



Employer Commute Benefit Program Case Study

Employer

American Pharmacists Association

2215 Constitution Avenue, NW

Washington, D.C.

Contact

Jule E. Miller
Senior Vice President
Human Resources

jmiller@aphanet.org

Background

The American Pharmacists Association (APhA) is the largest association of pharmacists in the United States and is the only organization advancing the entire pharmacy profession. Their expert staff, and strong volunteer leadership, including many experienced pharmacists, allow them to deliver vital leadership to help pharmacists, pharmaceutical scientists, student pharmacists and pharmacy

technicians find success and satisfaction in their work, while advocating for changes that benefit them and their patients.

The Situation and Solutions

The APhA was presented with employees having difficulty balancing work and personal life and looked into providing flexibility and support to the workforce's commute options. A telework program was implemented with a telework option for eligible employees at least one day a week. To further alleviate the employees commute, APhA instituted a formal alternative work arrangement program that includes flextime, compressed work schedules, and summer hours where employees can leave early on Fridays and arrive later on Mondays. The organization also offers a transit subsidy of \$100 a month for full-time employees and \$50 a month for part-time employees.

The Impacts and Future

APhA measures performance and work place satisfaction through periodic employee surveys. The most recent survey

revealed that 84 percent of employees agreed that the alternative work arrangements program are helpful in finding a good work/life balance. Around 50 percent of employees found that the transit benefit was very helpful for their commutes. APhA looks to increase participation and their program enables them to recruit and retain top talent for their workforce.

**Copyright © 2019 Commuter
Connections/Metropolitan
Washington Council of Governments**

800-745-RIDE

www.commuterconnections.org