

Latest News:

- **Tax Penalties for Telecommuting:** State Tax Policies that Prevent Both Employees and Employers from Adopting Telework - [Netconference Rescheduled for Tuesday, March 4 at 2:00 p.m. to 3:15 p.m EST](#)
- Mark your calendars for the **2014 Race to Excellence Kick-off** Ceremony on March 20, at 3:00 p.m. EST
- If you missed any **2014 Netconferences**, view the recordings
- ReThink Celebrates the BWC Designation of the **Space Coast Area Transit (SCAT)** and **MetroPlan Orlando**

Ask Team BWC:

Are pre-paid debit cards and fare checks refundable to employees?

New Members of BWC:

More workplaces - large and small, private and public are qualifying as Best Workplaces for Commuters!

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Latest News

Tax Penalties for Telecommuting: State Tax Policies that Prevent Both Employees and Employers from Adopting Telework

Rescheduled for Tuesday, March 4 at 2:00 p.m. to 3:15 p.m EST

You can register for the netconference at

https://www.livemeeting.com/lrs/cutr_ccc/Registration.aspx?PageName=dd7zr2m9rq5wlktk

There is no fee.

Event description:

Telework enables employers to hire and retain workers who live anywhere - from a few blocks away to many

states away. However, state tax authorities can make interstate telework arrangements difficult for both employees and employers. Nicole Belson Goluboff will discuss 2 state tax policies that inhibit telecommuting across state lines. The first policy is the tax that states may impose on nonresident individuals who telecommute to in-state employers. Nicole will explain how the “convenience of the employer” rule can harm workers, businesses, and states and highlight proposed federal legislation to eliminate the rule. The second policy is where a state may subject an out-of-state company to business activity taxes when the company’s only connection to the state is that it employs a single telecommuter there. Nicole will describe the leading case in this area and discuss how other states might handle similar cases. She will summarize the impact these policies can have on the growth of telework.

She also will briefly discuss The Multi-State Worker Tax Fairness Act (H.R. 4085) that was introduced on February 25 by U.S. Representatives Jim Himes (D-CT), Rosa DeLauro (D-CT) and Elizabeth Esty (D-CT).

Generic Login: https://www.livemeeting.com/cc/cutr_ccc/join?id=Telework-tax&role=attend&pw=ACT-BWC

Or <https://www.livemeeting.com/cc/cutr> and manually enter the following when prompted:

Meeting ID: Telework-tax

Attendee Entry Code: ACT-BWC

Audio: One way computer audio broadcasting: On

OR

Toll free: +1 (866) 347-0397 PIN: 3117

For those wanting help to view the netconference on a Mac, you might want to view <http://support.microsoft.com/kb/884961>



2014 Race to Excellence Kick-off Ceremony March 20, 2014

Ready . . . set . . . start!

Join us March 20, 2014 from 3 PM to 4 PM (EDT) for the 2014 Race to Excellence Kick-Off and "Best of" Gold University Spotlight Virtual Meeting!

During this informative session, learn how to successfully participate in the 2014 Race to Excellence and receive national recognition for your efforts.

A University Spotlight will feature the winner of 2013 "Best of" University Level: The University of California at San Francisco (UCSF) and highlight their innovative Gold Level program. Eric Skultety, the Rideshare Coordinator for the Program will be our feature speaker sharing how UCSF commuter benefits program is growing.

To [join the meeting](#) and for more information click [here](#)

2014 On-Demand Netconference Recordings Available

- Exploring Airport Employee Commute and Parking Strategies.

Employees are vital to the effective operation of any airport. They staff the airport on a daily basis from well before the first flight until after the last, which at many airports means 24/7 coverage. This need for continual coverage often means that fixed route public transportation may not fully satisfy airport employee commute needs, making the private automobile to be the only available commute mode for many. Airport employees' commute options and their mode choices have more than impact on airport traffic and the environment. Their commute decisions affect airport economics, the quality of life for employees, and airport employee recruitment and retention. ACRP Synthesis 36: Exploring Airport Employee Commute and Parking Strategies documents what is known about airport employee commute patterns and modes. The report summarizes what programs are being offered to airport employees by the airport operator or a transportation management association. The synthesis also includes what is known about the effectiveness of airport employee commute options programs. The report also identifies several employee commute programs offered by non-airport employers that may be relevant in the airport environment.

For recording, presentations, and more info click [here](#)

- Introduction to Commuter Benefits (2014 update).

This netconference provided a basic overview of federal qualified transportation fringe benefits (26 U.S. Code Section 132). Phil Winters, Director, TDM Program at CUTR, described the different types of commute benefits employers may provide employees and their current monthly tax free limits. He also will briefly describe who has access to the benefits. He highlighted the flexibility offered employers in designing a program for their employees and what transportation professionals need to consider when promoting the program. This webcast was designed as "Commuter Benefits 101" presentation for people largely unfamiliar with the qualified transportation fringe benefit.

For recording, presentations, and more info click [here](#)

- 2013 Race to Excellence Virtual Award Ceremony.

The Race to Excellence is an annual challenge that encourages, recognizes, and highlights dedicated professionals across the country who promote commuter benefits, transportation options, and the Best Workplaces for Commuters (BWC) designation in their workplaces and throughout their local communities. The organizations who successfully complete the Race take exemplary steps to offer their employees viable alternatives to driving alone, thereby reducing air pollution, traffic congestion, and fuel consumption. The ceremony was conducted on January 16, 2014 for the 2013 Race.

For recording, presentations, and more info click [here](#)

ReThink Celebrates the Designation of the Space Coast Area Transit (SCAT) and MetroPlan Orlando as Best Workplaces for Commuters

Best workplaces for Commuters Certificate to designate SCAT as a BWC was awarded at the kick-off event for the campaign: *Resolve to reThink Your Commute* that was launched on Friday, January 31st, 2014, throughout all of Brevard County, Florida. Residents were encouraged to ride the bus for free if they print a ticket from RideSCAT.com and present it to the vehicle operator upon boarding. On that day, reThink hosted a few outreach events at pre-selected bus stops along Route 7, 8 and 26; handing out passes, fun giveaways and registering bus riders into the Emergency Ride Home Program. Non-vehicle operators were on buses along Routes 7, 8 and 26 handing out \$5 Starbucks gift cards to people riding with a friend.

Courtney Miller presented unlimited monthly SCAT bus passes to the winners of the Facebook photo contest (a contest encouraging people to snap a photo at a bus stop or onboard with a friend) at the Kick-off event.



Howard Tipton, County Manager, Brevard County; Jim Liesenfelt, Director, Space Coast Area Transit; and Courtney Miller, Program Manager, reThink.

For more information on reThink your Commute go to <http://www.rethinkyourcommute.com>

The ribbon cutting ceremony celebrating the launch of the Route 7 and the inaugural *Resolve to reThink Your Commute* Event.



Left to right: Nicolle Masters, Senior Outreach Specialist, reThink; Nevine Georggi, Best Workplaces for Commuters; Lisa Rice, President, Brevard Workforce; Courtney Miller, Program Manager, reThink; Howard Tipton, County Manager, Brevard County; Jim Liesenfelt, Director, Space Coast Area Transit; and Reginald Mells, Outreach Specialist, reThink

The February 12th MetroPlan Orlando Board meeting was held at Second Harvest Food Bank. In addition to the regular meeting, attendees leaned about fighting hunger in Central Florida and got to tour the facility. Mr. Harry Barley, the Executive Director of Metroplan received the certificate of BWC designation on behalf of Metroplan Orlando.



Harry Barley, the Executive Director of MetroPlan, Orlando, accepting the 2014 BWC Certificate from Nevine Georggi, Best Workplaces for Commuters.

Ask Team BWC

Q: Are pre-paid debit cards and fare checks refundable to employee?

If one was terminated from one's position and will not be commuting in the near future, and have almost \$600 dollars of pre-tax transit benefits in the form of a pre-paid debit card and fare checks.

Is it then legal for the former employer to issue a refund (that is taxable) since the transit benefit was paid for using pre-tax dollars from one's salary? It is the impression that the local transportation authority will provide a refund to the employer but not to employee.

A: *We offer the following advice with the caveat that the information presented here does not constitute official tax guidance or a ruling by the U.S. government. Taxpayers are urged to consult with the Internal Revenue Service of the U.S. Department of Treasury or a tax professional for specific guidance related to federal tax law.*

You are correct that the refund would be taxable income to you. The employer could issue the refund less withholding. The reason that refunds are issued to employers is the assumption that they are complying with the tax code and handling it appropriately. Since you were terminated in 2013, your employer may have already issued you a W-2. We believe your employer could issue a 1099 for the total refundable amount or would re-issue a W-2. Another solution (assuming you use transit for trips other than for commuting) is to hold on to the funds as needed for casual trips.

Got questions? Check the [BWC Helpdesk](#) where you can find answers or [Ask Team BWC](#)

Newest Members of Best Workplaces for Commuters

New BWC Best SITES

- Britannia Oyster Point - Best Site

New BWC Members

- Lenovo, Morrisville, NC
- Visa Inc., Foster City, CA
- Virginia International University, Fairfax, VA
- Noblis, Falls Church, VA
- The MITRE Corporation, Mclean, VA
- California State University, Fullerton, CA
- Mandalay Bay Hotel & Casino, Las Vegas, NE
- TransLoc Inc., Durham, NC
- AFCEA International, Fairfax City, NC
- Kern Health Systems, Bakerfield, CA

Renewing BWC Members

Harvard University, Cambridge, MA

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