

Agreement Summary

This Agreement reflects the shared commitment of the DMV's public, private, academic, and non-profit organizations to enable safe, healthy, and efficient commutes as our region returns to the workplace.

Background: In July 2020, the [COVID-19 Strategic Renewal Task Force](#) approved a [recommendation](#) to develop a regional flexible work agreement among the region's employers to support a safe return to the workplace. Since then, Connected DMV has facilitated eight meetings of a working group to design the Agreement. Members include Northrop Grumman (Task Force Champion), Ford Motor Company, WMATA, MWCOG, the Greater Washington Partnership (GWP), KPMG, and APCO Worldwide. This effort complements related regional programs at MWCOG, GWP, and other organizations. We are now conducting outreach to DMV employers to gain supporters.

Purpose: This Agreement signals that employers in our region are collaborating to support a safe recovery and increase regional competitiveness. COVID-19 presents special and shared challenges as our region gradually transitions back to the workplace. Alternative work arrangements can help reduce peak-time congestion on our region's public transit and roadways to maximize the health, well-being, and productivity of our workforce. A regional groundswell of organizations is needed to tackle this challenge.

Over the next **18 months**, region-wide commitments to flexible work arrangements will:

- Further enable **social distancing** on public transit, enhancing public health
- Increase **workforce quality of life** and improve **access to jobs**
- **Strengthen equitable outcomes** for commuters who rely on public transit
- Assist families to **coordinate around school and childcare arrangements**
- Help to **reduce greenhouse gas emissions** and improve air quality
- Aid in **attracting and retaining talent** via employer workforce mobility programs

The Agreement: This Agreement captures organizations' commitment over the next 18 months to make best efforts to support the aggregate reduction in peak-time commute demand by introducing, updating, and/or extending one or more options for alternative work arrangements for their workforces (to the extent feasible and compatible with work delivery requirements), such as:

- Telework
- Flexible work schedules
- Staggered work schedules
- Compressed work weeks
- Flexibility in work locations and spaces

Regional Participants: This Agreement emphasizes leadership by the region's largest employers in supporting regional recovery while encouraging all organizations to participate.

Join the Agreement: It's simple! Have an authorized representative from your organization:

- Visit <https://www.connecteddmv.org/flex-work> and commit your organization by checking "My organization commits to the DMV Flexible Work & Recovery Agreement" and submitting their name, title, organization, and email address; **OR**
 - Send an email to Geoffrey King, Director of Business Solutions (geoffreyking@connecteddmv.org), with the statement "My organization commits to the DMV Flexible Work & Recovery Agreement," or with any questions. We will list your organization name (not logo) as a supporter on our web page, unless indicated otherwise.
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