

Orange Madrid **Mobility Plan**



Orange CC.OO. Union branch (Madrid)

Juan María Hernández

First developed in 2006

Updated 2009 - 2010

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1.Relocation of facilities

Location of facilities in 2004

**59% of the staff
lived in the same
municipality of
their workplace**



Location of facilities in 2006

Only 12% of the staff lived in the same municipality of their workplace*

** Mobility survey , october 2006*



Location of facilities in 2010

Only 7% of the staff lived in the same municipality of their workplace*

** Estimates 2010*

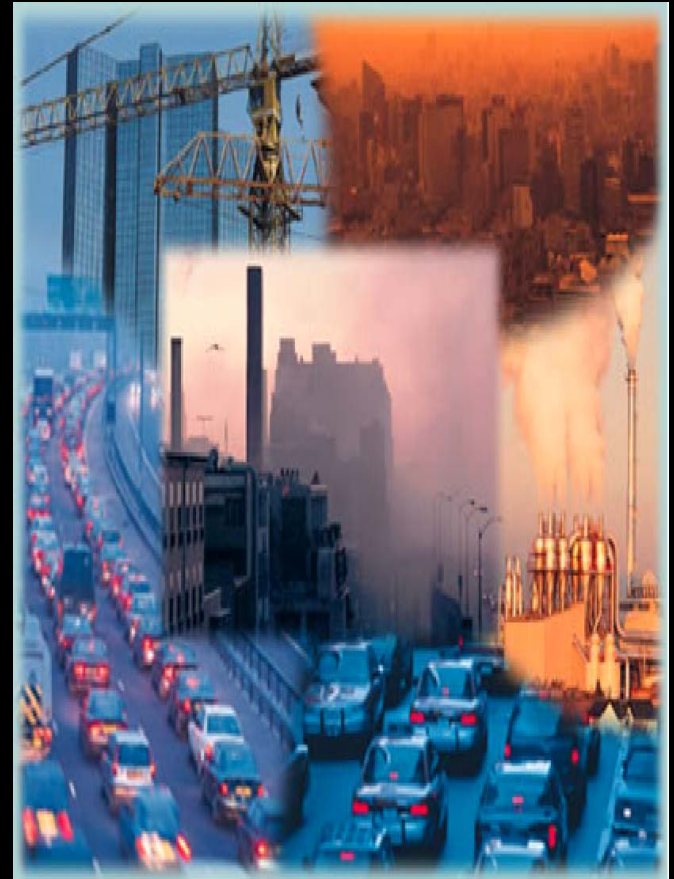


2. Consequences

Consequences (1)

- **Increased costs for workers**
(average 0.45 euros/Km)
- **Energy waste:** a car consumes between 3 and 5 times more energy per passenger than a bus
- **Air and acoustic pollution**

Source: Instituto Sindical de Trabajo, Ambiente y Salud (ISTAS)



Consequences (2)

Commuting accidents

Second half 2006:

- 12 accidents with leave
- 200 working days lost

Source: Report on accumulated absentism (July - December 2006) Preventive Service



Consequences (2)

Commuting accidents

First four months 2010:

➤ **3 accidents with leave**

Source: Report on accumulated absentism (2010) Preventive Service



3. The Orange Model (2010)

The **Orange** Model (2010)

- 1,000 free parking spaces for employees in Pozuelo (with a cost of 100 €/ month per space)
- 400 public parking spaces (3 euros/day) arranged by Orange with the city council of Pozuelo



The **Orange** Model (2010)

- 7 bus routes from interchange stations (free service for employees in Pozuelo, 50 €/ mes per user)
- Expenses shared with other companies of the industrial estate



4. The Mobility Plan

Mobility Plan

June 2006: plan submitted to the company and rejected due to “budgetary restrictions”

October 2006: CCOO surveyed 1,100 employees: results supported the measures of the plan suggested by CCOO.

<http://perso.wanadoo.es/trabajadoresft/>

2009-2010: Mobility Commission consolidated. 7 meetings with employers.

1. USE OF PUBLIC TRANSPORT

- **Subsidies to transport fares funded by the rental of garage spaces**
- **Possibility of 1 month subsidy by the transport consortium**



1. USE OF PUBLIC TRANSPORT

BENEFITS:

- Time saving
- Reduction of absentism due to delays
- Reduction of risks of commuting accidents: public transport is 10-20 times safer than cars (per passenger-km)
- Reduces the need for parking spaces



2. COMPANY ROUTES

- **Maintaining company routes**
- **Increase of time frequency**
- **Free service for workers**
- **Funded by the rental of garage spaces**



2. COMPANY ROUTES

BENEFITS:

- Reduces risks of accident
- Affordable, expenses shared with other companies
- Reduces employees' exhaustion and stress
- Workers are carried to the very entrance of their workplaces



3. CARSHARING

- Computer programmed pairings***
- Incentives: priority access to parking spaces
- Contract to be signed by sharing parts



*** The Mobility Commission already worked with 3 companies for implementation in 2010-2011.

* Offers and presentation in 2010.

3. CARSHARING

Benefits:

- Cost reduction
- Reduction of employees exhaustion
- Reduces the number of journeys and possible accidents
- Reduces the need of parking spaces



4. Parking management

- Fees adjusted to users' salaries
- Used to fund transport fares and company route buses
- Reserved only for managers (5%)



5. Cycling, walking, telework

- **Telework:** possibility of teleworking on heavy traffic days (jams)
- **Bicycle:** safe parking in company facilities**, dressing rooms, free safety equipment and bicycles

** 2 bicycle sessions in 2009, one scheduled for 2010 (Madrid-Casa de Campo – La Finca)



5. 5. Cycling, walking, telework

Benefits:

- Costs savings for both workers and companies
- Occupational health
- Balance between work and family life
- Improved time management





THANKS

Sección Sindical

CC.OO. Orange-Madrid

Juan María Hernández
(Comisión Movilidad y Delegado de P.R.L.)

juanmaria.hernandez@orange-ftgroup.com

jmhperrez@gmail.com