



www.CPWD.org

FOR IMMEDIATE RELEASE

August 31, 2022

Contact:

Maria Stepanyan, Executive Director
Center for People With Disabilities
1675 Range Street Boulder, CO
(303) 442-8662 info@cpwd.org

CPWD Transitioning to 4-Day Work Week

In October, 2022, CPWD will transition to a 4-day work week. The decision comes following diligent conversations with staff, board members, and consumers. Online self-navigated resources for consumers will continue to be available on Fridays and over the weekend, with in-person meetings and services taking place Monday through Thursday.

As a Center for Independent Living, CPWD embraces independence and self-advocacy for all people with disabilities. This means we support all people with disabilities, including consumers and staff, at making effective choices that provide a balance of need and nurture to contribute to a fulfilling life.

Our staff are expert, committed, and work extremely hard to maintain our important programs and services, sometimes to the detriment of their own work-life balance. Implementing a 4-day work week is a way for us to promote the same healthy independence we teach our consumers internally at CPWD.

Additionally, since COVID-19, delivery of and access to services has changed significantly. Initially when COVID-19 happened, we found ways to deliver services exclusively online, and over time, as COVID-19 abated, we have moved towards more of a hybrid online/in-person service delivery system. Today, the

current expectations in the market are that information is available 24/7 on a smartphone or computer, and that in-person services require an appointment.

Transitioning to a 4-day work week will in no way reduce services or the number of consumers we serve, but rather optimize two key elements in our business environment right now: the need for healthier work-life balance for staff, and the current expectations of the market place.

As a person-centered advocacy organization, CPWD is proud to bring this progressive change forward and walk the talk of work-life balance and employee appreciation. We believe we are trailblazing new ways to deliver effective community-based services in line with modern conditions and technology. And most of all, we are proud to always champion all people with disabilities, including our consumers and staff, as individuals who contribute greatly at work and at home.

Please feel free to contact me with any specific questions about our transition to a 4-day work week, or any other questions about our programs and services.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Maria Stepanyan', is displayed within a light gray rectangular box.

Maria Stepanyan
Executive Director