

Return to Work

Flexible Work Arrangements



As employees transition back to Connecticut worksites after the COVID-19 pandemic, many employers are implementing flexible work arrangements as viable solutions to maintain safe and productive work environments, as well as realizing additional benefits, such as:

Increase productivity

Flexible work arrangements have a positive impact on employee productivity and quality of work

Improve Work / Life balance

Flexible work arrangements can help employees juggle childcare, wellness, school commutes, and other personal commitments

Make Connecticut healthier

Flexible work arrangements support current social distancing guidelines, minimizes traffic congestion and reduces air pollution by shifting or eliminating auto commuting trips

The following is a brief overview of several common flexible work arrangements to help you develop your return to work plans and policies.

Variable start time / Staggered work hours

Employees work scheduled staggered hours

Staggered days

Employees are separated into subgroups and assigned different days to report to work

Core hours

Core hours are established during which employees need to be onsite

Shorter lunch shift

Team members opt for a half-hour lunch to gain a head start or delay for their beginning or end times

Compressed work week

Employees work extended hours on some days in exchange for a day off

Telework

A flexible work arrangement where employees perform work from home or at a remote location either full time or part time