Welcome!

For those that join early between 11:15 am and 11:30 am

Type in the chat box → Post-COVID what percentage of employees in Connecticut do you think will be working at least part-time telecommuting? (your guess in chat)

We’ll close chat and put everyone on mute at 11:30 am

For Reference
Pre-COVID = 5.4% were telecommuting most of the time in Connecticut
Opportunities

“I think that it is very likely that we will be telecommuting at a much higher rate and that it will change business as usual.”

“I see many office workers able to work home efficiently achieving a better work/life balance while avoiding a sometimes-long commute and unnecessary emissions.”

“Less traffic and pollution, improvement of technology (i.e. addressing data security), savings for employees due to less gas/parking fee, more flexibility of childcare schedules; remote workers could find other job opportunity across the country, not limited by physical location.”

Collaboration with consultants around the world; we can work with the best people for the project, not just those that are in CT or the tri-state area.

Challenges

“As a legislator, there will be times we must all be in the room. Even conference calls are difficult with the nature of our work and discussions.”

“A challenge to keep work separate from home life.” and “Childcare. Noisy workspace.”

“We need robust internet infrastructure and higher speeds - at a lower entry cost. Need to address inequities in access. Desire to go back to normal. Oil and car industries pushing a return to [car] commuting - to keep up their business model.”

“Companies will need to find ways to keep employees connected and for new employees to feel a part of the team. We lose the water cooler.”

“In the past, there was a perception among some people that if you are not visible in an office, you are not working.”

“Organizations reluctance to change old practices.”
Due to the large number of participants, we will be taking questions and comments via the “chat” feature after the presentation.

All participants that are not presenting will be on mute.

If you’re not presenting, please turn off your webcam.

Questions – Save them until the end. Type them into the chat box after the final speaker finishes. Chat will be disabled until after speakers finish.
Transportation Climate Initiative

Telecommuting Into CT’s Future, May 12th, 2020

- **11:30 am to 11:35 am** – Welcome & Background, John Humphries, CT Roundtable for Climate and Jobs, & Tony Cherolis, Transport Hartford
- **11:35 am to 11:40 am** – Brad E. Palazzo, Director, Community Impact at Comcast, Western New England Region
- **11:40 am to 11:50 am** – Russell McDermott, Program Director at CTrides
- **11:50 am to 11:57 am** – Ed Hawthorne, AFSCME Local 269, CT Department of Labor, State Employee's Union, AFSCME Council 4, and President of Western CT Area Labor Federation, AFL-CIO
- **11:57 am to 12:05 am** – Brian Neary, Business Resiliency Office at The Hartford
- **12:05 am to 12:25 pm** – Questions and comments via web-meeting chat
- **12:25 pm - Closing and Final Comments** – John Humphries, CT Roundtable
A Growing Coalition in Connecticut

Supporting the Transportation and Climate Initiative

- Middletown Clean Energy Task Force
- Milford Energy Advisory Board
- Portland Clean Energy Task Force
- Safe Streets / Complete Street New Haven
What is the Transportation Climate Initiative?

The coalition of states, known as the Transportation and Climate Initiative, has been working for years to develop a regional policy to provide better, cleaner transportation options for residents of urban, suburban, and rural areas.

Such a policy would improve public transit, ensure streets are walkable and bikeable, and deploy clean electric vehicles to make our communities healthier and more livable.

Source, NRDC
Transportation and Climate Initiative Framework

• **Leading with Equity**
  - Investing in overburdened and underserved communities
  - Developing complementary policies
  - Seeking and listening to community input

• **Regulated Sources and Fuels Covered**
  - Upstream point of regulation at fuel wholesalers
  - Gasoline and on-road diesel

Building on the statement issued in December 2018, the jurisdictions participating in the Transportation and Climate Initiative (TCI) have been working to develop a regional low carbon transportation policy proposal by the end of 2019. TCI remains committed to transparency, and to actively seeking input from the public to inform the proposal. Since the beginning of this year, TCI jurisdictions have conducted public workshops and webinars regionally and in individual jurisdictions, and continue to encourage people to submit input and ideas. This year, more than 1,000 people have participated in the public workshops and webinars, and more than 100 separate entries have been submitted through the TCI online public input portal.

To foster an informed public conversation, this draft framework reflects progress to date on several key elements of a proposed program, informed by public and expert input received so far. TCI jurisdictions will continue to review and consider input as a regional program is designed and proposed in the months ahead. A framework document of understanding (MOU) building on the framework is anticipated in December of 2019. After considering further public input, a final MOU is expected in the Spring of 2020, at which point each jurisdiction will decide whether to sign the final MOU and participate in the regional program. Public input on this framework document is most useful if received through the TCI online portal by November 5.

Program Design Elements

**Equity**

TCI jurisdictions embrace the goals of equity, environmental justice, non-discrimination and meaningful public participation. TCI jurisdictions have committed to working with people and communities to develop and implement a regional policy that addresses the urgent need to reduce greenhouse gas (GHG) emissions and other harmful pollutants generated by the transportation system, while seeking to improve equity, mobility and community engagement. This commitment derives from an understanding that there are communities within the TCI region that live with historic inequities with respect to accessibility, mobility, affordability, public health risks, and a disproportionate vulnerability to a changing climate. The TCI jurisdictions also recognize that these inequities apply to urban, rural, and suburban communities in different

Acadia Center

advancingthecleanenergyfuture

https://www.transportationandclimate.org/main-menu/tcis-regional-policy-design-process-2019
How is Telecommuting Part of the Initiative?

**COVID-19 Learning** - High-speed internet is a necessity, not a luxury. Broadband is a lifeline for residents that not only provides access to telemedicine, but also allows folks to work from home, stay connected to loved ones, the news, and emergency services, all while cutting lengthy commutes.

<table>
<thead>
<tr>
<th>Choices</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am telecommuting or working remotely part or full time</td>
<td>76.60%</td>
</tr>
<tr>
<td>I am currently on leave or laid off due to COVID</td>
<td>10.64%</td>
</tr>
<tr>
<td>Retired, unemployed, or otherwise not applicable</td>
<td>6.38%</td>
</tr>
<tr>
<td>I am still going into work, not telecommuting</td>
<td>6.38%</td>
</tr>
</tbody>
</table>

Pre-COVID = 57.2%

Connecticut Telecommuting Work Trip Mode Share (pre-COVID) = 5.4% (2018)

Imagine the reduction in greenhouse gas emissions in a state with 20%, or more, telecommuting mode share.
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Comcast Extends Comprehensive COVID-19 Response Policies To June 30

No Disconnects and Waiving Late Fees
We will not disconnect a customer’s Xfinity Internet, Xfinity Mobile, or Xfinity Voice service, and we will waive late fees if they contact us and let us know that they can’t pay their bills during this period. Our care teams are available to offer flexible payment options or help find other solutions.

Internet Essentials Free to New Customers Now Through June 30
Internet Essentials is the nation’s largest and most comprehensive broadband adoption program. We are extending our offer of 60 days of complimentary service for new customers through June 30. Internet Essentials is normally available to all qualified low-income households for $9.95/month. For more information, visit www.internetessentials.com.

Keeping Customers Connected
Keeping the Internet accessible and reliable is more important than ever. Our technology and engineering teams are working tirelessly to support our network operations 24/7 to ensure network performance and reliability.

Providing Free Educational Resources
In partnership with Common Sense Media, we’ve curated thousands of hours of free educational programming into an education destination for Xfinity video customers to support remote learning for kids K-12.

Xfinity WiFi Free For Everyone
Xfinity WiFi hotspots in business and outdoor locations across the country will be available to anyone who needs them for free — including non-Xfinity Internet subscribers. For a map of Xfinity WiFi hotspots, visit www.xfinity.com/wifi.
CT rides is a program of the Connecticut Department of Transportation

- Comprehensive resource for commuters to find better commutes than driving alone
- Customized Transportation Demand Management worksite solutions for employers
- Telework services
  - Policy Development
  - Technology Assessments
  - Employee Selection and Pilot Programs
  - Training
Teleworking Before COVID-19

- As of 2018, roughly **5.34%** of workers in the United States work remotely**

- Remote work has grown **173%** since 2005*

- As of 2017, more Americans worked from home than commute via mass transit**

- Existing telecommuters reduce greenhouse gas emissions by the equivalent of taking over **600,000** cars off the road a year ***

** U.S. Census
*** Flex jobs/2017 State of Telecommuting
The business case is not just finances and it's not just employee happiness – it's also sustainability, and it's security. Those four together really make a robust argument that it's hard to back away from."

- GSA Administrator Martha Johnson
Key Changes Impacting our Workforce

- COVID-19
- Technological Advances
- Five generations of workers will be working together
- Increase in flexible hours and work arrangements
Benefits

Employer:

- Business Continuity
- Increased Productivity
- Recruitment and retention
- Supports Environmental goals
- Reduce overhead costs
- Wider access to job pool
Benefits

Employee:

- Work/Life balance
- Increased job satisfaction/morale
- Increased productivity
- Savings on commute expenses
- Stress reduction
Teleworking During COVID-19

- Most organizations do not have a full telework program and were forced to implement one overnight for almost all employees.

- Most may not have any guidelines or programs.

- Most may have only tried it on an ad-hoc basis or part-time.

- Most who are working from home are quarantined with other family members.
Best Practices

- Develop policies, guidelines, and parameters
- Use the current situation as a pilot program
- Establish Communication Standards
- Plan for Success
What’s next

Rethink how business is done

Societal shift
- Work/Life balance
- Less traffic
- Clean air

Uncertain future

Contact Information
- CT.gov/coronavirus
- CTrides.com
  - info@CTrides.com
  - 877.287.4337
Ed Hawthorne - AFSCME Local 269, CT Department of Labor, State Employee's Union, AFSCME Council 4, and President of Western CT Area Labor Federation, AFL-CIO
Brian Neary - Business Resiliency Office at The Hartford

- Works in the Enterprise Risk Management group at The Hartford
- Has been at The Hartford for 18 years
- Leads the company’s operational response to crisis events, including the current COVID-19 situation
- The Hartford has been involved with the Governor’s Council on Climate change since 2015
Submit Questions via Chat

Click here to open the Chat feature
What’s Next in Connecticut and the Region?

• Connect Your Company to **CTrides** – It’s free! Send an email to Russell McDermott (info@ctrides.com) to get more information.

• **Learn More** – Check out the Transportation and Climate Initiative series at www.ctprf.org/programs_services/transport-hartford/#climate

• **Legislators** – Stay tuned. We will need your expertise in early 2021.

• **Join the Coalition** – We are working together to reduce greenhouse gas emissions and pollution from the transportation sector.

Email – transporthartford@ctprf.org
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