



Best Workplaces for Commuters

Fast Facts

Best Workplaces for Commuters (BWC) is an innovative membership program that provides qualified employers with national recognition and an elite designation for offering outstanding commuter benefits, such as free or low cost bus passes and vanpool fares and strong telework programs. Employers that meet the National Standard of Excellence in commuter benefits—a standard created by the National Center for Transit Research (NCTR) and the U.S. Environmental Protection Agency (EPA)—can get on the list of Best Workplaces for Commuters and receive high level programs and services. NCTR is funded by US Department of Transportation.

278 workplaces have the BWC designation in 2019

Best Workplaces for Commuters is dramatically improving the way people get to and from work. BWC assists participating employers by offering public recognition and promotion, technical assistance, training, Web-based tools, and forums for information exchange.



Top 10 Industry Sectors for Best Workplaces for Commuters Designees

Table 1 - Top 10 Industry Sectors for Best Workplaces for Commuters Designees

<u>Rank</u>	<u>Industry Sector</u>
1	Colleges & Universities
2	Computer Software & Internet
3	Government, City & County
4	Entertainment, Hospitality & Tourism
5	Engineering, Construction & Architecture
6	Nonprofit Organizations & Associations
7	Hospitals & Health Services
8	Other Products & Services
9	Transportation Demand Management
10-T	Biotechnology
10-T	Consulting, Employment & Business Services



Top 20 Commute-Friendly Programs Offered by Current BWC Members

- BWC workplaces offer an average of 12 different commute friendly programs.
- The diversity of offerings as shown in Table 2 is wide

Table 2 - Top 20 Commute-Friendly Programs Offered by Current BWC Members

Top 20 Commute-Friendly Programs Offered by Current BWC Members	Share
Installs secure bicycle parking	70.1%
Provides employees with an employer-paid transit subsidy of \$30 per month or more	63.9%
Maintains an active membership in a Transportation Management Association	51.9%
Provides on-site showers and lockers for employees who walk or bicycle to work	51.9%
Offers ridematching assistance either in-house or through other organization	48.7%
Actively promotes and participates in healthy initiatives to encourage and increase employee walking and bicycling	41.7%
Contains on-site amenities or concierge services (e.g., convenience mart, dry cleaning, etc.) that reduces the need for employees to drive for the purpose of running errands	40.1%
Designates an Employee Transportation Coordinator to assist our employees	36.4%
Provides commuter information in a transportation kiosk	36.4%
Permits at least some employees to have flextime	33.7%
Offers compressed work schedules that reduce commute trips by less than 6%	32.6%
Offers to pay at least \$30 per month to employees to carpool to work that reduces by at least 6% the number of vehicle trips our employees make per week.	32.3%
Assures employees have access to park-and-ride lots or vanpool staging areas that service our workplace	32.1%
Maintains an active membership in an Ozone Awareness Program	31.0%
Provides preferred parking for carpools and vanpools	31.0%
Sets aside carshare parking on-site or adjacent to workplace	31.0%
Conducts an employee commuting awards program	31.0%
Offers a significant telework program that reduces by at least 6% the number of commuting trips our employees make per week.	29.9%
Provides a pre-tax option for employees for their purchase of transit and/or vanpool fares with at least 30% of our employees purchasing such fare media of at least \$30 per month.	29.5%
Provides employees with an employer-paid subsidy of \$30 per month or more to vanpool	29.4%

Note: Emergency ride home is excluded from the estimates as all workplaces are required to provide or provide access to ERH offered by others (e.g., transportation management association)



Top 10 Industry Sectors for Best Workplaces for Commuters Designees

Did you know? 25 states have at least one BWC member!

Table 3 - Top 10 States with Best Workplaces for Commuters

1st	Florida	7-T	Colorado
2nd	California	7-T	Massachusetts
3rd	Virginia	9-T	Idaho
4th	North Carolina	9-T	Michigan
5th	Texas	9-T	New York
6th	Pennsylvania	9-T	Tennessee



State of Subsidized Commuting Benefits in the U.S.

- In 2018, there was a statistically different change in workers being provided access to subsidized commuting (excluding parking) from 2017. About 8 % of all workers have access to subsidized commuting benefits. Workers in New England and Pacific regions were more likely to have access. See Table 4
- Workers for large employers are more likely to have access than those who work for small employers. 15 % of all civilian workers who work for an employer with 500 or more employees have access to subsidized commuting benefits whereas only 5 % of employees who work for employers with under 100 employees do.
- In 2019, employers may provide employees with up to \$265 per month tax-free subsidy to workers for riding transit or vanpooling to work. These benefits can also be provided as a pre-tax to employees.
- The Tax Reform and Jobs Act removed the deductibility of employer-provided subsidized qualified transportation fringe benefits and treats parking expenses as taxable benefit. In late 2018, the IRS issued Notice 2018-99, which clarifies the amount of parking expenses subject to tax. This tax treatment includes parking provided to an employee on or near the business locations of the employer, or on or near a location from which the employee commutes to work. Taxable benefits include parking facilities owned or leased by the employer, as well as situations where the employer pays a third party for the employee parking spaces.
- The Tax Reform and Jobs Act also requires tax-exempt organizations to increase their unrelated business taxable income by the amount of expenses that they pay or incur to provide qualified transportation fringe benefits (e.g., parking, transit, and commuter highway vehicles/vanpools) to their employees. QTFB remain tax-free up to the \$265 monthly limit to employees.
- More jurisdictions around the country have transit benefits ordinances, including New York City, San Francisco, Seattle, counties in the San Francisco Bay Area, and Washington, DC with more cities proposing to pass one. Most of these ordinances require employers to offer pre-tax transportation benefits to their employees.
 - 2008- City of San Francisco adopts transit benefit ordinance
 - 2009- Transit benefit ordinances adopted by Richmond, Berkeley, CA & San Francisco Airport Authority
 - 2014- Remaining Bay Area counties adopt a transit benefit ordinance.
 - 2014- Transit benefit ordinances adopted by New York City. Effective 1/1/16
 - 2014- Washington, DC. effective 1/1/16
 - 2016- SF Bay Area (9 county) ordinance made permanent
 - 2018- Seattle
 - 2018- Los Angeles
 - 2019- New Jersey (pending final legislative action)

Special thanks to [Coalition for Smarter Transportation](#) for the list of ordinances by date!



Quality of life benefits: Subsidized Commuting, Access, Civilian workers

Table 4 - Quality of life benefits: Subsidized Commuting, Access, Civilian workers
(Bureau of Labor Statistics - National Compensation Surveys 2014 to 2018)

Characteristics	Subsidized commuting 2018 Estimate	Subsidized commuting 2018 MOE	Subsidized commuting 2017 Estimate	Subsidized commuting 2017 MOE	2018 vs 2017 Statistically Different?
All workers	8	0.3	7	0.3	Yes
Worker characteristics					
Management, professional, and related	13	0.6	12	0.5	Yes
Management, business, and financial	14	1	14	0.9	No
Professional and related	13	0.8	11	0.6	Yes
Teachers	7	0.8	8	0.8	No
Primary, secondary, and special education school teachers	4	1	4	0.9	No
Registered nurses	12	1.7	10	1.4	No
Service	5	0.8	5	0.7	No
Protective service	8	1	8	1.4	No
Sales and office	7	0.4	6	0.4	Yes
Sales and related	3	0.5	3	0.4	No
Office and administrative support	8	0.5	8	0.5	No
Natural resources, construction, and maintenance	4	0.5	4	0.5	No
Construction, extraction, farming, fishing, and forestry	3	0.6	3	0.7	No
Installation, maintenance, and repair	4	0.7	4	0.6	No
Production, transportation, and material moving	3	0.4	2	0.4	Yes
Production	2	0.3	1	0.3	Yes
Transportation and material moving	4	0.7	3	0.7	Yes
Full time	9	0.3	8	0.3	Yes
Part time	3	0.5	3	0.4	No
Union	12	0.9	11	0.7	No
Nonunion	7	0.3	6	0.3	Yes
Average wage within the following categories: ³					
Lowest 25 percent	2	0.5	2	0.3	No
Lowest 10 percent	3	1.2	3	0.5	No
Second 25 percent	5	0.4	5	0.4	No
Third 25 percent	9	0.6	9	0.4	No
Highest 25 percent	14	0.6	13	0.6	Yes
Highest 10 percent	17	1.2	15	0.9	Yes
Establishment characteristics					
Goods-producing industries	3	0.5	2	0.4	Yes
Service-providing industries	8	0.3	8	0.3	No

Table 4 continued

Characteristics	Subsidized commuting 2018 Estimate	Subsidized commuting 2018 MOE	Subsidized commuting 2017 Estimate	Subsidized commuting 2017 MOE	2018 vs 2017 Statistically Different?
Education and health services	9	0.7	8	0.5	Yes
Educational services	10	0.7	10	0.7	No
Elementary and secondary schools	4	0.9	4	0.9	No
Junior colleges, colleges, and universities	22	1.6	21	1.5	No
Health care and social assistance	9	1.1	7	0.7	Yes
Hospitals	17	2.4	15	2.0	No
Public administration	17	1.3	17	1.3	No
1 to 99 workers	5	0.3	4	0.3	Yes
1 to 49 workers	5	0.4	4	0.4	Yes
50 to 99 workers	4	0.8	4	0.6	No
100 workers or more	10	0.5	10	0.4	No
100 to 499 workers	7	0.6	6	0.7	Yes
500 workers or more	15	0.9	14	0.7	No
Geographic areas					
Northeast	10	0.5	10	0.5	No
New England	12	1.5	12	1.3	No
Middle Atlantic	9	0.4	9	0.6	No
South	6	0.4	5	0.5	Yes
South Atlantic	6	0.5	5	0.6	Yes
East South Central	3	0.7	2	0.4	Yes
West South Central	6	1.1	5	1.0	No
Midwest	5	0.7	5	0.5	No
East North Central	6	0.9	5	0.7	No
West North Central	5	1.0	5	0.5	No
West	11	0.8	10	0.7	No
Mountain	9	1.0	8	0.6	No
Pacific	12	1.0	11	1.1	No

Compiled by Best Workplaces for Commuters from Table 40. Quality of life benefits: Access, civilian workers, March 2018, National Compensation Survey, Bureau of Labor Statistics, <https://www.bls.gov/ncs/ebs/benefits/2018/ownership/civilian/table40a.pdf>



bestworkplaces.org

**Best Workplaces for Commuters
National Center for Transit Research
University of South Florida**