Please Rise: How to Apply Today's Sit/Stand Trend to the Modern Legal Workplace

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PLEASE RISE

How to apply today’s sit/stand trend to the modern legal workplace

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4:15 PM - 5:15 PM

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Learning Objectives:

- Analyze costs and health effects of workplace-related musculoskeletal discomfort.
- Identify how ergonomics and movement can have a positive impact on injury rates, productivity and return on investment.
- Relate success strategies from a national law firm that implemented sit/stand in the legal workplace.

The State of the Workplace

Trends driving the need for movement and ergonomics in the modern legal office
Just 20% of today’s jobs involve moderate physical activity, down from 50% in 1960

People are still tied to desks by non-mobile technology

- 80% desktop
- 39% laptop
- 86% landline
- 39% mobile phone
The average office worker sits for about 10 hours a day

86% of workers are overweight or have at least one chronic health condition

Washington Post Workblog, July 2015

Gallup, 2011
Our bodies are meant to move, but office furniture has been keeping us still for more than 50 years

- $330 Billion in annual losses attributed to lost productivity due to workplace design
- Worker's compensation costs average $29,000 – $32,000 per injury
- Indirect costs are 4-10 times higher, reaching $150 billion per year in the US

Workplace design trends: Make way for the Millennials (2014)
Department of Labor, Bureau of Labor Statistics, 2017
Ergonomics

What is it?
Why is it important?
Where does risk come from in the office?

Ergonomics is the science of fitting the task to the worker to maximize productivity while reducing discomfort fatigue and injury.
The standard 29.5” work surface correlates to the seated elbow height of a 6'4” male, less than 2% of our working population.

Height-Adjustable Workstations

What does the internet say?
Investigating best practices and postures
Equipment and implementation
What does the internet say?

Prolonged, static sitting...

- Elevates spinal disc pressure and can contribute to premature spinal disc degeneration

- Causes the enzymes (LPL) responsible for burning fat to shut down resulting in weight gain, lowered metabolism and lower levels of good cholesterol (HDL)

- Lowers demands of the circulatory system and results in a slow down of heart activity and blood flow, which accelerates fatigue.

NIOSH 1997
Prolonged, static standing...

Is more tiring and requires 20% more energy

Causes pooling of the lower extremities and vein inflammation, and is linked to foot pain, varicose veins, and static muscle fatigue

Causes the joints in the spine, hips, knees and feet to become temporarily immobilized. This can result in degenerative damage to the tendons and ligaments

There is increasing evidence to support the notion that varying your posture throughout the workday has significant health benefits
A 2009 Mayo Clinic study found that it was possible to burn an additional 340 calories per day by spending two hours of the day standing instead of sitting.

The same study found that those who sat for prolonged periods suffered three times the rate of the coronary artery blockage and more than twice the rate of death after a cardiovascular event than those who were physically active during work.

Participants who do not alter their positions during the day take an average of 47% more work breaks. The average duration of their work break is 56% longer.

The new way of working
When introducing occasional standing into the workday

87% more energized
75% healthier
66% more productive
62% happier
22% less stressed

The Take-a-Stand Project, National Institutes for Health NCBI, 2011
**20-8-2 Sit-Stand Stretch**

- Sit in neutral postures 20
- Stand in neutral postures 8
- Move and gently stretch 2

**every 30 minutes**

**Hedge's 3S's Ideal Work Program**

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**Who Gets a Sit/Stand Workstation?**

- No one gets one
- Doctor/Medical note required
- Available as shared station
- Provided for those that ask
- Everyone gets one
<table>
<thead>
<tr>
<th>Crank-Adjust</th>
<th>Electric-Adjust</th>
<th>Counterbalanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average time to adjust: 2-3 minutes</td>
<td>Average time to adjust: 25-30 seconds</td>
<td>Average time to adjust: 2-3 seconds</td>
</tr>
<tr>
<td>Slow to adjust and require considerable manual effort resulting in infrequent adjustment and poor compliance</td>
<td>An improvement in speed over crank adjustable tables but still too slow for most users and they require a power source</td>
<td>Changes occur quickly and with less effort resulting in more frequent adjustments and greater health benefits</td>
</tr>
</tbody>
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**Spring-Loaded Device**
- Handles must be squeezed to unlock and adjust the unit
- User must take the weight of the unit
- No cord management
- Separate units for one or two monitors

**Electric Device**
- Minimal user input required to hold button
- Slow to adjust
- Requires a power source and associated cost
- Stability may be lacking depending on design

**Counterbalanced Device**
- Fully counterbalanced, minimal force required
- Cord management fully integrated
- Multiple monitors supported safely
- Small space for paper work

*All of these units sit on the desktop*
Keys to Successful Selection

• Intuitive to use
• Quick to adjust
• Offers adequate range of adjustment
• Adequate leg clearance
• Minimal lifting
• Durable, safe, stable
• Supports monitors, input devices
• Cord management
• Strong warranty
• Option: Programmable features

“Companies can create a climate where employees can make meaningful decisions to maximize their individual job performance. Employers who provide choices have higher-performing employees and are seen as more innovative.”

Gensler 2013 US Workplace Survey
Companies that offer choice-based environments experience:

- 10% better customer ratings
- 21% more productive
- 22% more profitable
- 37% less absenteeism
- 48% fewer safety incidents

Based on 250 case studies, on average, implementing an ergonomic program can result in:

- 0.7 year payback period
- 25% increase in productivity
- 1:19 cost-benefit ratio

Economics of Ergonomics

Based on 250 case studies, on average, implementing an ergonomic program can result in:

Case Studies
History of implementation strategies in various law firm environments

“I have not failed. I have just found 10,000 ways that will not work.”

-Thomas Edison
History of Implementation

- NY Times runs ‘sitting is the new smoking’
- Requests for Sit/Stand desks trickle in
- Firm wonders if this is the next ‘keyboard tray’
- Initially doctors notes required
- Mismatched desktop add-on units tested
- DC office renovates, market speaks
- Design committee adopts s/s for all
- Implementation stumbles, but overall great end user feedback
- RE team develops standard approach for s/s implementation firm-wide

UNsuccessful solutions

- Difficult to use
- More difficult to install
- Wobble when typing
- Unplug the phone when the desk rises
- Expose the users privacy when elevated
- Blocks conversation with guests
- Requires "MacGyver’ing" to hide cords
- Product has no technical support
Standard Strategies

- Existing Office Retrofit
- New Build Integration
- Partner Specialty Retrofit

Criteria:
- Provided on as-requested basis
- Budget for a handful in each city, each year
- Offer firm standard desktop add-on unit OR stand-alone desk (depending on existing furniture restrictions)
- Either pneumatic manual or electronic
- Review installation requirements with both local facilities and IS staff
New Build Integration

Criteria:
• All new furniture incorporates S/S
  • Workstations & Offices
• *Firm technology specifics discussed with furniture specifier*
  • Monitor Arms, cords, docking
• S/S unit on return side in most cases
• Almost always electronic
• Modesty panels provided at offices, privacy panels provided at workstations

Partner Specialty Retrofit

Criteria:
• Provided as requested
• Following initial consult, several options may be offered:
  • Desktop add-on
  • New stand-alone matching return
  • Retrofit existing stand-alone desk with new S/S legs
  • Add freestanding podium/writing desk
End User Consult

- Does JUST computer need to rise? Or do they also want to write/phone/work?
- Does it need to match desk (ext’g partners)
- One or two monitors?
- Monitor arm? *(almost always YES)*
- How many cord connections and to where?
- Modesty or privacy panel needed?
- Overheads or other conflicts?

Seminar Recap

- Established a working knowledge of ergonomics principles associated with sitting and standing
- Conducted a review of current sit/stand workstation styles and implementation strategies
- Related success strategies from a national law firm that implemented sit/stand in the legal workplace.
Questions?
Your opinion matters!

Please take a moment now to complete the evaluation.

Thank You!