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## Surf's Up! How Flexible are your Work Hours during the Summer?

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Warm breezes encourage some companies to offer flexible work schedules during the summer months.

For some organizations, traditional nine-to-five workdays and rigorous accounting of vacation time are a thing of the past. While some industries must retain production scheduling 24/7, even these companies are finding ways to help employees enjoy summertime a little bit more.

Why the change?

Research has shown that productivity tends to dip in the summer months—especially around holiday weekends. The question used to be whether to extend the holiday weekend into the day before/after the holiday. Now the question is if the company should close early the day before/after a holiday in addition to the company offering the holiday day as a paid day off.

What can schedule flexibility look like in the summer months?

- **Summer Fridays:** There are many variations on *Summer Fridays*. During the summer months, employers may offer special scheduling at the end of the week. Summer Fridays can take the form of employees working longer hours Monday through Thursday and off on Fridays, work for a half day, work from home, two hours less work on Friday, or some combination of

these. What we are hearing from our clients is that the companies that offer Summer Fridays have a more rested, dedicated and productive work force.

- **Flexible schedule:** Still other companies allow employees (i.e. sales professionals) to set their schedule, and their hours, as long as their work is performed as expected.
- **Extended holidays:** Some firms offer employees the option of taking the day before or after a major summer holiday off. Whether the time is taken with, or without pay, depends on company policy. In the past, an extra holiday day usually meant unpaid time off. Today some companies are looking at the extra days as an alternative or additional perk to Summer Fridays.

If flexible hours work during the summer, what about implementing them throughout the year?

Researchers have found a flexible schedule can lead to increased productivity, better employee health, a significant decline in absent workers and improvement in loyalty and retention.

During the summer, or throughout the year, employers use work schedule flexibility as powerful engagement tool-boosting company popularity and profile with employees and potential hires.

For any company, a special summer or other flex policy must be spelled out in the company handbook when the policy is implemented or changed. Contact us at McCloskey Partners, LLC to [learn more](#).

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