

COMPRESSED WORK WEEKS

Description

Compressed work week programs follow similar methods as flextime, but differ in that an entire day is eliminated from an employee's schedule by compressing that day into other longer workdays in the week (e.g., employees work four ten-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 (or only operating the minimum needed to support that day). These benefits have proven to be especially valuable to government agencies seeking cost savings without laying off employees.

Target Market

- Local, state, and federal government agencies
- Business 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?

- Reduce traffic volume and congestion during peak times by shifting commuters to less congested times and eliminating a full day(s) of commuting and commute trips.
- Increase productivity and reduce operating costs.

Implementation Issues

These programs are easily created, but may be less appropriate for some employers. Organizations must evaluate whether they can manage having a four day work week or having a significant portion of their staff absent. Some government agencies can realize the greatest cost benefit by reducing to a four day week. Strong marketing should educate and encourage organizations to take advantage of this method.



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Cost:	●○○○○○
Time:	Short
Impact:	Region
Who:	City/Private
Hurdles:	None

Success Stories

- The City of Avondale, AZ, operates on a four-day work week. The City's Green Friday began as a pilot project in 2008 and was adopted later that year.
- Washington State Department of Transportation began offering compressed work weeks in 1990, and now 63 percent of employees take advantage of the work schedule.