



Return to Office Perspectives

- Return to Work Pledge
- Return to Office Survey
- Federal City Council as Example

Wednesday, May 26, 2021

Return to Work Pledge

We are employers in the District of Columbia, and together with Mayor Bowser and District leaders, we believe it is important to bring our employees back to work as soon as we safely can. The District's downtown economy is struggling, including our restaurants, hotels, shops and other small businesses. They depend on downtown office workers to survive. We need to get our employees back to work to help these small businesses get back on their feet and thrive once again, creating the vibrant downtown that we have all missed so much over the past year. It is our civic duty.

117

Employers

4.5+

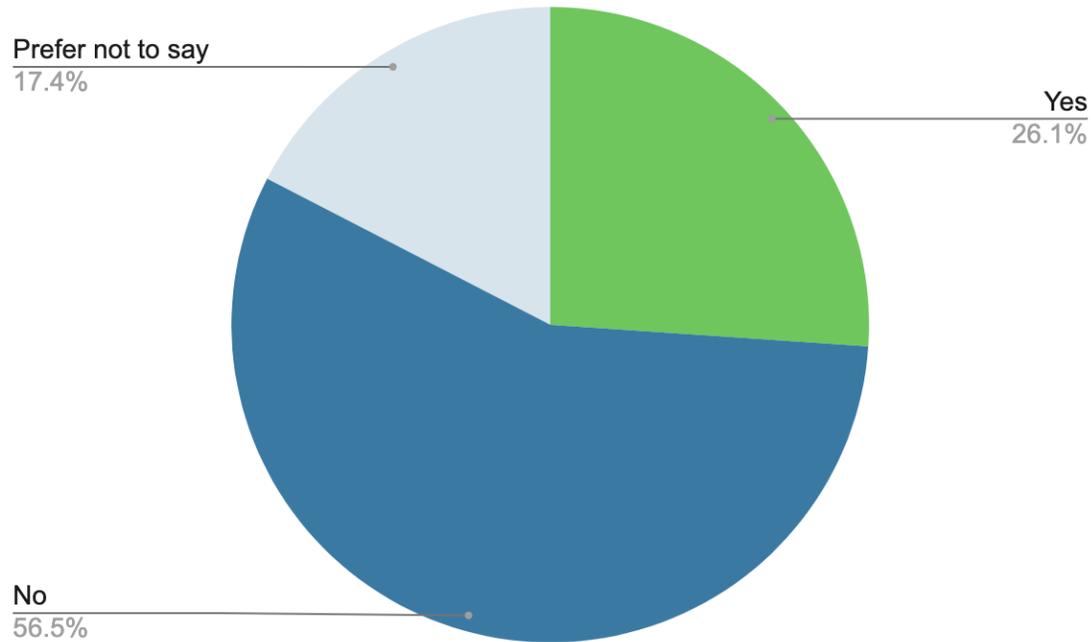
Million Sq Ft

29,000+

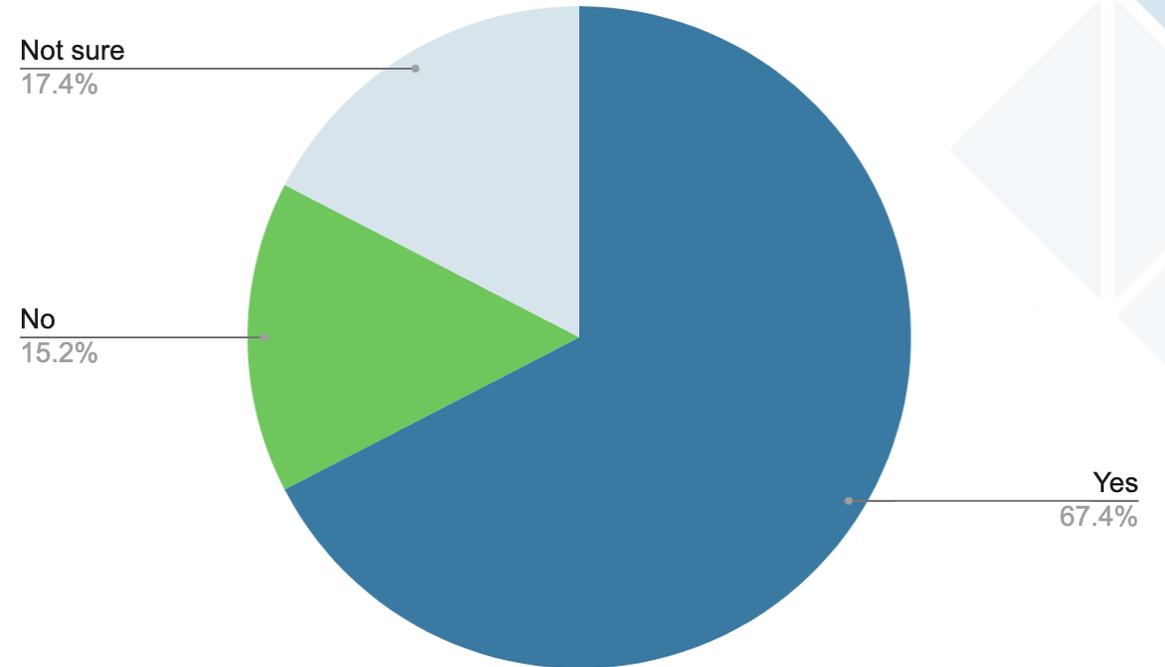
Employees

Return to Office Survey*

Will you require your employees to be fully vaccinated prior to returning to the office?



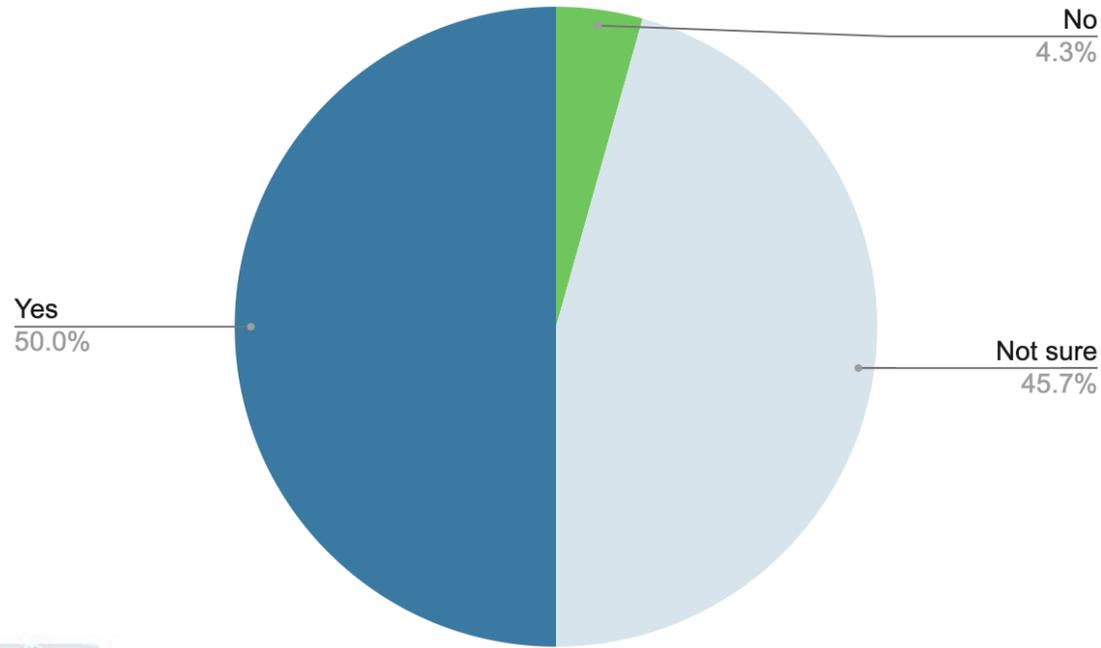
Will your employees return to the office on a hybrid work schedule? (e.g., in-person on some days and telework on the other days)



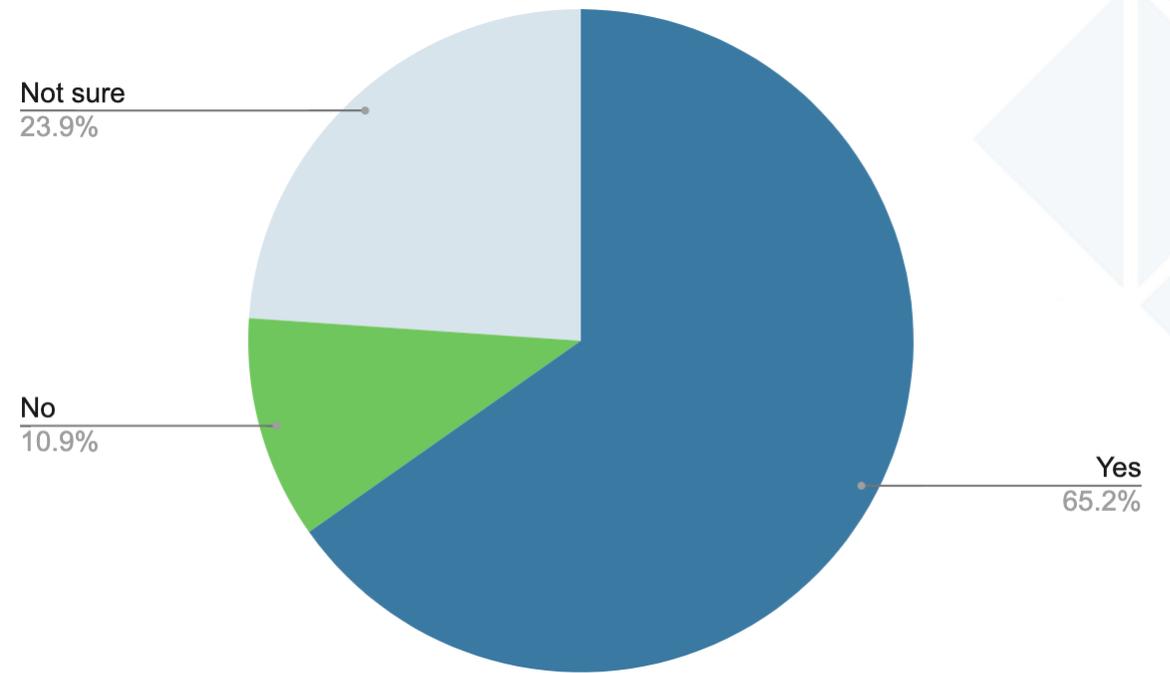
*Employer survey with 47 respondents between April 21 to 29 ranging in size from 10 to 1000 employees

Return to Office Survey*

Do you think transit is safe for your employees to use as they return to the office?



Do you plan to offer flexibility around your employees' work schedules as they return to the office? (e.g., off-peak hours, childcare or children's school schedules)



*Employer survey with 47 respondents between April 21 to 29 ranging in size from 10 to 1000 employees

Other findings

- Biggest obstacle to getting employees back: childcare, transportation and new comfort working from home
- Employers are willing to offer flexibility to employees. Many already had some flexibility for teleworking, which will be expanded. Most common days when employees will be required to be in the office: Monday and Wednesday
- One-third of respondents said hybrid-style teleworking is part of their permanent plan. One-third said it would be temporary. The rest are in a wait-and-see approach or committed to some flexibility
- Among respondents, employers return to office dates are clustered at the beginning and the end of the summer



FC2's Return to Office Timeline



Subject to change based on CDC and local health authority recommendations

After Memorial Day (June 7)

- We will be in the office at least **one day per week***
- To get the most out of our time in the office, and provide an opportunity to collaborate, employees should prioritize Mondays as the in-office day.
- All employees **must be fully vaccinated and must provide proof of vaccination** to return to office
- **No masks will be required in the office.**
Unvaccinated visitors will need to wear a mask. **
- Employees must follow all DC government and building health and safety regulations***
- Exceptions to this policy will be considered on a case by case basis if there are child care, adult care or school schedules that need to be accommodated

After Independence Day (July 6)

- We will be in the office at least **two days per week***
- To get the most out of our time in the office, and provide an opportunity to collaborate, employees should prioritize Mondays as an in-office day.
- All employees **must be fully vaccinated and must provide proof of vaccination** to return to office
- **No masks will be required in the office.**
Unvaccinated visitors will need to wear a mask. **
- Employees must follow all DC government and building health and safety regulations***
- Exceptions to this policy will be considered on a case by case basis if there are child care, adult care or school schedules that need to be accommodated

After Labor Day (September 7)

- We will be in the office at least **three days per week***
- To get the most out of our time in the office, and provide an opportunity to collaborate, employees should be in the office on Mondays.
- Other guidelines will be announced based on health guidelines from government officials

* Employees who had a telework arrangement prior to the pandemic may maintain that arrangement.

** Measures will be put in place to allow those who prefer to socially distance themselves to do so.

*** In addition to the safety measures taken by the building, FC2 will provide hand sanitizer stations and prohibit anyone with COVID-like symptoms from entering the office.