



Impact level  
**Advanced**

# FREE RIDE HOME

Free Ride Home (also known as Guaranteed Ride Home or Home Free Guarantee) programs provide employees with a direct trip home in case of an emergency. These programs further encourage employees to use transit and other alternative commutes by easing anxiety over transportation needs in case of one-off emergencies.



## A Free Ride Home program may include:

- The option to take home a company vehicle
- A contract with a taxi company or ridesharing/carsharing (e.g., Uber, Zipcar) service to provide free rides to employees
- Reimbursement policy for employees taking a taxi or ridesharing/carsharing service home
- Metro's "Home Free Guarantee" program (for purchase or included as part of ORCA Business Passport)

### Company Example

**gettyimages**<sup>®</sup>

As an ORCA Business Passport client, Getty Images employees receive up to 8 free guaranteed ride home trips a year. Through a simple phone request, speaking to a live operator, a Getty Images employee who arrived at work by an alternative mode (bus, carpool, bicycle or walking) can request a free emergency cab ride to almost any location in the Puget Sound region.

The guarantee ride home benefit provides a peace of mind for those employees who cannot rely on transit outside of peak commute times to get home or to family members with urgent care needs.



# FREE RIDE HOME CHECKLIST

- Review current commute options available to employees. Does your employer contract with ridesharing/carsharing services? Does your employer have a fleet of vehicles onsite? Does your employer currently offer ORCA Business Passport or Metro's Home Free Guarantee?
- Consider purchasing Free Ride Home services if necessary.
- Draft clear Free Ride Home policies for review and approval by all stakeholders: executive team, department heads, managers, HR. Best practices include a maximum number of free rides per employee per year, requirement that employee chose a non-drive-alone commute the day of emergency, and clear parameters for what constitutes an "emergency" (*e.g., an illness in the family vs. a car breaking down*).
- Launch and communicate Free Ride Home policies to employees and include in transportation benefits.

## Resources

- [King County Metro's Home Free Guarantee](#)
- [YellowCab](#)
- [Uber](#)
- [Lyft](#)
- [ReachNow](#)
- [Car2Go](#)