



Employer Commute Benefit Program Case Study

Employer

Covington & Burling
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Contact

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Background

The founders of Covington & Burling LLP foresaw the pervasive effects of the forthcoming era of federal legislation, regulation, and taxation. In 1919, they sought to create a firm in the nation's capital that could advise and represent corporations located anywhere in the nation or the world on a wide range of legal issues. Today our Washington office has over 700 lawyers representing clients according to the highest standards and fulfilling the firm's strong commitment to public service.

The Situation and Solutions

The pandemic increased telework for the entire staff of the office of over 700. The

current climate of returning to the office has been adapted to reflect a hybrid model so that those employees who are not day to day essential will be able to choose when they will return to the office at least two days a week. The firm anticipates that the workforce for the worksite will continue with the hybrid schedule for the foreseeable future.

The Impacts and Future

The impact of the programs at Covington and Burling and their response to the pandemic has been beneficial for employee retention and morale. The organization is positive to maintain its current programs when their offices reopen fully while maintaining a hybrid approach to staff returning to the workplace.

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