

Create a family friendly workplace

A CHECKLIST OF WHAT EMPLOYERS CAN DO TO SUPPORT
EMPLOYEES WITH YOUNG CHILDREN



| Option | Description | Exists | Potential | thread | N/A |
|---|--|--------|-----------|--------|-----|
| Information & Resources | | | | | |
| Child Care Resource & Referral Services | Provide a list of child care options and programs in the community by zip code | | | | |
| Parenting Seminars | Host informational meetings/brown bag lunches on parenting issues and child care concerns | | | | |
| Family Fairs/Special Events | Promote seminars for child care and family development events | | | | |
| Employee Rideshare Co-op | A program for employees living in similar geographic areas to coordinate ride sharing to and from child care | | | | |

| Employer Policies | | | | | |
|------------------------------------|---|--|--|--|--|
| Dependent Care Reimbursement Plans | Provide an option for employees to receive pre-tax savings through a child care account | | | | |
| Flexible Work Arrangements | Compressed work week, flexible hours, telecommuting | | | | |
| Reduction of Work Time | Regular part-time, job sharing | | | | |
| Leave Benefits (Beyond FMLA) | Birth or adoption (maternity & paternity), family, funeral, medical, sick | | | | |
| Active Promotion of Benefits | Employees are aware of family friendly programs | | | | |

(Continued)



800.278.3723

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| Option | Description | Exists | Potential | thread | N/A |
|---|--|--------|-----------|--------|-----|
| Direct Services/Support for Employees | | | | | |
| Sponsor Near or On-site Child Care Center(s) | A center owned and operated by the company, or owned by the company and managed by a third party, primarily for the employees of the sponsoring company | | | | |
| Create or Support a Network of Home Child Care Facilities | Support in home care facilities to provide preferential slots to employees — particularly helpful to companies with employees working evenings or weekends | | | | |
| Create or Support Child Care Cooperative | Work with neighboring companies to create a child care co-op providing preference to co-op company employees | | | | |

| Financial Support — Employees | | | | | |
|--------------------------------------|---|--|--|--|--|
| Vouchers | Pay a portion of child care expenses as part of employee benefit package | | | | |
| Discounts | Arrange for employees to be charged a reduced rate at programs of the employer's choosing | | | | |

| Financial Support — Community | | | | | |
|--------------------------------------|---|--|--|--|--|
| In Kind Contributions | Support a specific child care agency through the donation of surplus materials | | | | |
| Corporate Funds | A corporate set-aside for grants to local child care centers agreeing to provide access to employees (not philanthropic dollars) | | | | |
| Corporate Contributions | Fund organizations to generally improve the supply or quality of child care at the local, state, or national level | | | | |
| Support a Local Child Care Center | Through grant or contract, child care centers may accept funds from a company or a group of companies (as in a consortium arrangement) in exchange for priority enrollment/reduced fees for employees of the contributing companies | | | | |