

# Create a family friendly workplace

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



Option	Description	Exists	Potential	thread	N/A
<b>Information &amp; Resources</b>					
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				

<b>Employer Policies</b>					
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

threadalaska.org

Option	Description	Exists	Potential	thread	N/A
<b>Direct Services/Support for Employees</b>					
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				

<b>Financial Support — Employees</b>					
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				

<b>Financial Support — Community</b>					
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				