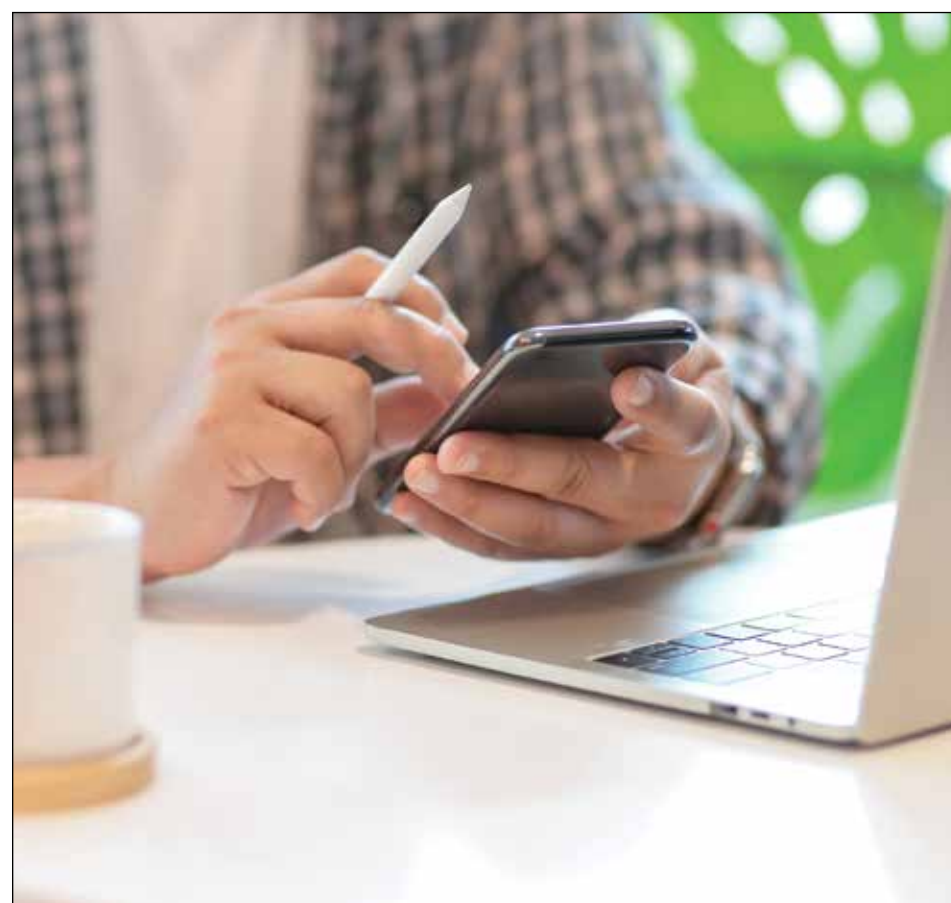


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expect to see even more of these perks with an emphasis on healthcare, sick days, hazard pay, childcare, and, of course, working remotely if necessary.

We also expect most companies to offer varied work schedules and types depending on each employee’s preferences. Hybrid work weeks will likely be

a top tier work perk (work from home some days, in the office on others) along with stipends for remote workers and other remote work perks.

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## FROM THE LOS AMIGOS CHAIR

# The Nation's Largest Food Drive Re-emerges in Novel Fashion

**A**s summer approaches, local food banks and church shelves normally would be well-stocked, benefiting from the pounds of food recently received from the Letter Carriers' annual Stamp Out Hunger Food Drive, held in May for the past 27 years.

Using the experience, contacts, presence in every zip code in not only the Southwest region of the state, but the country and universal network has helped make the Stamp Out Hunger Food Drive the largest single-day food collection.

The food drive's timing is key, because winter holiday donations have dwindled from food pantries and home-less shelters, and school meal programs are not available in



**AMANDA MORALES**

summer. The coronavirus pandemic, however, forced the postponement of the scheduled May 9 drive for safety reasons—even as the pandemic-related economic shutdown has worsened food insecurity.

To deal with this urgent situation, the National Association of Letter Carriers (NALC) has developed a new plan to address the problem of hunger that affects many individuals in

our community, including children, elderly and military veterans.

A novel donor drive approach to fit the current circumstances has been the result of our current circumstances. Community members in the city, suburbs, and rural areas, can go to a website set up just for this, and donate funds to help local pantries purchase food. This has been set up in a manner that allows every dollar raised to go directly to purchasing food for the hungry.

Starting Wednesday, July 15th, community members who would normally leave food by their mailbox on the second Saturday in May for letter carriers to collect, as well as the legions of community volunteers who

help sort and transport the food, can accomplish the same thing via different means. Potential donors can visit, [uwswnm.org/stampouthunger](http://uwswnm.org/stampouthunger) for more information on how to donate funds.

As always, the food procured will stay in the community to help residents in need. And again, our wonderful partners—the U.S. Postal Service, United Way of Southwest New Mexico, National Rural Letter Carriers' Association, and Casa de Peregrinos—will be vital to its success.

This isn't our normal food drive, of course, but these aren't normal times. As letter carriers in every neighborhood in the Southwest region, six and seven days a week, we see the needs and we cannot wait while food banks

struggle, demand grows and people remain hungry. Once it is safe, we will return to the traditional Stamp Out Hunger Food Drive.

For the meantime, there may be a silver lining to this approach born of necessity. Rather than a one-day event, this effort will continue as needed. And, food banks can purchase more food than a resident could buy and donate with the same resources. Also, individuals and families across our local communities will be able to have a meal because of the generosity of others.

To donate, Text STAMPOUT to 41444 or visit our website at [uwswnm.org/stampouthunger](http://uwswnm.org/stampouthunger). For more information, contact Amanda Morales at [impact@uwswnm.org](mailto:impact@uwswnm.org) or at 575-524-7561.



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## FROM THE PRESIDENT

# I am keeping the faith!

Over 244 years ago on July 4, 1776, 13 colonies claimed their independence from England, an event which eventually led to the formation of the United States. Each year on the Fourth of July, Americans celebrate this historic event. This past July 4, 2020 many Americans celebrated again, however, this time it was not like any in comparison of those in the past.

The day prior to the 2020 July 4 holiday the nation reported a one-day record number with over 56,000 positive cases of the Coronavirus. Due to COVID-19 many states had suggested to stay home and shelter down with their families this holiday to avoid the spread of the global pandemic. Many individuals took the advice but many took to the parks and beaches to celebrate. I personally made the decision to stay home to watch the televised celebrations. With the respect to those who chose to go out



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and celebrate, I observed far too many people not wearing face coverings and definitely not adhering to the CDC suggested 6-foot social distancing. However, I am keeping the faith that all those individuals celebrating and not showing COVID-19 symptoms, have been tested in order to help eliminate the spread of this horrible disease.

Today, the number of cases all over the U.S. is increasing and states are trying to handle it given the fact there is no vaccine. The U.S. is struggling to

keep the spread of the virus from going in the wrong direction and many states are scrambling to keep their citizens safe. I viewed the numerous media news outlets on how the different states are implementing their suggestions, restrictions, and mandates, has been somewhat in a state of utter despair. Some states are making face coverings mandatory with citations hitting those individuals who are in defiance to the wearing of a face mask in public places. Other states are not requiring face coverings, social distancing or limiting the amount of people gathered in a group. With the different states doing what they think is best for their residents, we are still losing too many lives to this virus. I am keeping the faith that soon we will have one message from the Nation's CDC handbook that will keep us all healthy and safe. Hopefully, this direction will be successful enough to lower the virus spread while scientist across

the globe proactively work on a vaccine.

Besides posing a threat to health, it has tossed the economy upside down, plunging it into a recession. Millions of people have lost their jobs while small businesses continue to hang on by a thread. Those who are not laid off are working on 50-60 percent pay cuts. Even with the reopening of many non-essential small businesses the recent spike of COVID-19 has caused many states to pull back or pause on their reopening plans. I believe only together we can bring the curve down to allow us to reopen businesses and put people back to work.

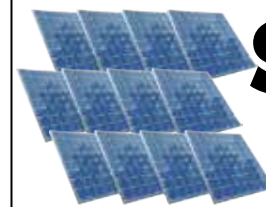
Is there any silver lining in all of this? I am keeping the faith that we will all work together using good judgment in taking care of ourselves by wearing face covering, 6-foot distancing and washing our hands frequently until there is a vaccine.

Please stay healthy and safe. I am keeping the faith!

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## FROM OUR U.S. SENATOR

## Daca recipients win big in Supreme Court: Now we need to make the victory permanent

BY U.S. SEN. TOM UDALL

Last month, the U.S. Supreme Court issued a momentous decision – finding that the Trump administration illegally terminated the Deferred Action for Childhood Arrivals program, commonly known as “DACA.” The decision means that – for the time being – the 5,800 DREAMers in New Mexico and the almost 650,000 across the country are spared from deportation from the country they know as home.

DREAMers -- brought to the U.S. as children -- work, go to school, and serve the only country they have ever known. They are teachers, construction workers, soldiers, and social workers. Many are frontline healthcare workers, risking their own health and safety to help us battle COVID-19, and “essential” workers who help keep the economy going. Indeed, ending DACA would mean an annual loss to New Mexico’s economy of almost \$385 million. DREAMers contribute to our communities and are part of the fabric of our state.

The Supreme Court’s decision is a win. But we can’t let down our guard. The Court based its decision on process only – finding that the Trump administration failed to offer good enough reasons for its action. And the President has vowed to go



UDALL

back to the drawing board and try to end the program again.

Yet poll after poll shows broad-based support for DREAMers regardless of political party. The Trump administration’s campaign against DREAMers is far out of step with the country. Congress needs to act, and give DREAMers a pathway to citizenship.

Americans’ overwhelming support for DREAMers reflects our nation’s commitment to treating all people fairly, regardless of citizenship status, race, or socioeconomic status. We are a nation of immigrants. And that couldn’t be truer here in New Mexico – where nearly one in ten residents is an immigrant, and one in nine U.S.-born residents has at least one immigrant parent. Our diversity defines our state, and strengthens us.

Across the nation there is an awakening to the systemic discrimination faced by people of color and a renewed commitment to ending that disparate treatment once and for all. Immigrants have been a target of the current administration and throughout our nation’s history. Now is the time for us to end this legacy of intolerance and injustice. For my part, I will continue to fight as hard I can for legislation that gives DREAMers permanent protection.

## FROM OUR U.S. SENATOR

## Our outdoors are key to our recovery

BY U.S. SENATOR  
MARTIN HEINRICH

If you’re anything like me, spending time outdoors is critical to your wellbeing. During these past months, spent mostly at home during the COVID-19 pandemic, Americans have grown to appreciate in new ways how critical each moment of fresh air is. More people are getting outside than ever before, whether in a quick walk to their local neighborhood park or by driving out to more remote public lands where they can find refuge under big skies and in open spaces.

The outdoor recreation economy was fueling some of the fastest job growth, particularly in our rural communities, right before the pandemic began. In New Mexico alone, outdoor recreation supported tens of thousands of jobs and billions of dollars of economic activity. This growth came because, in the last decade, our state successfully established two new national monuments, a new national park, and many new protected wilderness areas. These outdoor places, which everyone can access regardless of the thickness of their wallet, create a high quality of life for local residents in communities like Las Cruces and attract visitors from around the world.

I am convinced that increasing access to parks and public lands will be a key way for New Mexico and our nation to recover from the public health and economic challenges we face. That’s why I was so proud to lead the effort last month to pass the Great American Outdoors Act in the Senate. This historic bipartisan legislation will permanently and fully fund the Land and Water Conservation Fund (LWCF) and finally address the maintenance backlog in



HEINRICH

our national parks and other public lands.

For more than 50 years, LWCF has been one of our greatest tools for opening up public access to the outdoors. If you’ve spent any time in a local park, trail system, or outdoor area in the last 50 years, you’ve have almost certainly seen the impact of LWCF.

In southern New Mexico, LWCF has provided key funding to create Apodaca Park and Pioneer Women’s Park in Las Cruces. LWCF has also supported conservation work at places like Pancho Villa State Park in Columbus, and opened up public access to lands in the Gila National Forest that connect the Continental Divide Trail.

The Great American Outdoors Act will also finally put real resources behind fixing long-running maintenance challenges in our national parks, national forests, national wildlife refuges, Bureau of Land Management lands, and at Bureau of Indian Education schools. Investing in these infrastructure improvements will create thousands of jobs at a time when we really need them. It’s estimated that infrastructure projects in our National Park Service alone could create as many as 110,000 jobs. Beyond the immediate economic impact, these improvements will create a lasting outdoor heritage that we will all benefit from for years to come.

Now that we’ve passed the Great American Outdoors Act in the Senate, we must urge the U.S. House of Representatives to take up this bill next, and then call on the president to sign it into law. Let’s keep up the momentum and make this historic investment in the outdoor places we all love a part of our national recovery.

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## FROM OUR U.S. REPRESENTATIVE

## Creating Opportunities for Growth, Delivering for New Mexico's Small Businesses

BY U.S. REPRESENTATIVE  
XOCHITL TORRES SMALL

Recovery and rebuilding New Mexico's economy will require us to work towards innovative solutions, meeting new challenges together. I've been at work each day to fight for our small businesses; making sure our district receives the federal resources we need. Part of this includes holding the U.S. Small Business Administration (SBA) accountable. I'm proud to report that the SBA heeded my calls for transparency and released the list of loan recipients, showing taxpayers across the country where their money went. This is a critical step towards ensuring that federal relief serves the communities Congress intended.

But we also need to make sure we're creating new jobs and opportunities. The path to rebuilding New Mexico, and emerging from the current economic devastation, requires legislation that prioritizes infrastructure, invests in job creation, and supports our local governments. Recently, I introduced the bipartisan Great American Outdoors Act, which would create new jobs and opportunities, protect our public lands, fix our crumbling roads and overgrown trails, and support New Mexico's outdoor industry.

Importantly, this legislation would fully and permanently fund the Land and Water Conservation Fund (LWCF). Created by Congress in 1965 with strong bipartisan support, LWCF uses revenues from offshore oil and gas to support the conservation of our land and water. Every



**TORRES  
SMALL**

year, \$900 million in royalties is put into this fund, intended to create and protect national parks, forests, monuments, and wildlife refuges, and to provide matching grants for state and local parks and recreation projects.

LWCF provides vital access to public lands for our communities, from local parks in the middle of cities to national forests preserving wilderness.

These give families more opportunities to recreate and enjoy the outdoors. Outdoor recreation in New Mexico also supports the economies of both urban and rural communities, generating \$9.9 billion annually and supporting over 99,000 jobs.

In southern New Mexico, the LWCF has funded projects at places like the Spring River Park & Zoo in Roswell, the Las Cruces Baseball Complex, the Lower Tansil Dam Recreation Area in Carlsbad, the City of Rocks State Park in Grant County, and Rockhound State Park in Deming. The legislation would allocate \$12 billion towards deferred maintenance backlog and \$900 million for the LWCF to invest in public parks, playgrounds, and access to public lands.

With support from President Trump and the bipartisan vote in the Senate to pass companion legislation, the Great American Outdoors Act is another step closer to law. As the House votes on this bill this month, I will continue to work to push this bill over the finish line.

There is still a long path towards rebuilding New Mexico, and I am committed to working with you each step of the way.

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# How to save your business in this COVID-19 pandemic

BY T. AHMAD

**W**ith over 3 million infections and over 200,000 deaths worldwide, not a single soul can claim to be unaffected by COVID-19. In an effort to save lives, governments resorted to lockdowns, which have had a significant impact on small and large businesses alike. This is because lockdown controls movement and communication with the goal of reducing disease and spread. The lockdown has had a clear effect on unemployment, and businesses have left workers to protect themselves against a dangerous wave of bankruptcy. Casual workers also fall into this category of unemployment, as businesses close, and daily hardships disappear. Despite promises of financial support from governments that are doing business related to losses, but in general, the lockdown and the disease will have a huge impact on businesses and industries.

To begin with, lockdown has disrupted business operations. For international businesses that rely on global operations, most of their key business services have stopped. Imports and exports have been severely affected, with daily business. On local businesses that rely on local labor, the business framework has now evolved into remote working and essential employees. Therefore, lockdowns can affect businesses altogether by stopping them or paralyzing certain tasks for multinational and local businesses. It has also reduced the general scale of the operation to reduce the risk. Business leadership is also evolving due to the need for close supervision without the physical presence of employees. In such a turbulent time, leadership needs to change in order to be more sympathetic to the need for closer ties.

Lockdown has also had an undeniable effect on trade. Most consumers are forced to stay at

home, if not completely shut down for most businesses, then direct retailing to consumers is reduced. Limited mobility keeps people confined to their homes, which means fewer sales in businesses that rely directly on retail. This could mean turning the commerce model into digital commerce. This is a new wave, probably one that will continue after COVID-19 disease is over. Previously, digital commerce or online sales was used as a secondary channel, but to survive, businesses have to make it their primary channel. As for businesses that have not yet embraced technology, they now have no choice but to join the line.

Lockdown can also change the supply chain model. Previously,



the manufacture, processing and distribution of goods and services was based on the global market, without hindrance. For now, businesses have to rely on their country's resources as the main source of supply chain throughout the country. From raw materials, labor, processing, and even consumers. Due to the limited nature of air cargo and port cargo services, international resources will have to be a sec-

ondary option. In addition, the lockdown aims to provide the services and goods quickly, safely and securely to ensure the safety of all customers as well as their own supply chain workers. Businesses now have to renew their entire supply chain to maintain a steady flow of products and materials.

The spread of COVID-19 disease can change many things. It is therefore imperative for

all businesses to rapidly develop a strategic response to counter the effects of current barriers and strengthen themselves for future changes in the value chain. One obvious way is to take advantage of the digital platform to manage the new complex supply chain and pursue strategic plans to create value in their goods and services as they hope for a better tomorrow.

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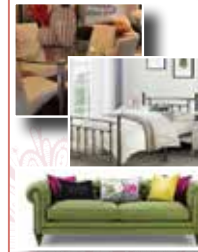
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