

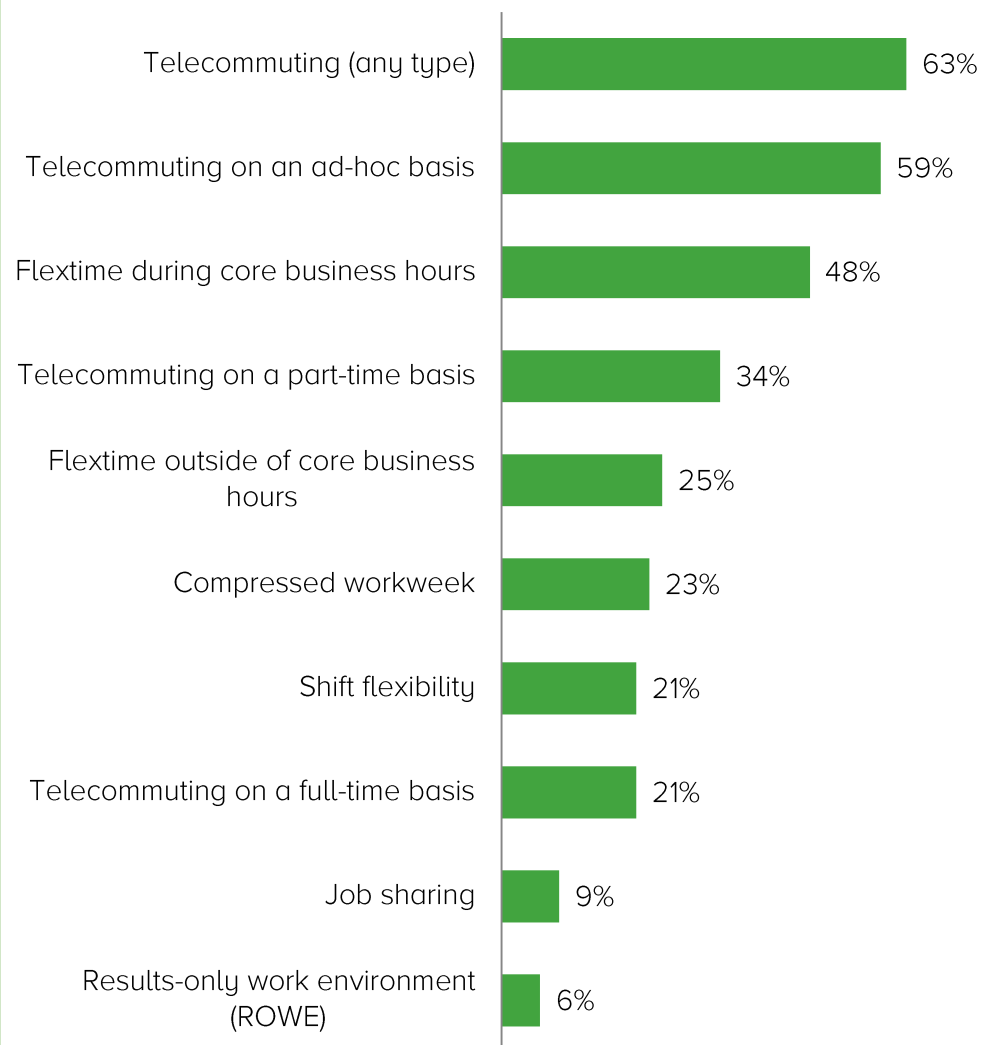
SHRM Research Spotlight: Flexible Working Benefits in California

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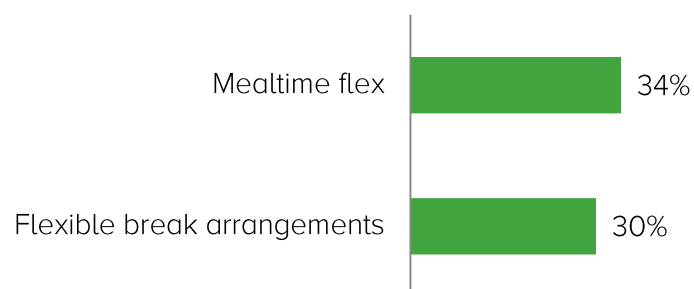
Key Findings

- **What flexible work options do California organizations provide to employees?** Sixty-three percent of organizations offered some form of telecommuting, with telecommuting on an ad-hoc (59%) or part-time basis (34%) being most common. Forty-eight percent provided flextime during core business hours, which allows employees to select their work hours within the limits of the employer's standard hours of operation. Almost one-quarter (23%) of organizations offered compressed workweeks, where full-time employees are allowed to work longer days for part of a week or pay period in exchange for shorter days or a day off during that week or pay period.
- **What types of break arrangements are California organizations providing to employees?** Thirty-four percent of California organizations offered mealtime flex, which allows employees to make up time at some point during the day as a result of a longer meal break or to leave early as a result of a shorter meal break. Thirty percent provided break arrangements that give employees who generally can only take assigned breaks more flexibility over when they take breaks.
- **Are California organizations offering casual dress options?** Yes; 56% offered casual dress at least once a week, 48% allowed casual dress every day, and 27% allowed seasonal casual dress, which permits employees to dress casually for extended periods during the year.

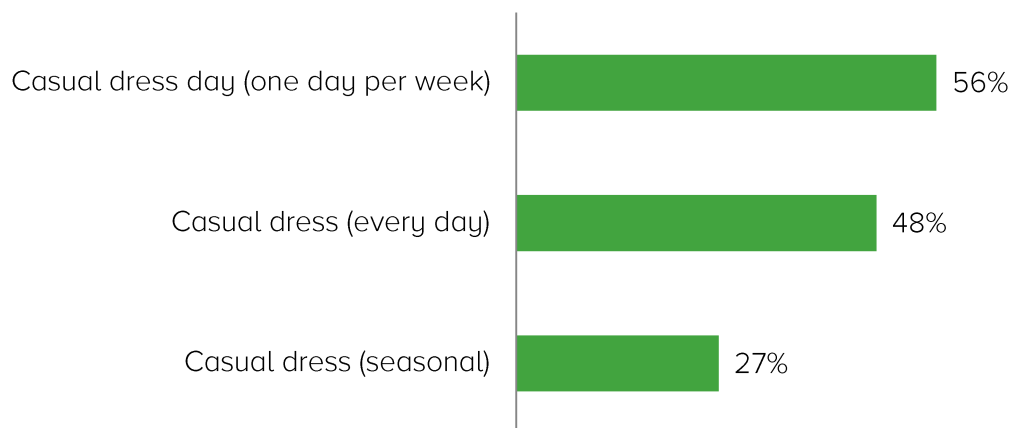
Flexible Work Options



Break Arrangements



Casual Dress Options



Benefits Offered in California Compared with U.S. Overall

	Offered in California	Offered in the United States
Telecommuting (any type)	63%	60%
Telecommuting on an ad-hoc basis	59%	56%
Casual dress day (one day per week)	56%	59%
Casual dress (every day)	48%	40%
Flextime during core business hours	48%	51%
Telecommuting on a part-time basis	34%	31%
Mealtime flex	34%	43%
Break arrangements	30%	36%
Casual dress (seasonal)	27%	27%
Flextime outside core business hours	25%	28%
Compressed workweek	23%	29%
Shift flexibility	21%	24%
Telecommuting on a full-time basis	21%	20%
Seasonal scheduling	12%	17%
Job sharing	9%	10%
Alternating location arrangements	6%	6%
Results-only work environment (ROWE)	6%	5%

Methodology: A sample of HR professionals from California was randomly selected from SHRM's membership database. Overall, 385 responses were received. Data were collected from January through February 2016. These results were compared with the overall findings from SHRM's 2016 *Employee Benefits* research report.