



TAKE A FRIEND OR MAKE A FRIEND FOR A BETTER COMMUTE

Hearing the word “carpool” often brings to mind images of minivans packed with kids being shuttled to and from school and soccer practice. However, in light of shifting economic times, swelling urban populations and increasing concern for the environment, more and more people are turning to this mode of transportation, also known as ridesharing. In fact, many working adults are beginning to incorporate ridesharing into their daily commute, errands and other activities.

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DID YOU KNOW?

If 100 people paired up into daily carpools, they would save 12,000 gallons of gasoline each year.

Source: Pollution Prevention Pays

ADVANTAGES OF RIDESHARING

Many of those who choose to rideshare have discovered that there are great benefits in doing so. The most noticeable of these include money saved on gas, car maintenance and even parking fees. Other perks are more personal time and the ability to travel in the HOV/Express Lane, which can shorten the daily commute. As an added bonus, more people ridesharing means fewer cars are on the road, which makes the commute easier for everyone.

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WHERE TO START

Many employers have discovered that those who commute via rideshare are more productive, have less stress and save the company money. Employers who are interested in offering ridesharing options to their employees can do so by following these simple steps:

- Survey employees to determine interest in ridesharing.
- Determine what incentives would encourage employees to rideshare.
- Help employees form rideshare groups according to work schedules and where they live.
- Appoint someone to oversee the ridesharing program.

DID YOU KNOW?

A commuter with a 60-mile daily commute saves \$4,388 annually in a two-person carpool versus commuting alone.

Source: rideshare.org

Providing prize drawings, back-up rides in case of emergencies and preferential, reduced-cost or free parking, are all possible incentives employers can offer those who rideshare.

RIDESHARING RESOURCES

TravelWise:

Information, facts and success stories about ridesharing.
www.travelwise.utah.gov

Utah Transit Authority:

Ride Pro Rideshare, vanpool and bike commuting matching software. Additionally, maps of park and ride lot locations where rideshare/vanpool groups can meet and group members can leave their cars for the day.
www.utacommuter.com and www.utarideshare.com

COME RIDE THE TRAIN, OR BUS, OR VANPOOL

Every day, many Utahns wake up, climb in their cars and drive to work—alone. The effects of these solo commutes are regularly felt in the form of traffic congestion, accidents, pollution and increased stress levels. As a result, more and more people are deciding to leave their cars at home and utilize buses, trains and other forms of public transportation in their daily commute.

TRANSIT GAINING POPULARITY

Commuting by way of public transportation is not a new concept, but it is one that is currently regaining popularity. This upswing can be attributed in part to the creation of better transit access and systems, the growing concern for the environment and the increasing ease of multi-tasking, for business or pleasure, while commuting.

If an individual switches a daily 20-mile round-trip commute to public transportation, his or her annual CO₂ emissions will fall by 4,800 pounds per year, equal to a 10 percent reduction in a two-car household's carbon footprint.

Source: PublicTransportation.org

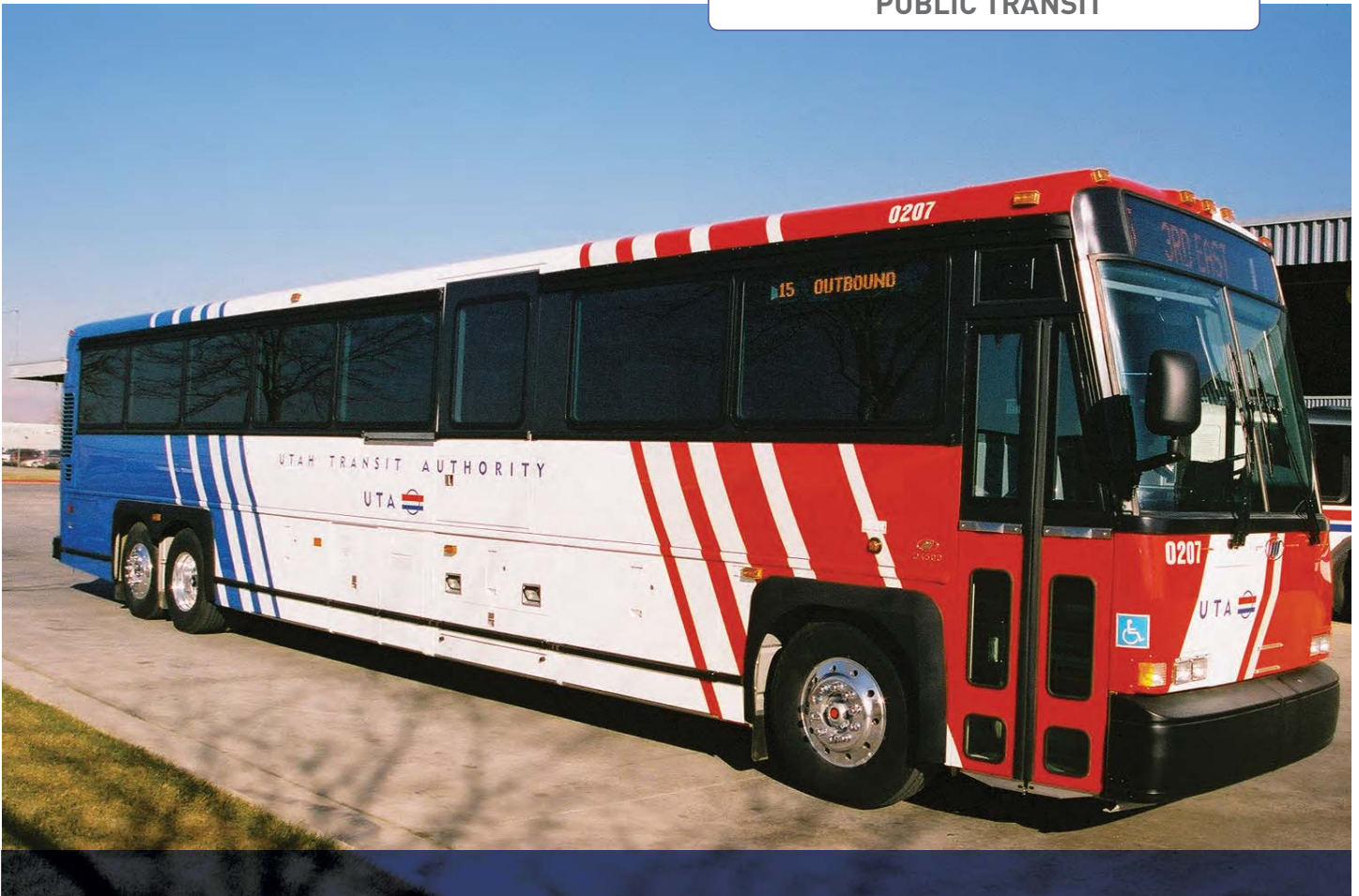
DID YOU KNOW?

In the year 2000 it was estimated that 76 percent of Americans drove to work alone.

Source: The Federal Highway Administration

ADVANTAGES OF USING PUBLIC TRANSIT

Using public transportation saves money on gas, parking and car maintenance. It also allows individuals to do their part to reduce the emissions of green house gases and ease traffic congestion. In addition, with more time to read, relax, listen to music or work during the commute, people arrive at their destinations less stressed than those who spend their drive fighting traffic.



WHERE TO START

Employers who are interested in offering public transportation options to their employees can do so by following these simple steps:

- Survey employees to determine interest in a transit benefit system.
- Explore the possibility of providing shuttle service to and from the nearest transit stop or station.
- Coordinate with other nearby employers to see if they are interested in combining to provide transit services and share the costs.
- Talk with your HR representative or accountant about potential tax saving opportunities.

TRANSIT RESOURCES

Utah Transit Authority

A resource for local public transportation options.
www.rideuta.com

Transit and Vanpool Benefits

A guide to the employer/employee benefits of using public transportation.
www.bestworkplaces.org/pdf/transitvan_07.pdf

UTA Rideshare

UTA's ridematching software—find someone to carpool with, or join a vanpool.
www.utarideshare.com

WORK ANY TIME, ANY PLACE

Why deal with the inconvenience of driving to your office each day for work when you have the capacity to stay close to home—or stay at home? Thanks to modern technology, teleworking is possible from just about anywhere—at home, a telecenter, coffee shop, grocery store, on TRAX, at the airport or anywhere that has wireless Internet. Teleworking employees utilize email, the Internet, phones and other telecommunications technologies to complete work. With numerous benefits for employees, employers and the environment, teleworking is a growing alternative to the traditional eight-hour, five-day workweek.

CASE STUDY: UDOT REGION FOUR

The Utah Department of Transportation's Region Four, which covers 48,300 square miles in the southern half of the state, installed video conferencing equipment in facilities throughout the Region. In the 2011 fiscal year, Region Four eliminated over 200,000 miles of driving and saved more than \$110,000 in transportation costs by holding teleconferences instead of driving to meetings. A carpool program saved an additional 50,000 miles and \$30,000.

DID YOU KNOW?

Telecenters, also referred to as satellite offices, are local office facilities for employees who don't want to work from home but prefer to avoid the cost, time and inconveniences of commuting to their main office.

TELEWORKING ADVANTAGES

Employee Benefits

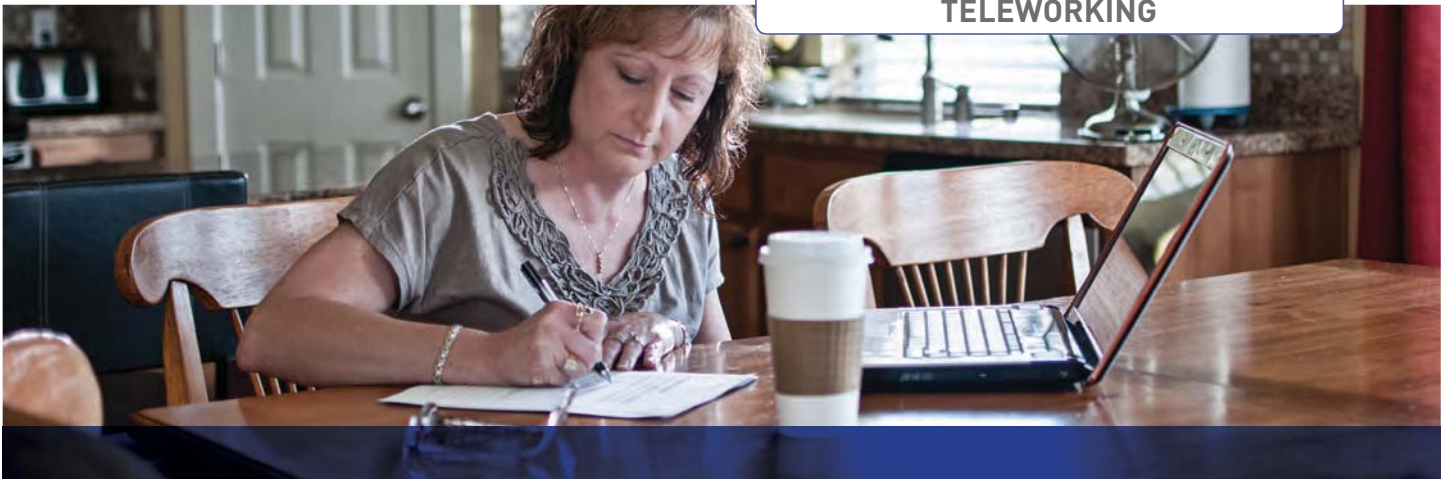
- Decreased commute
- Increased flexibility
- Improved work environment
- Increased employee opportunities
- Improved family life

Employer Benefits

- Increased productivity and work quality
- Reduced time loss (in travel)
- Decreased absenteeism and turnover
- Competitive recruiting advantage
- Decreased overhead

Environmental Benefits

- Reduced peak-time traffic congestion
- Reduced transportation-related emissions
- Improved air quality



DIFFERENT TOOLS FOR DIFFERENT TASKS

There are various tools available that make teleworking easier and more convenient. Each tool meets a different teleworking need or objective. Online Collaboration/Collaboration Software reorganizes the way documents and rich media are used and shared. Email, calendaring, text chat and wiki are all types of online collaboration that enable teleworkers to communicate.

Web conference technologies allow meetings and presentations to be conducted live via the Internet. There are many web conference applications such as GoToMeeting, NetMeeting and Adobe Connect that allow employees to participate in meetings, while eliminating the need to drive from location to location to attend in person.

DID YOU KNOW?

The mean travel time to work in Utah is 21 minutes each way. What could you do with 42 extra minutes?

Source: U.S. Census Bureau, 2005-2009 American Community Survey

WHERE TO START

- Establish a telework coordinator and/or implementation task force.
- Identify and screen positions or employees with job skills that make them suitable for telework, and determine their level of interest.
- Determine whether employees will telework from a telework center or from home.
- Design and implement an incentive and recognition program to reward employees who successfully telework, and the managers who effectively supervise them.
- Provide necessary technical support so that technology equipment or connections are not a barrier to productivity.
- Offer an orientation and ongoing training on how to telework successfully.
- Develop company policies and procedures on teleworking.

TELEWORKING RESOURCES

The Telework Coalition:
www.telcoa.org

National Center For Transit Research:
www.nctr.usf.edu

Federal Government Telework Program:
www.telework.gov



PARTICIPATE IN A HEALTHY ALTERNATIVE TO DRIVING

Active transportation is gaining popularity as more and more people take to the roads on foot and on bike to get to work and other destinations. Active transportation not only provides a healthy commuting alternative, but is also an effective and sustainable form of transportation.

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A TRAVELWISE STRATEGY

Active transportation is a TravelWise strategy that encourages commuters to utilize alternatives to driving alone. Active transportation helps to meet the TravelWise goals of reducing energy consumption and improving air quality. As more people participate in active transportation, especially in conjunction with mass transit, it can also help to reduce traffic congestion.

ACTIVE TRANSPORTATION IN SALT LAKE CITY

- The 2010 American Community Survey reported that there were 2,142 regular bicycle commuters in Salt Lake City, four times the average rate for other U.S. cities.
 - A 2012 survey found that approximately 3,800 University of Utah students bicycle at least once a week, almost a 40 percent increase since 2005.
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DID YOU KNOW?

Modest increases in bicycling and walking could lead to an annual reduction of 70 billion miles of automobile travel in the United States. More substantial increases could lead to the avoidance of 200 billion miles per year.

Source: The U.S. Department of Transportation, The Case for Increased Federal Investment in Bicycling and Walking Study



WHERE TO START

There are a few steps you can take to establish an active transportation program at your business:

- Make sure there is free and secure bicycle parking.
- Provide on-site showers and lockers for employees to freshen-up before starting their workday.
- Encourage employees to live closer to work so that they can take advantage of biking or walking options.
- Offer employees a guaranteed ride home benefit. This can be accomplished relatively inexpensively by simply paying for cab fare when an emergency or sickness arises. In reality, these are not often needed and the cost of providing this security is minimal.
- Check with your HR department or accountant about recent Federal tax code changes offering deductions for monthly bicycle allowances up to \$20 per month.
- Provide incentives and/or an award program to encourage and recognize employees who walk or bike to work. Incentives or awards could include additional vacation time, free breakfast or lunch once a month, financial based rewards or a club card that provides discounts from local merchants.

ADVANTAGES OF ACTIVE TRANSPORTATION

Walking and biking contributes to a healthier community—physically, socially and economically. Active transportation can be an easy, effective and efficient way of commuting. Those who make active transportation a part of their lifestyle save money on fuel, spend less time in traffic congestion and integrate physical activity into their daily routine.

ACTIVE TRANSPORTATION RESOURCES

Salt Lake City:
www.bikeslc.com

Salt Lake City Police Department:
www.slcpd.com/two-waystreet

UDOT Bicycle and Pedestrian Planning:
www.udot.utah.gov/walkingandbiking

Bikestation:
www.bikestation.org

WORK A SCHEDULE THAT FITS YOUR LIFESTYLE

Traditionally, much of the labor force has worked in a structured environment, with a standard nine-to-five, five-day work schedule. As times have changed, schedules have become more hectic, traffic has increased and more people have found themselves struggling to balance work and leisure time. With so much demand being placed on an individual's time, many employees and employers are discovering that alternative work arrangements enable employees to arrange their schedules according to their lifestyles.

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FLEXIBLE WORK HOURS AND COMPRESSED WORKWEEKS

Flexible work hours and compressed workweeks allow employees variability in the times they begin and end their workday and which days of the week they work. Working non-standard hours in fewer days helps to meet the TravelWise goals of optimizing mobility, improving air quality and reducing energy consumption. Alternate work schedules allow employees to travel less each week and during off-peak traffic times, thus contributing to the TravelWise goals.

DID YOU KNOW?

Teleworking is often used together with flexible work hours and compressed workweek programs.

CASE STUDY: FIRST TENNESSEE BANK

According to a 2010 report from the Executive Office of the President, providing flexible schedules may impact a company's bottom line. When the First Tennessee Bank implemented a flexible work program, its customer retention rate went from 89 percent to 96 percent, 9 points above the industry average. This impressive statistic can be linked to increased productivity in the bank's accounts-reconciliation department.

Source: Executive Office of the President Work-Life Balance and the Economics of Workplace Flexibility, March 2010

ADVANTAGES OF ALTERNATIVE WORK SCHEDULES

Research shows that employees who have control over their schedules are more motivated and committed, which reduces turnover costs and the risk of employee burnout. Employers may also notice improved revenue and reduced expenses in addition to increased productivity and employee satisfaction. For companies that do business in different time zones, flexible schedules allow them to extend their business day for more hours of operation and customer service.

Flexible work hours and compressed workweeks are not only good for business, they are good for employees too, as they enable them to better balance their work life with other responsibilities, and manage their schedule according to their needs. Employees can also save time on their commute by driving fewer days each week and avoiding rush-hour traffic. An alternative work schedule may also make it more feasible to match ridesharing and transit schedules to work hours.

WHERE TO START

- Evaluate which positions require presence at all times during normal business hours, and whether or not each position's responsibilities are measured by results or hours on the clock.
- Not all positions will be appropriate for both flexible hours and compressed weeks; some may only be suitable for one or the other.
- Survey employees to determine their level of interest in alternative schedules.
- Acknowledge and reward the individuals who participate in the program by creating incentives or rewards—after all, they are reducing the number of cars during peak traffic hours, thus improving air quality and benefitting all of us.

ALTERNATIVE WORK SCHEDULE OPTIONS

Flexible hours and compressed workweeks allow employees to work a traditional 35 to 40-hour workweek in less than five days.

A flexible work hour program could include a five-day workweek with non-traditional hours, like 7 a.m. to 4 p.m., or 9 a.m. to 6 p.m. Most, if not all, successful compressed workweek programs, also have flexible hours.

Options can include:

Four 10-hour days

S	M	T	W	T	F	S

Week of five nine-hour days followed by a week of four nine-hour days

S	M	T	W	T	F	S
S	M	T	W	T	F	S

Three 12-hour days

S	M	T	W	T	F	S

ALTERNATIVE SCHEDULES RESOURCES

Handbook on Alternative Work Schedules:
www.opm.gov/oca/aws

Victoria Transport Policy Institute - Alternative Work Schedules:
www.vtpi.org/tdm/tdm15.htm

US Department of Labor:
www.dol.gov/dol/topic/workhours/flexibleschedules.htm



SAVE TIME AND MONEY BY WEB CONFERENCING YOUR NEXT MEETING

With the availability of web conferencing technology, meetings and presentations can be conducted live via the Internet. Wasting time, not to mention gas, driving to and from meetings is no longer necessary. Here are a few things you can do to make your web conference as productive as possible.

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VIDEO PREPARATION

The room: Close window blinds and sit where the brightest light in the room is on your face. Ideally, the camera should be between one and three feet from you and be level with your face. Look at your own picture and position the camera so that you are the only thing being seen. Be sure your background is clear and free of clutter.

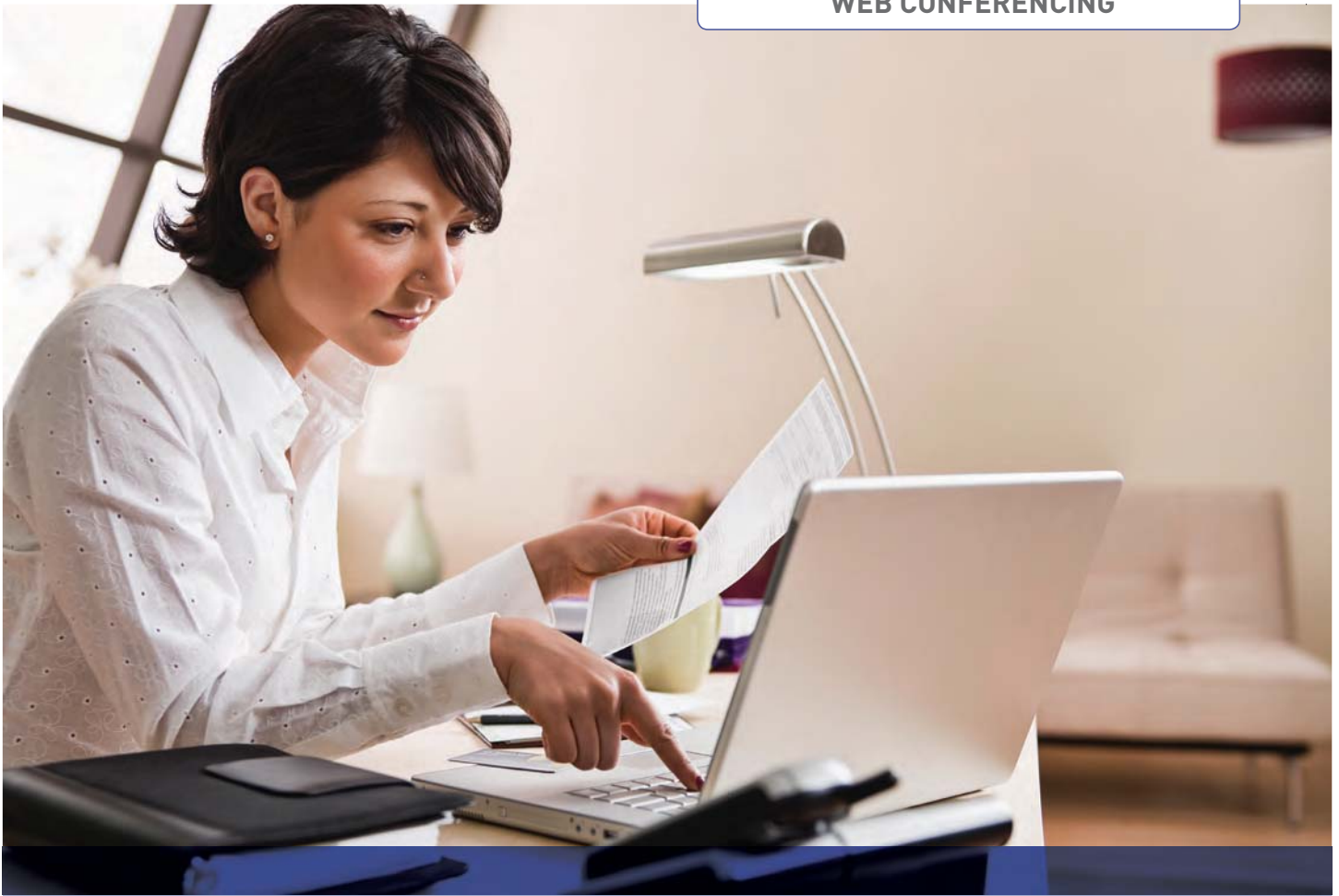
You: Stripes, patterns and plain white shirts do not work well on camera; light blue or pastel shades work best. Reduce your jewelry on a web meeting day as it can be distracting.

AUDIO PREPARATION

The room: Close the door and turn off any fans, radios or phones to avoid interruptions. Use a headset with a microphone or try using the hands-free device from your cell phone plugged into the computer. If you do not use a headset, position the microphone in front of your speakers and be prepared to mute it when you are not speaking.

You: When you are ready to speak, be sure no one else is speaking and start strongly. Try not to use the keyboard, rustle papers or move the microphone when it is on—the static and feedback are especially loud on audio equipment.

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TECHNICAL PREPARATION

The computer and network: The bandwidth of your cable service determines the quality of the communication, and connecting via an actual wire is better than going wireless. Exit from instant messengers, email, widgets and anything else that accesses the Internet, and try to close any processes and applications that are running. If you share your web access with family members or other coworkers, ask them to minimize their online use—no file transfers, big downloads, online application use or anything out of the ordinary.

PROGRAM PREPARATION

If you are sharing your screen with the group: Start the software you are going to use before the meeting begins, so others are not waiting during the meeting. Some web conferencing software allows you to upload a presentation or document into a content area, which will also save transmission delays when you view it. Lower your computer's screen resolution to 1024 x 768 to reduce the amount of pixels you are sending and to ensure viewers with lower quality monitors can still see clearly.