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It's time for change!

We have changed the look of the newsletter. Do you think we should change the name? What will the new name be? Email your suggestions [here](#)

Ask TEAM BWC

How can BWC members use the BWC logo?

Using the Best Workplaces for Commuters logo is a great way to publicize your company's designation to employees, shareholders, and the public. Include it in your job ads, materials promoting your commuter benefits program to your employees, annual reports, press releases about your recognition as one of the Best Workplaces for Commuters, and anywhere else you want to be recognized for your commitment and leadership in offering commuter benefits.

Download a version of the logo [here](#)

Got questions? [Ask Team BWC](#)

Now Available - Recordings of Following Netconferences

Travel Behavior Change and New Social Justice Issues

View the recording and download the presentations [here](#)

Collaboration between Universities and Cities to Create Sustainable Communities

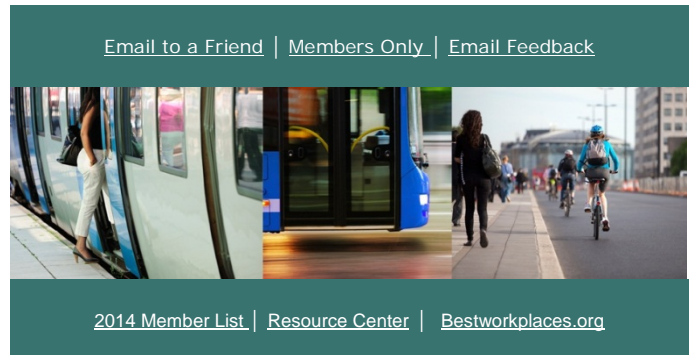
View the recording and download the presentations [here](#)

A New Study Shows that Telecommuters want to be seen as "Good Citizens" of their Employer

An investigative study attempts to address the concern that telecommuting provides significant personal benefits at the cost of performance and collective hardships at the worksite. Researchers at the University of Illinois at Urbana-Champaign used data from 323 employees and their 143 supervisors from different organizations. Researchers found that telecommuting under some circumstances can further enhance the social work environment. Furthermore, it was confirmed that any negative expectations by managers of prospective teleworkers have not been realized by the study.

The study suggested treating telecommuting as mutually beneficial to employees and the organization by developing explicit policies that define employee eligibility for telecommuting (as opposed to a special arrangement negotiated by an employee with their supervisor). Also, researchers suggested that the impacts of telecommuting was conveyed by the perceived autonomy that has to exist for virtual work arrangement to work; that autonomy in itself is a valuable job resource.

Source: Gajendran, R. S., Harrison, D. A. and Delaney-Klinger, K. (2014), Are Telecommuters Remotely Good Citizens? Unpacking Telecommuting's Effects on Performance Via I-Deals and Job Resources. *Personnel Psychology*. doi: 10.1111/peps.12082



What Share of Commuters in Your Area Carpool or Use Transit?

In mid-September, the Census Bureau released the results of the 2013 American Community Survey. We have extracted the mode split and average commute time information for 373 metropolitan statistical areas (MSAs). The summary shows the 2013 estimates but also compares changes between 2013 vs. 2012, 2013 vs. 2011, 2013 vs. 2010 and 2013 vs. 2009; noting whether the change between those periods was statistically significant. Download the pdf copy of the [2013 American Community Survey mode split summary for all MSAs](#).

BWC Spotlight



Space Coast Area Transit is the transportation provider for Brevard County with offices in Cocoa and Melbourne, Florida. Carmen Baez, the Customer Service Supervisor, is responsible for the commuter benefits program. Space Coast Area Transit encourages ridesharing both internally and externally.

Internally, a monthly employee marketing meeting highlights workplace commuter benefits. Twice per year, drivers have the opportunity to sign up to participate in compressed workweek. Externally, ridesharing is promoted through TV, print and social media, the website RideSCAT.com, and all transit maps, schedules and brochures. Annually, Space Coast area Transit co-sponsors a January event called "Resolve to ReThink Your Commute" in conjunction with the District 5 FDOT Commuter Assistance program, reThink. In 2014, over 6,600 residents took the challenge!

Out of 105 employees, 70 are eligible for commuter benefits. Over 25% of employee commute trips are eliminated by a compressed workweek program. We are active members in the Viera TMA, offer ridesharing and carpool matching in-house, provide parking at Park & Ride Lots, reserve preferred on-site parking for carpools and vanpools and offer secure bicycle parking, showers and lockers. A bus stop is located at the Cocoa terminal. Our employees have access to the Emergency Ride Home Program through the organization reThink.

Participation in the commuter assistance program starts at the top with Space Coast Area Transit Director Jim Liesenfelt who "walks the walk" by carpooling to work with other employees. "For me, the big benefit is saving mileage on our second family car. Once I realized how much money I was saving, I wanted our employees to have the opportunity to experience this tremendous benefit as well," stated Liesenfelt.

2014 Race to Excellence

Please complete your Race to Excellence form [here](#) on or before December 1, 2014 and don't forget to email your 2 slides representing your entry and activities for the Race to info@bestworkplaces.org



The 2014 Race to Excellence Virtual Award Ceremony will be Held January 29, 2015 at 3:00 pm EST. Mark your Calendar!

New BWC Members and Renewals

New BWC Members

- Grand Valley State University, Grand Rapids Campus, MI
- Grand Valley State University, Allendale Campus, Grand Rapids, MI
- Bluegreen Club 36, Las Vegas, NV

Renewing BWC Members

- City of Las Vegas, NV
- Quarles & Brady LLP, Phoenix, AZ
- San Luis Obispo Regional Rideshare, San Luis Obispo, CA
- The Cadmus Group, Inc., Boulder, CO
- The Cadmus Group, Inc. Waltham MA
- The Cadmus Group, Inc., Portland, OR
- Hilton Garden Inn, Shirlington, Arlington, VA
- National Renewable Energy Laboratory, Golden, CO
- The Convention Store, Arlington, VA

Renewing BWC Best SITES

- Corporate Office Centre at Tysons II, Tysons Corner, VA
- Bishop Ranch, San Ramon, CA