

# **DMV Flexible Work & Recovery Agreement**

January 19, 2021

## 51 LEADERS FROM ACROSS THE REGION

51 leaders across sectors gathered from May to October 2020 to co-design actionable recommendations to accelerate and enable our region's recovery following the outbreak of the COVID-19 pandemic.

## 3 FOCUS AREAS

The Task Force evaluates recommendations to drive economic renewal and deliver social equity spanning the following categories:

- REGIONAL COLLABORATION
- HEALTH & EDUCATION
- INFRASTRUCTURE & TECHNOLOGY

## 5 UNIFYING GOALS

The Task Force rallies around the vision of making the DMV a recognized global leader in resilience, innovation, competition, and equality.

COVID-19 Strategic Renewal Task Force goals:

- DELIVERING EQUITY
- BUILDING RESILIENCE
- EQUIPPING OUR PEOPLE
- REIMAGINING INFRASTRUCTURE
- ACCELERATING JOB GROWTH & THE ECONOMY

## 12 APPROVED INITIATIVES

In Phase 1, the Task Force approved 12 actionable initiatives to proactively shape the future of our economy through stronger infrastructure, integrated resilience planning, and strategic economic development actions that attract innovators, small and large businesses, and other organizations to thrive in our nation's capital region.

**NORTHROP  
GRUMMAN**



Metropolitan Washington  
**Council of Governments**



GREATER  
WASHINGTON  
PARTNERSHIP



**APCO**  
worldwide®



This agreement signals that employers in the DMV region are collaborating to accelerate a safe recovery

**PURPOSE:** This agreement reflects the commitment of public, private, and non-profit organizations across the DMV to enable safe, healthy, and efficient commutes and work environments as the region returns to the workplace

**COMMITMENT:** This agreement captures organizations' commitment over the **next 18 months** to take action to **support the aggregate reduction in peak-time commute demand** by introducing, updating, and/or extending one or more of the following options for alternative work arrangements (to the extent feasible and compatible with work delivery requirements):

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

*As our region gradually returns to work, flexible work arrangements can:*



Further enable **social distancing** on public transit, enhancing public health



Help families to **coordinate unique school and childcare arrangements**



Increase **workforce quality of life** and **regional economic productivity**



Help **reduce greenhouse gas emissions** and improve air quality



**Strengthen equitable outcomes** for commuters who rely on public transit during “rush hour”



Aid in **attracting and retaining talent** via attractive workforce mobility programs



# Agreement & Supporting Materials

# CONNECTED DMV

## The Agreement

This agreement reflects the shared commitment of our region's public, private, academic, and non-profit organizations to better enable the DMV's recovery from the COVID-19 pandemic by supporting flexible work arrangements that enable safe, healthy, and efficient commutes and work environments over the next 18 months.

- WHEREAS** Affirming that maximizing the health and well-being of...
- WHEREAS** Acknowledging that COVID-19 presents special and all...
- WHEREAS** Expressing our intention to advance Greater Washington...
- WHEREAS** Emphasizing that during the COVID-19 pandemic, flexi...
- WHEREAS** Noting that flexible work arrangements can also improv...
- WHEREAS** Recognizing that public transit enhances mobility opti...
- WHEREAS** Recognizing that decreasing peak-time congestion on l...
- WHEREAS** Appreciating the variety of needs of organizations and i...
- WHEREAS** Emphasizing the inherently regional nature of transport...
- WHEREAS** Acknowledging the important ongoing work of the Gre...
- WHEREAS** Noting that the Capital COVID-19 Transit Tracker provi...

- WHEREAS** Recognizing the potential for these benefits to extend beyond the terms of this agreement...
- WHEREAS** Noting that this agreement emphasizes leadership by the region's largest employers in the effort...
- NOW, THEREFORE**, we, the undersigned, intending to enter into a regional recovery agreement...
- Making our efforts to take stock with our organizations to support the aggregate reduction in peak-time...
- Introducing, updating, and/or extending one or more options for alternative working arrangements for our...
- Flexible work schedules
- Staggered work schedules
- Compressed and varied work weeks
- Flexibility in work locations and spaces
- Considering the unique childcare requirements and school schedules that our working families are facing du...
- Remaining flexible and responsive to the dynamic needs of our organizations and workforce communities
- Striving to continue to provide robust career development opportunities to our workforce
- Seeking support, as appropriate, from those organizations that provide technical assistance in implementing...
- Participating, as appropriate, in efforts to review and provide feedback on the status of this agreement

## 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 Chairperson), 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 commutes demanded by reintroducing, 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/fwa> and complete 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 ([geoffking@connecteddmv.org](mailto:geoffking@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.

## Frequently Asked Questions

- What is the purpose of this Agreement?**
- Many people are already working from home. What is new about this Agreement?**
- Why is this a regional Agreement among many employers?**
- Where did this Agreement come from?**
- Which organizations contributed to the development of this Agreement?**
- How does this Agreement align with similar organizations?**
- How does this Agreement support our own organizations?**
- What impacts on the region do you expect the Agreement to produce?**
- What benefits should employers expect to work arrangements for the next 18 months?**
- How does this Agreement consider the needs of organizations, and workforces?**
- Do you expect that all employers in the D.C. region will work?**
- Is there an Agreement "start date" and "end date"?**
- What happens after the 18-month Agreement? Can employers commit to providing flexible work arrangements?**
- Is this Agreement legally binding?**
- How does an organization commit to the Agreement?**
- For organizations that commit to this Agreement, will their logo be included on the Agreement?**

- How does this Agreement align with similar work undertaken by other regional organizations?**
- How does this Agreement support our public transit system?**
- What impacts on the region do you expect the DMV Flexible Work & Recovery Agreement to produce?**
- Which organizations contributed to the development of this Agreement?**

## CONNECTED DMV

## DMV Flexible Work & Recovery Agreement Background & Overview

**PURPOSE:** To reflect the commitment of public, private, and non-profit organizations across the DMV to enable safe, healthy, and efficient commutes as the region returns to the workplace.

**COMMITMENT:** Participants agree to take action to support the aggregate reduction in peak-time commute demand over the next 18 months by introducing, updating, and/or extending one or more options for alternative work arrangements such as:

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

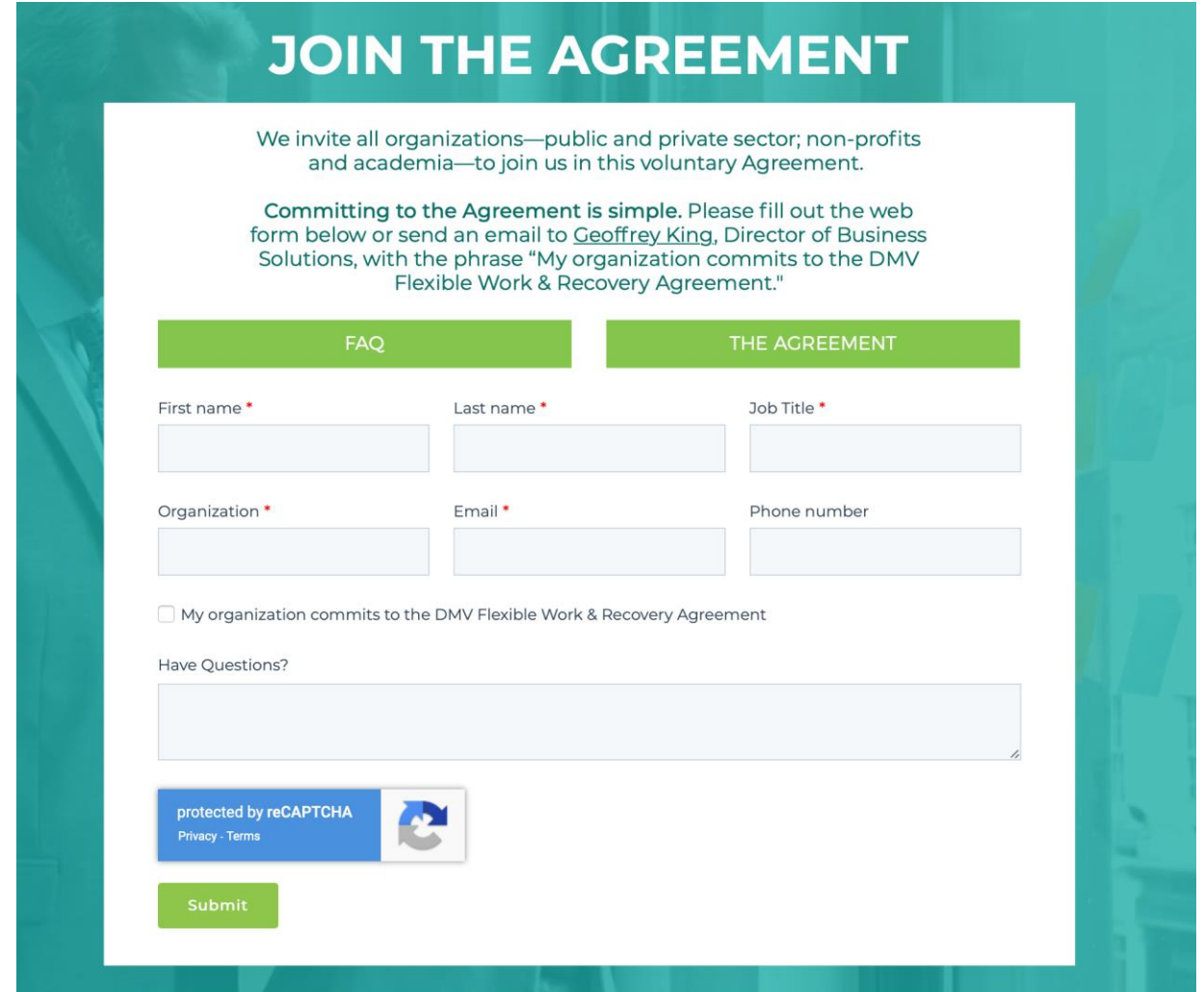
## CONNECTED DMV

## DMV Flexible Work & Recovery Agreement Communications Toolkit

### TALKING POINTS

- Agreement Origin & Purpose**
- Agreement Logistics**
- Agreement Impact**
- Agreement Support**

- Visit our web page:  
<https://www.connecteddmv.org/flex-work>
- It only takes 2 minutes!



**JOIN THE AGREEMENT**

We invite all organizations—public and private sector; non-profits and academia—to join us in this voluntary Agreement.

Committing to the Agreement is simple. Please fill out the web form below or send an email to [Geoffrey King](#), Director of Business Solutions, with the phrase “My organization commits to the DMV Flexible Work & Recovery Agreement.”

**FAQ** | **THE AGREEMENT**

First name \* | Last name \* | Job Title \*

Organization \* | Email \* | Phone number

My organization commits to the DMV Flexible Work & Recovery Agreement

Have Questions?

protected by reCAPTCHA | Privacy - Terms

Submit

- Join the Agreement!
- Spread the word to Commuter Connections participants!
- We will send an email via MWCOG / TPB staff for you to forward

***Your Support Matters!***



# CONNECTED DMV

*Thank you!*