



Bay Area

Commuter Benefits Program

Find a better way to work!

EMPLOYERS WITH LESS THAN 50 FULL-TIME EMPLOYEES IN THE BAY AREA

Employers with less than 50 full-time employees in the Bay Area are not subject to the Bay Area Commuter Benefits Program. However, please be sure to check any compliance requirements under local City ordinances. Even if not subject to any Programs or Ordinances, we encourage all employers to provide commuter benefits on a voluntary basis.

If you received a “Notice to Register” but your company has less than 50 full-time employees (i.e., employees who work 30 or more hours per week) in the San Francisco Bay Area, please click on the registration button and enter your Employer ID number included on the “Notice to Register.” Although your company is not subject to this Program, please complete the first page of the registration process so that we may update our records and remove your company from our list.

Please note that if your company’s count of full-time employees in the San Francisco Bay Area equals 50 or more employees at any time in the future, your company will be subject to the Program and required to register. (The employee count is based on the average number of full-time employees who work at least 30 hours per week, averaged over a three-month period, excluding temporary/seasonal employees who work less than 120 days per year).

Local Ordinances

Please also note that even if your company is not subject to the Bay Area Commuter Benefits Program, you may be subject to the local commuter benefit ordinances that have been adopted by the cities of San Francisco, Berkeley and Richmond, as well as San Francisco International Airport, as described below:

- If you have fewer than 50 employees in the San Francisco Bay Area but more than 20 nationwide, and a location in San Francisco, you will continue to report to the San Francisco Commuter Benefits Program at: <http://SFEnvironment.org/CBOcompliance>.
- If you have fewer than 50 employees in the San Francisco Bay Area, but more than 10 nationwide, and a worksite in Berkeley or Richmond, your company is subject to the local ordinances adopted by these cities. Information on the City of Berkeley program: http://www.ci.berkeley.ca.us/Public_Works/Transportation/Commuter_Programs__Public_Transportation.aspx. Information on the City of Richmond program: <http://ci.richmond.ca.us/index.aspx?NID=1936>.
- If you have fewer than 50 employees in the San Francisco Bay Area, but more than 20 nationwide, and are a tenant at San Francisco International Airport (SFO), your firm and its long-term SFO contractors must comply with the Airport’s Commuter Benefits Program Regulation. Learn more about the regulation and complete a survey here: <https://www.surveymonkey.com/s/2014SFOCommuterBenefits>.

The Bay Area Commuter Benefits Program is a partnership led by the Metropolitan Transportation Commission and the Bay Area Air Quality Management District. (April 23, 2014)



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