

Why Telecommuting Works



Employer Benefits

- Employees' increased productivity due to fewer interruptions and distractions, and ability to work during most productive hours
- Fewer unscheduled absences resulting from unforeseen events
- Continuity of operations during weather-related or other emergency situations
- Improved planning ability
- Employees' ability to respond to unforeseen/unscheduled workload
- Reduced real estate costs due to less, or more flexible, need for office space
- Lower employee-relocation costs, because work is not location dependent
- Enhanced employee satisfaction and morale
- Less labor turnover and lower recruitment costs
- Better customer service as employees stay longer and become more proficient
- Access to larger labor pool – regional, national, international, military spouses, retired, physically-challenged
- Enhanced compliance with Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA)
- Enhanced public relations and goodwill

Community Benefits

- Less air pollution, which improves human health and increases Clean Air Act compliance
- Less traffic congestion and fewer automobile crashes/deaths due to fewer people on the road
- Less wear and tear on transportation infrastructure, which postpones funding requirements
- Safer neighborhoods and less juvenile crime due to greater adult presence during the day
- Less dependence on imported oil, improving national security
- Smaller national budget deficit
- Less vehicle-related runoff from roads, ensuring cleaner water and improving ecosystem and human health

Employee Benefits

- Less, or no, commuting time
- Better work/life balance due to more time for family, the community, and volunteering
- Less stress
- Increased productivity due to fewer interruptions and distractions
- More flexibility to work during most productive hours
- Increased ability to respond to unforeseen/unscheduled workload
- Ability to design and control work environment
- Increased job satisfaction
- Reduced commute-related costs – gas, tolls/tickets, parking, maintenance, and depreciation
- Reduced personal expenses, including clothing, grooming, and food costs
- Reduced child- and elder-care costs due to later drop-offs and/or earlier pick-ups, and ability for teenagers and elderly dependants to be at home pursuing their own activities
- Satisfaction of helping the environment – **It All Adds Up** ... one mile at a time

It all adds up to cleaner air