

# Resource Conservation & Pollution Prevention Checklist for Painters

Business		
Contact	 	
Phone	 	
Address		
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Web		

#### **Common Questions**

# Why should my business get certified as a Green Business?

- Saving energy, water and raw materials saves you money. Sending less trash to the landfill saves you money, too.
- Developing a positive, proactive relationship with local compliance inspectors can help you avoid liability, fines and other sanctions.
- The Program promotes Green Businesses to the public and other businesses (again, for free)!
- Your company's community image is enhanced through Green Business certification.
- Your employees will enjoy a safer workplace and will have one more reason to take pride in working for you.
- ◆ The Green Business Program offers you free, convenient, time-saving assistance.

# Do I get credit for the good things I'm already doing?

Yes! In fact, your company may already qualify. These Standards are designed to fit most businesses, **but** if certain measures are not applicable or feasible for your facility and operations, you may request an exemption or demonstrate alternative measures.

# Do I have to do everything on the checklist to become a Green Business?

No, there are many ways to qualify. You must meet the minimum standards in each category. Beyond that, you may use the checklist to identify "next steps" to becoming even greener.

# What if I haven't had an energy, water or solid waste audit already?

The Green Business Program can arrange an audit for you as part of your certification.

#### How do I get started?

Read the checklist and check all boxes that apply. Call xxxxxxxxxxxxxxxxx, Green Business Coordinator, at xxxxxxxxxxx with any questions.

# Is there a fee to be certified as a Green Business?

No, Green Business certification is free!

#### **GREEN NOTE:**

Going Green Counters Climate Change Climate Change results from increases in greenhouse gases, like carbon dioxide and methane, trapping heat that would otherwise escape the atmosphere. You can reduce this build-up (and your carbon footprint) by being green! Our checklist has many climate-friendly measures, such as:

- Conserve energy with fluorescent lights and Energy Star equipment.
- Reduce waste at the landfill (and methane gas emissions)—recycle, compost and buy products with recycled content.
- Conserve water (and the energy to deliver it) with low-flow toilets and drought tolerant plants.
- Invest in renewable energy with renewable energy credits and solar panels.
- Conserve fuel by taking public transit, your bike or a high MPG vehicle.

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#### **General Standards for All Businesses**

#### Certification

# To be certified a Green Business you must:

- Comply with all environmental regulations applicable to your business. Please ask staff about this.
- 2. Implement a variety of measures to save energy, water and other materials, and reduce waste. This checklist walks you through this step!
- **3.** Allow site visits to verify that your business meets the above two steps.
- **4.** Pledge to continue these terrific efforts to prevent pollution and conserve resources (including environmental compliance).

Green Businesses practicing resource efficiency are assuming stewardship for the Earth and its resources, with the goals of achieving a successful business operation, a healthy bottom line, and sustenance of the environment and its inhabitants. A Green Business not only conserves resources but educates employees and customers about resource conservation.

**Re-certification:** Certification as a Green Business is good for *three years*. We strongly encourage continuous improvement. When it's time to recertify, we will ask you to show us additional measure(s) you have implemented.

The following general measures are required for all businesses:	Inform your customers about your business' environmental efforts and what you are doing to meet the green business standards. For
Track water and energy usage and solid and hazardous waste generation.  Provide 3 on-going incentives or training opportunities to encourage management and employee participation in the Green Business Program. For example, incorporate Green Business into:  Performance appraisals, job descriptions, training programs, employee orientations  Staff meeting discussions  Your employee reference materials  Your company newsletter or bulletins  Your company suggestion and reward programs	
	about becoming a Green Business.  Encourage them to enroll in the Green Business Program and provide their contact information to your GBP coordinator.

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### **Solid Waste Reduction & Recycling**

1.	Look in your garbage dumpster annually to see if there are items that could instead be reused by someone else or recycled.		Eliminate single-use plastic water bottles. Centralize purchasing to eliminate unnecessary purchases and ensure all waste
<b>2.</b>	REDUCE waste in 7 ways.  Discourage the printing of emails.  Set copier/printer defaults to double-sided.  Practice efficient printing and copying by using the size reduction feature—print two pages of a document or book onto one page.  Use computer fax modems that allow faxing		reduction purchasing policies are followed. Use optical scanners, which give more details about inventory, for more precise ordering. Lease, rather than purchase, computers and printers. Leave mowed grass on lawn ("grasscycling"). Other:
	directly from computers without printing.	3.	REUSE materials in 3 ways.
Ш	Eliminate fax cover sheets by using "sticky" fax directory notes.		Print on previously printed paper, or designate
	Eliminate unnecessary forms, redesign forms to use less paper, or switch to electronic forms.		a tray on printers as a "draft" tray.  Reuse office paper as scratch paper.  Reuse envelopes by covering old addresses
	Use a bulletin board or routing lists for memos and journals to reduce printed copies.		and postage, and affixing new. Give or sell reusable cloth bags (this is
	Reduce all unwanted mailings:	ш	required for stores over 10,000 sq.ft).
	<ul> <li>Eliminate duplicates by returning labels requesting all but one be removed.</li> </ul>		Offer a small incentive to customers bringing their own shopping bags, coffee mugs, etc.
	<ul> <li>Reduce junk mail. Guidance and a PDF kit are at http://stopjunkmail.org Reduce</li> </ul>	Ш	Have your customers return packaging to you for reuse.
	catalogs at www.catalogchoice.org		Reuse paper or plastic packaging materials.
	<ul> <li>Eliminate duplicates in your own mailing lists.</li> </ul>		Designate a reuse area for office supplies such as binders, folders and staplers.
	For new software, order only the number of		Reuse garbage bag liners.
	manuals needed. Do the same with phone books. Encourage employees to share.	Ц	Have your toner cartridges refilled for use.
	Subscribe to journals online rather than receiving hard copies.	Ц	Donate furniture, supplies, scrap materials, etc., or use a waste exchange program where another business can take your unwanted
	Design marketing materials that require no		items (www.ciwmb.ca.gov/CalMAX).
П	envelope – simply fold and mail.  Buy products in returnable or reusable	Ш	Other:
ш	containers.	4.	RECYCLE all of the required materials and
	Work with vendors to minimize packaging.		at least one additional material.
	Eliminate the use of non-recyclable		REQUIRED: Cardboard
	packaging, such as Styrafoam.		<b>REQUIRED</b> : Newspapers, office/mixed paper,
Ш	In the lunch/break room, replace disposables with permanent items (e.g., mugs, dishes,		junk mail
	utensils, towels/rags, coffee filters, etc.) and use refillable containers for sugar, salt &		REQUIRED: Glass bottles and jars REQUIRED: Metal cans, containers, aluminum foil
	pepper, etc. to avoid individual condiment		REQUIRED: Plastic bottles and containers
	packets.		REQUIRED: Plastic and paper from worksite
Ш	Serve dishes at office events in reusable serving dishes.		paint jobs

	Plastics Scrap metal Landscape trimmings (green waste) Food waste for composting Wood, including pallets Carpeting Other:
	Buy the first required item and at least three more items with recycled content. chasing products made from recycled erials conserves resources and is essential to
	port the recycling market.
	REQUIRED: Copier/printer paper with at least 30% post-consumer waste.
	Copier/printer paper with 100% post-consumer waste.
	Written policy guiding purchase that emphasizes buying recycled-content and low-toxicity products.
	Folders or other paper products. Envelops.
	Letterhead.
	Business cards.
	Paper towels.
	Tissues.
	Toilet paper.
	Toilet seat covers.
	Garbage bags.
	Boxes or bags for retail use or shipping.
	Recycled or remanufactured laser and copier toner cartridges.
	Carpet, carpet undercushion, or flooring.
	Remodeling/construction materials: cabinets, fixtures, ceramic and ceiling tiles, drywall, insulation, interior paneling, composite lumber/wood, roofing, concrete, etc.
П	Sell products made with recycled content.
	Purchase or obtain previously used furniture,
_	supplies or materials (ciwmb.ca.gov/CalMAX, freecycle.org, Craig's List). List examples:
П	Other:

# **Energy Conservation**

<ol> <li>Complete regularly scheduled maintenance on your HVAC (heating, ventilation and air conditioning) and refrigeration systems.</li> <li>Clean permanent filters with mild detergents every two months (change replaceable filters every 2 months).</li> <li>Check entire system each year for coolant and air leaks, clogs, and obstructions of air intake and vents.</li> <li>Keep condenser coils free of dust and lint.</li> <li>Keep evaporator coils free of excessive frost.</li> <li>Save energy in 7 ways. At least 3 must</li> </ol>	<ul> <li>□ Replace refrigerators older than 10 years with new Energy Star® ones.</li> <li>□ Other:</li> <li>Lighting</li> <li>□ REQUIRED: Replace any older T-12 fluorescent lighting with energy-efficient T-8 or T-5 fixtures with electronic ballasts.</li> <li>□ REQUIRED: Replace any incandescent bulbs with efficient compact fluorescents.</li> <li>□ Reduce number of fixtures.</li> <li>□ Increase lighting efficiency by installing optical reflectors and/or diffusers.</li> <li>□ Improve exit sign efficiency by using compact fluorescent bulbs, LED signs or</li> </ul>
come from "Equipment & Facility", and must include the two required lighting measures.  EQUIPMENT & FACILITY:  General  Use electrical equipment with energy saving features (e.g. Energy Star®) and ensure Energy Star settings are enabled.  Use power management software programs that save energy by automatically turning off	electroluminescent signs.  Use lighting controls such as occupancy sensors, bypass/delay timers, photocells, or time clocks, especially in low occupancy areas such as closets and restrooms.  Use dimmable ballasts to dim lights to take advantage of daylight.  Use daylight dimmers that turn off automatically when light is sufficient.  Other:
<ul> <li>idle monitors and printers (must be purchased separate from computer).</li> <li>Use a time switch to automatically turn off office equipment after working hours.</li> <li>Use sensors on vending and ice machines and place machines in shaded areas.</li> <li>Use weather stripping (weatherizing and caulking) to seal air gaps around doors and windows.</li> <li>Insulate all hot water pipes, hot water heaters and storage tanks.</li> <li>Use a booster heater for hot water use.</li> <li>Use a solar water heater or preheater.</li> <li>Replace electric hot water heaters with natural gas ones.</li> </ul>	GREEN NOTE: Outdoor lighting offers an excellent opportunity to conserve energy as it often remains on for long hours. Using efficient lights (e.g., compact fluorescents) and timer controls or photo sensors, can reduce wasted energy and your monthly bill. This measure alone may reduce energy use by 15%.  Energy Star®-compliant monitors have power management features and consume up to 90% less energy. Screen savers don't save energy!  Energy Star® copiers and fax machines can reduce their annual electricity costs by about 60% and 50% respectively.

Hea	ating, Ventilation & Cooling	<u>Lig</u>	<u>hting</u>
	Use a programmable thermostat to control heating and air conditioning.		Disconnect unused ballasts in delamped fixtures AND replace burned out lamps
	Use bypass timers and/or time clocks.	_	quickly to avoid ballast damage.
	Use ceiling fans for air circulation.	Ш	Clean lighting fixtures, diffusers and lamps so
	Replace or supplement an A/C system with an evaporative cooler.		they are lighting as effectively as possible (dirt can reduce lighting efficiency by up to 50%).
	Use economizers on A/C to increase air circulation.		Check and adjust lighting control devices such as time clocks and photocells.
	Replace single or package A/C unit with one with a greater Seasonal Energy Efficient		Use task lighting instead of lighting the entire area.
	Rating (SEER) > 13 for most common size equipment.		Use light switch reminders to remind staff to turn off lights when not in use.
	Use occupancy sensors to control air conditioning and heat.		Other:
	Provide shade for HVAC condenser, especially roof-top fixtures	<u>Hea</u>	ating, Ventilation & Cooling Set thermostat to 78° F for cooling, 68° F for
	Shade sun-exposed windows and walls: use awnings, sunscreens, shade trees or		heating and use the thermostat's night setback.
	shrubbery.  Apply window film to reduce solar heat gain, if		Seal off unused areas. Block and insulate unneeded windows and other openings.  When repainting building exterior and roofs,
	applicable. Use energy-efficient double paned windows		choose light colors to reflect more sunlight.
_	on at least 90% of windows.	Ш	Use small fans OR space heater during off hours instead of conditioning entire office.
Ш	Replace an electric heating system with a natural gas system.		Adjust controls for temperature, speed or
	Other:		other settings to reduce energy use. Other:
_	AFF PRACTICES:		
<u>Ger</u>	<u>neral</u>	П	
	Institute a formal policy that all electronic devices and lighting be turned off when not in use.	e e	REEN NOTE: Simple tune-up can increase the energy fficiency of your furnace by 5% and you can
	Use the standby mode on equipment (e.g., energy saver buttons on copiers).		ave up to 10% by insulating and tightening up entilation ducts.
	Rearrange workspace to take advantage of areas with natural light and design for		Ceiling fans use 98% less energy than central  VC units. And heating with natural gas
	increased natural lighting when remodeling.  Other:	ir	nstead of electricity can be 40-56% more fficient.
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### **Water Conservation**

<ol> <li>Save water in these REQUIRED ways.</li> <li>Assign a person to monitor each water bill for sudden rises in water use. Call your water company should this happen. You can also ask for ways to save water.</li> <li>Regularly check for and repair all leaks in appropriate the state of th</li></ol>	2. Save water in three other ways, including the first required way. Consider areas of greatest water use (facility or landscaping) in choosing new measures. Be sure to ask your water company about rebates. Facility:
your facility. Leaks in toilet tanks can be detected with leak detecting tablets, which may be available from your water company.	REQUIRED: Install toilets using 1.6 gpf (gallon per flush) or less.
<ul> <li>Install low-flow aerators and showerheads (your water company may offer these for free):</li> <li>As low as 0.5 gpm and no greater than 2.5 gpm for lavatory sinks</li> <li>2.0 gpm or less for kitchen sinks</li> <li>2.0 gpm or less for showerheads</li> </ul>	<ul> <li>Go beyond the above 1.6 gpf toilets to 1.3 gpf HETs (High Efficiency Toilets)! Check both this measure and the above one. Ask your water district for rebates when replacing 3.5 gpf or higher toilets with the HETs.</li> <li>Provide additional urinals in men's restroom and reduce number of toilets (urinals use less</li> </ul>
☐ Use signs in restrooms to encourage water	water than toilets).
conservation and to report leaks.  Use only dry methods to clean outdoor hard surfaces and post instructions for staff. Call your water company for any exceptions to the	
rule.  If you have landscaping/irrigation:  Install matched precipitation rate sprinkler heads in turf areas.  Test irrigation sprinklers 4 times per year to ensure proper operation and coverage and repair all broken or defective sprinkle heads/nozzles, lines and valves.  Adjust sprinklers for proper coverage—optimize spacing, avoid runoff onto paved surfaces.  Water during early morning, pre-dawn hours to reduce water loss from evaporation.  Use repeat cycles when watering turf or shrubs to encourage percolation and deer root growth.  Adjust the irrigation schedule monthly during irrigation season, or as needed.	Schedule your water company to make a presentation to staff to encourage water conservation at home. (Some water companies offer training and "take home" conservation kits.)  Indoors, use dry floor cleaning methods, followed by damp mopping, rather than spraying or hosing with water.  Change window cleaning schedule from "periodic" to "as required."  Reduce water pressure to no higher than

M M Pl av re lir re lir he he	scaping: lulch all non-turf areas. lant drought tolerant plants (assistance is vailable from your water company). ydrozone: Group plants with similar water equirements together on the same irrigation ne, separating plants with different water equirements on separate irrigation lines. educe area of turf. installing new turf, limit area and use rought tolerant species, space sprinkler eads such that the water from one sprinkler ead reaches the adjacent sprinkler heads.		Reduce irrigation system water pressure to not higher than 50 psi (pressure-reducing valves must be installed to do this).  Use reclaimed water for irrigation and other approved uses.  Install a self-adjusting weather-based irrigation controller that automatically tailors watering schedules to match local weather, plant types, and other site-specific conditions. Controller must be certified under the Irrigation Association's SWAT protocol.  Work with your water company to develop a site-specific "water budget". Track your water use to ensure efficient watering.	
in	lodify your existing irrigation system to clude drip irrigation.		Other:	
irr	estall rain shut-off devices that turn off the rigation system during rain.  Install irrigation controllers that have at a similar mum the following features: precise	A	GREEN NOTE: faucet with a slow leak can waste 10 gallons f water a day, or more!	
3	-minute runtime capability; a minimum of separate programs; and 3 cycle start time eatures.		single leaky toilet can waste as much as 000 gallons of water per day.	

### **Pollution Prevention**

GREEN NOTE: Only Rain Down The Drain!

The storm drain system is separate from the

enter these drains flow directly into creeks and

the bay without treatment. Educate personnel

about this difference and the importance of not

sanitary sewer system, and pollutants that

letting contaminants enter storm drains.

- 1. Assess your office to identify ways to prevent pollution. Review the plan annually for new measures to implement:
- ♦ Check Material Safety Data Sheets (MSDS) and labels for all cleaning products, building maintenance materials, pesticides, and fertilizers you use. Identify safer alternatives.
- Evaluate each area of your business to

• • 2.	identify actual and potential sources of pollution, and ways to prevent it.  Call your local Household Hazardous Waste Program for disposal of hazardous substances not in use.  Practice good housekeeping in 7 ways,	a d	Ill businesses are required to prevent nything except rainwater from entering storm trains from any of the following activities or ources:  Loading docks  Dumpster areas  Outdoor working areas
<i>All</i>	including the required measure:  Areas: Store deliveries and supplies under a roof. Store any potentially hazardous materials securely, control access and rotate stock to use oldest material first. Provide containment for liquid supplies. Locate all potential pollutants away from food preparation, service and storage areas as well as sewer and storm drains.	а	Storage areas Landscaping Construction Cleaning equipment/tools Pre-painting Power-wash water Washing vehicles Cleaning parking lots  Monitor subcontractors to ensure their ctivities are not polluting storm drains. Prevent erosion during all landscape,
	Routinely check storage areas, pipes and equipment for leaks, spills and emissions of chemicals, paints, and cleaners; repair any	C	onstruction or other activities. Ask your ounty coordinator for a list of mobile cleaners.
	deficient items found.  Use enclosed delivery systems for transferring cleaners and/or other chemicals to prevent spills.		Keep receiving, loading docks, dumpster and parking areas free of litter, oil drips and debris.
Ou	tdoors:		Keep dumpsters covered when not in use. Post signs at trouble spots (e.g., loading
	REQUIRED: Proper disposal of all paint		docks, dumpster areas, outside hoses)
	wash water.		describing proper practices to prevent
	Use paint washout bins for wash water.  Do not wash equipment, cars, floor mats or other items outside where run-off water flows straight to the storm drain; this wash water should be directed to a sewer drain.		pollutants from reaching storm drains.  Label all storm water drains with "No dumping, Drains to Bay" message.  Regularly check and maintain storm drain openings and basins that are located on your
	Routinely check for leaks and establish a "ground staining" inspection routine in parking lots.		property. Keep litter, debris and soil away from storm drains.  Clean private catch basins annually, before
	Clean parking lots by sweeping or using equipment that collects dirty water (which must be disposed of to sanitary sewer).	_	the first rain and as needed thereafter.

	Use shut-off valves at storm drains or keep temporary storm drain plugs at loading docks or outdoor areas for quick spill response.  Use secondary containment or berms in liquid storage and transfer areas to capture spills.  Keep a spill kit handy to catch/collect spills from leaking company or employee vehicles.  Use landscaping to prevent erosion problems, especially during construction or remodeling.  Mulch, use ground cover, or use a barrier to prevent exposed soil from washing landscaped areas into storm drain.  Have an outdoor ashtray or cigarette "butt" can for smokers.		Replace standard fluorescent lights with low or no mercury fluorescent lights.  Use rechargeable batteries and appliances, such as hand-held vacuum cleaners and flashlights.  Use recycled oil for vehicles/equipment.  Use unbleached and/or chlorine-free paper products (copy paper, paper towels, napkins, coffee filters, etc.).  Replace toxic permanent ink markers/pens with water-based ones.  Print promotional materials with vegetable or other low-VOC inks.  Use natural or low emissions building
	Other:		materials, carpets or furniture.
3.	Reduce chemical use in 4 ways, including the two required ways:	imp	minate or reduce use of chemical pesticides by plementing an Integrated Pest Management M) program:
	REQUIRED: Use of low or no-VOC paints, paint removal products for most, if not all, jobs.		Specify in pest control contracts that primary pest management methods include non-chemical pest prevention and pest exclusion.
	<b>REQUIRED:</b> Educate customers about the importance of using low or no VOC paints and products.		Use traps, barriers and less toxic pesticides (such as soaps, oils, microbials and baits). Apply on an as-needed (vs. set) schedule.
	Provide customers with paint samples (rather than quarts) to test colors with.		Set up storage and sanitation procedures and planting, irrigation and cultivation (e.g., pest-
	than qualty to test colors with.		planting, irrigation and cultivation (e.g., pest-
	Buy paints, thinners, cleaners, batteries, and other supplies in optimally sized containers to avoid left-over and expired materials		resistant plants) to discourage pests.  Other:
	other supplies in optimally sized containers to avoid left-over and expired materials.  Use high-efficiency paint spray equipment.  Use wet scraping, tenting or HEPA-vac instruments to reduce dust and debris when removing paint; avoid chemical paint stripping.	□ 4.	resistant plants) to discourage pests.  Other:  Recycle/reuse 3 of the following potential pollutants, including the first one (please see measures required by law in "Green Notes" box on next page):  REQUIRED: Excess paint/solvents (give
	other supplies in optimally sized containers to avoid left-over and expired materials.  Use high-efficiency paint spray equipment.  Use wet scraping, tenting or HEPA-vac instruments to reduce dust and debris when removing paint; avoid chemical paint stripping.  Use electric (not gas) powered tools.  Restrict use of hazardous products by:  Buying them in small quantities.	□ 4.	resistant plants) to discourage pests. Other:  Recycle/reuse 3 of the following potential pollutants, including the first one (please see measures required by law in "Green Notes" box on next page):
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OBEEN NOTE	Commute Alternatives for Larger Employers
GREEN NOTE: The following materials are considered to be	Offer lockers and showers for staff who walk, jog or bicycled to work.
hazardous universal wastes, and must be recycled:	☐ Offer secure bicycle storage for staff and
Spent fluorescent light tubes.	customers.
Electronic equipment (computers, cell	<ul> <li>Offer employee incentives for carpooling or using mass transit (e.g. guaranteed ride home</li> </ul>
phones, pagers, etc.).  • Batteries (to household hazardous waste	or subsidized transit passes).
or a battery recycling program such as	Set aside car/van pool parking spaces.
Rechargeable Battery Recycling Corp:	☐ Provide commuter van.
www.rbrc.org)	☐ Encourage bicycling to work by offering
For more information, contact your county's	rebates on bicycles bought for commuting.
household hazardous waste program.	<ul> <li>Offer a shuttle service to and from bus, train and/or light rail stops.</li> </ul>
	anarer ng. n tam etope.
5. Reduce vehicle emissions in 3 ways:	Other Greenhouse Gas Emissions
Carefully plan jobs, appointments and trips to	Complete a CO2 or eco-footprint calculator to
stores to eliminate unnecessary driving.	determine your own greenhouse gas emissions.
Join the Air District's "Spare the Air" program (see box below) and notify staff of "Spare the	Convert company vehicles to low emission
Air" days.	vehicles (electric, hybrid, natural gas or
When possible, arrange for a single vendor	alternative fuels).
who makes deliveries for several items.	Offer electric vehicle recharge ports for
Patronize services close to your business (e.g., food/catering, copy center, etc.) and	visitors and staff using electric vehicles.  Use biodiesel (100% or blends) or vegetable
encourage employees to do the same.	diesel in place of petrodiesel in vehicles.
☐ Keep company vehicles well maintained to	☐ Install renewable energy sources, such as
prevent leaks and minimize emissions;	solar panels or wind generators.
encourage employees to do the same.  Other:	System Size:
Utilet.	<ul> <li>Buy renewable energy credits or green tags to offset the CO2 emissions from your office's</li> </ul>
00405 7//5 4/0 000004//	use of electricity and natural gas (see
SPARE THE AIR PROGRAM Spare the Air Days are called in summer when	www.green-e.org).
conditions indicate that we may exceed state	Offset company's vehicle CO2 emissions.
and federal air quality standards for healthy	See www.driveneutral.org, www.carneutral.org, or www.terrapass.org.
air. Participating businesses receive Spare the Air Day alerts and free information on ways to	Other:
improve air quality. Join by visiting the Bay	
Area Air Quality Mgmt. District's website at	
www.SparetheAir.org.	
	•
Commute Alternatives	
Hire locally.	
Make transit schedules, commuter ride sign-	
ups, etc.available to staff. Get help from www.511.org using their "Ridematch Tool".	
☐ Offer telecommuting opportunities and/or	
flexible schedules so workers can avoid	
heavy traffic commutes.	
Other:	

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