

This report explores the short- and long-term effects that COVID-19 has had on the commute patterns of Queen's University employees. The pandemic has greatly altered the way people work and how they commute to their jobs. While COVID-19 is playing less of a role in our

The changes in employees' commute mode share are found in *Figure I*. Overall, this study found that COVID-19 has affected employees' commute patterns in the following ways:

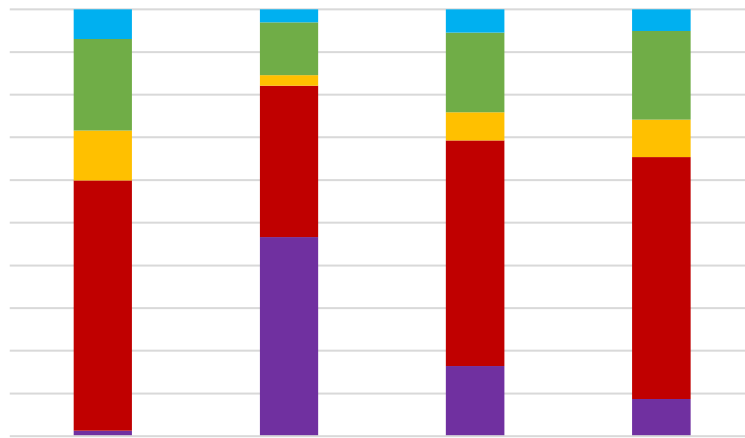


Figure I: Queen's University employees' commute mode shares between 2019-2022. 'AT' stands for active transportation which includes walking and cycling.

To investigate the reasons behind the changes in commute modes, employees were asked to describe how each of their commute modes have changed. The most common changes in driving patterns was driving less because of the ability to work from home, rather than commute to campus. The most common reason for changing transit patterns was to avoid transit to minimize the risk of contracting COVID-19. The most common change in employees' active transportation patterns (AT), was employees walking and cycling more than they did prior to COVID-19. Despite these changes throughout the pandemic, the survey and interview results revealed how monetary costs, convenience, and comfort remain the primary factors in influencing employees' commute choice.

These findings have significant implications on promoting sustainable commuting in a post-COVID context. Most importantly, many employees are not working in-person on campus nearly as much as they used to, meaning they will commute less overall. Secondly, many employees reported that they are driving more than they used to, continuing to avoid transit, and that they have fallen out of the habit of walking and cycling to work. Therefore, a large group of

As employees commute to campus less regularly, they need a transit pass that provides them with flexibility. The survey found that many employees are unwilling to take advantage of a one-month free-trial for Kingston Transit and several interviewees cited the current transit pay system as a barrier to using transit. The PRESTO pass solves these issues as it lowers the barriers to taking transit by eliminating the commitment level required by a monthly pass, and makes it more convenient to pay for transit through its online system. Therefore, this program best fits the needs of employees who occasionally commute and do not need a monthly pass, while making it easier for employees to start taking transit.

Recommendation #6