

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 our workforce is a top priority;
- WHEREAS** Acknowledging that COVID-19 presents special and shared challenges as many residents in our region return to the workplace over the next 18 months;
- WHEREAS** Expressing our intention to advance Greater Washington’s leadership and economic competitiveness as we transition to a post–COVID-19 economy;
- WHEREAS** Emphasizing that during the COVID-19 pandemic, flexible work arrangements can benefit organizations by helping to maintain a safe and healthy work environment;
- WHEREAS** Noting that flexible work arrangements can also improve workforce quality of life and productivity, increase talent attraction and retention, reduce costs, advance environmental sustainability goals, and enhance organizations’ reputation and workforce culture;
- WHEREAS** Recognizing that public transit enhances mobility options and reduces roadway congestion, and that decreasing peak-time congestion benefits commuters by further supporting safety and cleanliness protocols on public transit;
- WHEREAS** Recognizing that decreasing peak-time congestion on our area’s roadways benefits commuters by reducing travel time and improving workforce quality of life, access to jobs, and air quality;
- WHEREAS** Appreciating the variety of needs of organizations and workforces; existing workplace arrangements; and the ability of a range of policies and methods to achieve the objective of reducing peak-time congestion on our region’s transit and roadways;
- WHEREAS** Considering that flexible work arrangements are one component of broader Transportation Demand Management (TDM) and workforce mobility programs;
- WHEREAS** Emphasizing the inherently regional nature of transportation in the DMV and the need for organizations across the public sector, private sector, academia, and civil society to come together to collectively address issues related to regional mobility, including transit and roadway congestion;
- WHEREAS** Acknowledging the important ongoing work of the Greater Washington Partnership, Metropolitan Washington Council of Governments, National Capital Region Transportation Planning Board, Washington Metropolitan Area Transit Authority, and others in addressing issues related to safe regional reopening and Transportation Demand Management (TDM);
- WHEREAS** Noting that the [Capital COVID-19 Transit Tracker](#) provides updated trends in ridership and capacity to help organizations and commuters make informed decisions on using regional public transit;

WHEREAS Recognizing the potential for these benefits to endure beyond the term of this agreement;

WHEREAS Noting that this agreement emphasizes leadership by the region’s largest employers in the effort to support regional recovery while encouraging all organizations to participate;

NOW, THEREFORE, we participants, intending to deliver regional stewardship by example, declare our support for, and commitment to, the **DMV Flexible Work & Recovery Agreement**. We invite all organizations in the DMV, large and small, to join us over the next 18 months, as we commit to:

- Making best efforts to take action within our organizations to support the aggregate reduction in peak-time commute demand in order to better enable regional COVID-19 recovery
- Introducing, updating, and/or extending one or more options for alternative working arrangements for our workforce—as feasible and compatible with basic work delivery requirements. Successful policies may take many forms, including:
 - Telework
 - Flexible work schedules
 - Staggered work schedules
 - Compressed and variable work weeks
 - Flexibility in work locations and spaces
- Considering the unique childcare requirements and school schedules that our working families are facing due to COVID-19, including those working from home, when designing and implementing these policies
- 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 workforces
- Seeking support, as appropriate, from those organizations that provide technical assistance in implementing flexible work arrangements and other workforce mobility programs, including the Greater Washington Partnership, Metropolitan Washington Council of Governments, and National Capital Region Transportation Planning Board (Commuter Connections program)
- Exploring methods to better understand our workforce’s commuting patterns and to seek their feedback
- Participating, as appropriate, in efforts to review and provide feedback on the initiative’s impact