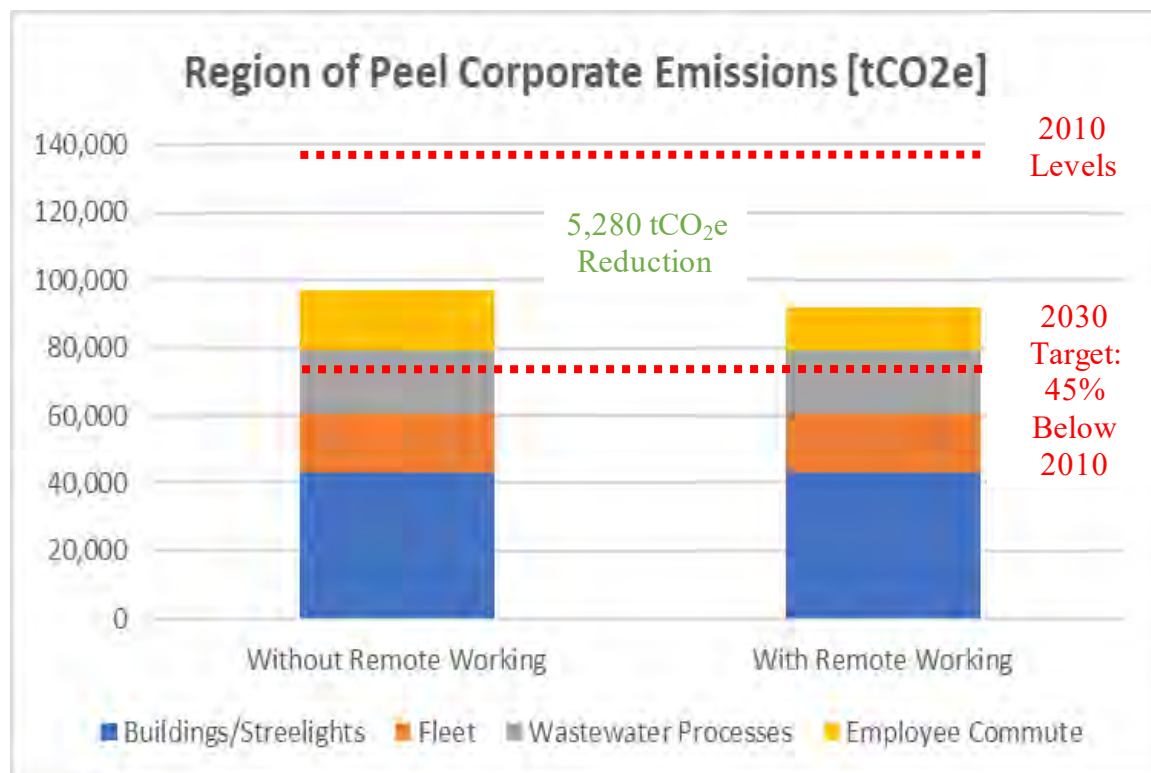


Topic	Employees Commuter Emissions Reduction Due to COVID-19 Remote Work First Approach			
Date - Updates:	UD: yy/mm/dd 20/11/04	UD: yy/mm/dd 20/12/15	UD: yy/mm/dd	UD: yy/mm/dd
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Key departments involved	<i>Corporate Services:</i> Office of Climate Change and Energy Management Real Property Asset Management <i>Digital and Information Services:</i> Information Management, Peel Data Centre Regional Emergency Operations Centre			
Distributed to (Name & Title):	Kathryn Lockyer , Interim Commissioner, Corporate Services			
Key Communication's spokesperson:			Telephone: Mobile:	
Media involved:			If yes, indicate outlet(s) / reporter(s)	
Description - 1 summary sentence only.				
<ul style="list-style-type: none"> This information brief quantifies the greenhouse gas (GHG) emissions reduction associated with less employee commuting in 2020, which is a co-benefit of the Region's Remote Work First approach; a key component of the Region's holistic response to the COVID-19 pandemic. 				

Key messages - 3-5 key messages maximum.

- In addition to the Remote Work First approach keeping employees safe during the COVID-19 pandemic, this initiative advances the Region's commitment to meeting the Council approved greenhouse gas (GHG) emissions reduction target of 45% below 2010 levels by 2030 as stated in the Climate Change Master Plan. In 2020, the following GHG emissions reductions (measured in tonnes of CO₂e) are anticipated due to significant number of employees working remotely since March, 2020:
 - 5,280 tonnes of CO₂e will be reduced in 2020, which represents 5% of the Region's total 2018 corporate GHG emissions inventory or 29% of the employee commuter emissions
 - These commuter emissions reductions will only be sustained over the long term and contribute to the Region's meeting its 2030 corporate GHG emissions reduction target if 1) employees do not return to pre-COVID-19 levels of commuting by car (combustion engine models) or 2) any future increase to commuting from 2020 Remote Work First baseline be offset by other sustainable transportation modes, including electric vehicles and recommendations found in the Region's Sustainable Transportation Strategy.
 - The approved corporate target is 45% below 2010 levels by 2030. The Region's most recent corporate GHG emissions inventory* is for 2018 and is currently 29% below 2010 levels. This is, however, an increase from the 2017 GHG emissions inventory, which was 34% below 2010 levels. Without yet calculating the Region's GHG emissions inventory for 2019 or 2020, the employees' commuter emissions reductions could favourably shift the 2020 GHG emissions inventory to approximately 33% below 2010 levels.
 - Overall, the Region is trending upwards in emissions, and the implementation of more and sustained low carbon actions, such as Remote Work First, is needed to help offset this increase in emissions.
- The figure below shows the 2018 corporate GHG emissions reduction with and without Remote Work First approach.



Background - Up to 10 bullets maximum

- An early directive of the Regional Emergency Operations Centre (REOC) was for the majority of Regional employees to shift to remote working (March 2020) in response to the COVID-19 pandemic and the Region declaring an emergency. This approach was later formalized into a Remote Work First Policy, which was recently extended from December 31, 2020 to March 31, 2021. Working remotely helps the Region minimize the risk of COVID-19 transmission among employees and keeps occupancy at buildings low to effectively enable physical distancing of employees who must come to Regional worksites due to the nature of their jobs, positions or service delivered or as part of recovery and re-opening phases. Members of REOC recognized the co-benefits of working remotely included reductions in GHG emissions associated with employee commuting and requested these reductions be estimated. Estimating employee commuter emissions reductions were based on several assumptions, including:
 - Employee emissions reductions were calculated from March 13th, 2020 until December 31st 2020 to coincide with timing of emergency declaration and original remote work first policy direction.
 - Number of employees on site between March 13th and September 21st were based on employee card entries at some Regional sites. (source: Peel Data Centre)
 - Number of employees on site between September 21st until December 31st were based on workspaces planned to be occupied at some Regional sites. (source: Real Property Asset Management)
 - Not all Regional worksite locations were tracked, and it was assumed that staff continued to work on site for locations that were not tracked. Tracked locations included Peel Headquarters (10 PCD and 7120), Community Recycling Centres and Public Works Yards, and multiple Peel Regional Paramedics Sites. Locations that were not tracked included Long Term Care Centres, Peel Living Locations, Public Works Water and Wastewater Treatment Plants and Police.
 - Employee commuter emissions baseline data were based on modelling from the Region's 2020-2030 Climate Change Master Plan, that took into account travel distances from the employee home postal codes to worksite locations.
 - *Corporate emissions inventory data were based on 2018 values because this is the latest inventory year available from the National Inventory Report (emission factors required in calculations are provided with 2 year lag) The Region's corporate emissions inventory includes the following sectors: Regional Buildings, Regional Fleet, Regional Streetlights, Wastewater Processes and Employees Commuter Emissions.

Issue / Consequences / Risks – 1-5 bullets maximum

- The Council endorsed Region of Peel Climate Change Master Plan has a 2030 GHG emissions reductions target and its low carbon pathway includes sustainable transportation actions, including remote working. The Sustainable Travel and Service Delivery for Staff Strategy is also part of the current 2018-2020 Term of Council Priority to Build Environmental Resilience.
- The Remote Work First approach has enabled an emissions reduction that moves the Region towards its 2030 GHG emissions reduction target, whereas the Region has experienced a pause or slowdown towards the implementation of other low carbon actions due to shifting priorities during COVID-19.
- If the Remote Work Approach is not sustained and employees returned to commuting to worksites at levels consistent with pre-COVID 19 levels, the Region's corporate emissions are at

high risk of measuring an increase at next annual GHG inventory review.

- Other sustainable transportation actions that could contribute to long term GHG emissions reductions include active transportation, ride sharing and lower emissions vehicles such as electric vehicles, and should continue to be supported. However, the shift to remote first working is already in-place, is an effective path to lowering emissions while demonstrating continuity of Regional services can be maintained. Leveraging this option over the long term, to the extent appropriate, is recommended for discussion with respect to the Region's long term recovery strategy.

Next Steps – 1 -3 bullets maximum.

- Share the estimated emissions reductions associated with the Remote Work First approach with the Regional Emergency Operations Centre (REOC), as requested.
- Incorporate the importance of sustaining all or a portion of these GHG emissions reductions as a needed contribution towards achieving the Council endorsed 2030 GHG emissions reduction target into future discussions concerning continuance of the Remote Work First approach.
- Potential improvements to track employee commuter emissions can be explored to accurately monitoring progress on employee commuter emissions reductions.