

Bay Area Commuter Benefits Program

Bay Area Employers with **50 or more full-time employees** in the within the Bay Area Air Quality Management District (Air District) geographic boundaries are required to enroll in the Bay Area Commuter Benefits Program and update registration annually.



Employers must offer at least one of the following options:



Pre-Tax Benefit

Allow employees to exclude their transit or vanpool costs from taxable income.



Employer-Provided Subsidy

Provide a subsidy to reduce or cover employees' monthly transit or vanpool costs.



Employer-Provided Transit

Provide a free or low-cost transit service for employees, such as a bus, shuttle, or vanpool service.



Alternative Commuter Benefit

Provide an alternative commuter benefit(s) that reduces single-occupancy commute trips.



Telework Policy

Offer a company-wide policy allowing telework one or more days a week for employees whose assignments can be performed remotely.



To get started, visit [511.org/CommuterBenefitsProgram](https://www.511.org/CommuterBenefitsProgram)

Employer service representatives are available to provide assistance and support to employers. Call (510) 285-3182 or email commuterbenefits@511.org.

The Commuter Benefits Program is mandatory for all employers within the Bay Area Air Quality Management District (Air District) geographic boundaries with 50 or more full-time employees, per Senate Bill 1128, located in California Government Code section 65081. Registering in the program and offering commuter benefits ensures that you stay in compliance with Air District Regulation 14, Rule 1.

How to Register

The Bay Area Commuter Benefits Program requires employers with 50 or more full-time employees in the Bay Area to offer commuter benefits to their employees.

STEP
1

Evaluate the five commuter benefit options and select one (or more) of the options to offer to your employees.

- **Option 1:** Pre-Tax Benefit
- **Option 2:** Employer-Provided Subsidy
- **Option 3:** Employer-Provided Transit
- **Option 4:** Alternative Commuter Benefit
- **Option 5:** Telework Policy



STEP
2

Designate a primary and secondary Commuter Benefits Coordinator.



STEP
3

Go to [511.org/CommuterBenefitsProgram](https://www.511.org/CommuterBenefitsProgram) to register using the Employer ID from your registration notification. If you don't have an employer ID, contact us to receive one.



STEP
4

Notify employees of the commuter benefit that your company will provide. Make the benefit available and let employees know how to take advantage of it.



STEP
5

Keep records to document implementation of your commuter benefits program and make the records available to the Air District upon request.



More information about the Bay Area Commuter Benefits Program and employer requirements can be found in the “Employer Guide” at [511.org/CommuterBenefitsProgram](https://www.511.org/CommuterBenefitsProgram).