



Retaining  
Employment  
and Talent After  
Injury/Illness  
Network

## Ways Employers can Help Workers with Disabilities Overcome Transportation Barriers

**Offer pretax commuter benefits:** Pre-tax commuter benefits are a set amount that comes directly out of employees' paychecks before local, state, and federal income tax is applied. [IRS Publication 15-B](#), "The Employer's Guide to Fringe Benefits," strictly defines how these benefits work, including eligible expenses and monthly limits.

**Coordinate carpooling or ride share services:** [www.oki.org/transportation/rideshare](http://www.oki.org/transportation/rideshare)  
[www.transportation.ky.gov/Congestion-Toolbox/Pages/Carpooling-Vanpooling-and-Slugging.aspx](http://www.transportation.ky.gov/Congestion-Toolbox/Pages/Carpooling-Vanpooling-and-Slugging.aspx)

**Offer shift options** to decrease the number of employee commutes per week such as four 10-hour shifts or three 12-hour shifts like in many healthcare settings.

**Collaborate with Transit and Paratransit** and support applications for workers who meet criteria. RETAIN can assist participants in completing applications and secure medical documentation for paratransit. Find KY public transportation providers here: [Public Transportation Providers | KYTC](#)

**Provide final mile(s) shuttle service** from the closest bus stop to worksite

**Create a social initiative** to help front-line employees buy vehicles so they can get to work safely, take their children to school, and participate in their communities. Partner with local organizations to help workers secure reliable vehicles. View an example here: [Goodwill Cars to Work | Secured Loans for Affordable Transportation \(goodwillkycarstowork.org\)](#)

**Partner with Transit authorities** and other organizations in your neighborhood to identify transportation options.

**Explore "Bike to Work" options** and provide low cost or free refurbished bikes, locks, and areas to secure them on the worksite. View an example at [Last Mile to Work - Goodwill Kentucky \(goodwillky.org\)](#)

**For employees who arrive early or stay late** due to transit schedules, provide a climate-controlled location with water or coffee for them to wait for the bus or shuttle.

[kyretain.org](http://kyretain.org)