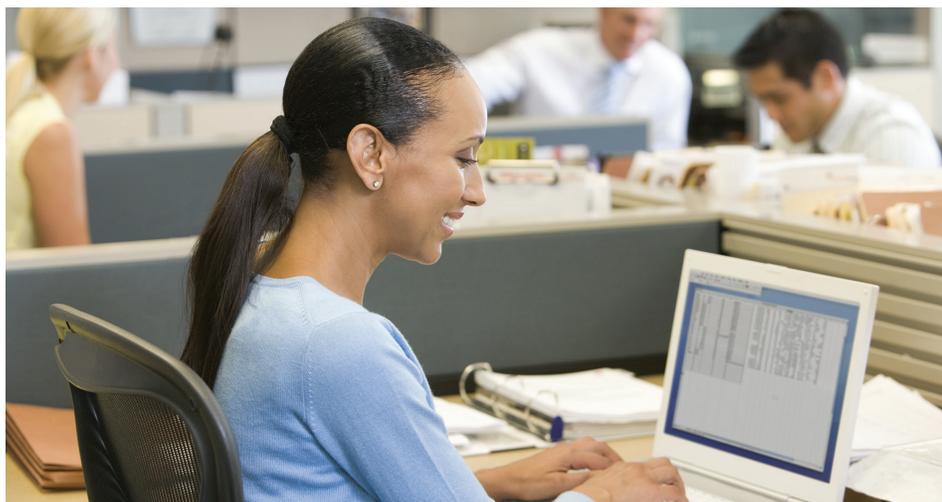




COMPRESSED WORK WEEKS



SUCCESS STORIES

Texas Instruments (TI):



TI employees report that flexibility helps make TI a great place to work.

According to the company's 2009 Corporate Citizenship Report, approximately

27% of TI employees work compressed schedules.

Washington State Department of Transportation (WSDOT):



WSDOT began offering compressed work weeks in 1990, and recent reporting shows

63% of WSDOT employees take advantage of the work schedule.

More Information: tti.tamu.edu/policy/how-to-fix-congestion

Description

Compressed work week programs are like flextime but different in that an entire day is removed from an employee's schedule. The hours from the lost day are compressed into other longer workdays in the week (e.g., employees work four 10-hour days or 80 hours over nine days).

Under certain circumstances, this method favors both employees and employers: workers get a longer weekend, and the organization can reduce operating costs by closing a day or only operating the minimum needed to support that day. These benefits may be especially valuable to government agencies seeking cost savings without laying off employees.

Target Market

- Local, state, and federal government agencies.
- Businesses in all sectors and industries, particularly in office positions.

Unlike telecommuting, flextime can be easily accommodated by manufacturing and industrially oriented businesses that rely heavily on employee shifts.

How Will This Help?

- **Reduces traffic volume and congestion during peak times** by shifting commuters to less congested times and eliminating a full day or days of commuting and commute trips.
- **Increases productivity and reduces operating costs.**

Implementation Issues

These programs are easily created but may be less appropriate for some employers. Organizations must evaluate whether they can manage a four-day work week or having a significant portion of their staff absent. Some government agencies get a great cost benefit by going to a four-day week. Strong marketing educates and encourages organizations to use this method.

