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.