

FLEXIBLE WORK HOURS

Description

Flexible work hour programs (or Flextime) allow employees to work within a specific time range during the day, often avoiding peak traffic periods, though all employees work a core period of the day. For example, employees may work anytime during the hours of 6:00 AM and 6:00 PM, so long as they work an eight-hour shift. Ultimately, employees are allowed to set their own schedule with approval.

Staggered work hour programs are a variation of flextime that varies the arrival and departure of groups of employees, but the employees may have no ability to choose their shift. These programs work well in manufacturing or plant operations to alleviate crowding at entrances/exits, elevators, and parking areas. Both of these programs distribute peak hour traffic to less congested hours reducing commute times.

Target Market

- Local, state, and federal government agencies
- Business in all sectors and industries

Unlike telecommuting, flextime can be more easily implemented by manufacturing and industrial businesses that rely on employee shift work.

How Will This Help?

- Reduce traffic volume and congestion during peak times by shifting drivers to less congested times
- Increase productivity and reduce costs of overtime and sick leave for businesses that participate

Success Stories

- Texas Instruments began their workplace flexibility program in 1993. The company encourages its employees to use different flexible schedule options to fit their individual needs.
- The City of Houston's mayor initiated Flex in City program in 2006. The program works with businesses to support employees shifting their work schedule.

Implementation Issues

Flextime programs are easily created, but may be less appropriate for some employers. The private and public sectors must partner to educate and encourage organizations to take advantage of this strategy. Businesses must assess the costs and operational changes that must be made to accommodate flextime schedules. Ridesharing programs and employee volunteering should be coordinated for maximum benefit.



Creative Class

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