

FAMILY FRIENDLY PRACTICES STRENGTHEN OUR STATE



The following outlines family friendly organizational practices and polices employers can adopt. These can be implemented as recruitment and retention practices, and serve as strategies to strengthen supports for families.

ORGANIZATIONAL PRACTICES

- Offer schedule flexibility
- Survey employees about their child care needs
- Offer location flexibility and telework options
- Offer voluntary reduced work time options
- Provide an infant-at-work program
- Provide break time for nursing mothers and breastfeeding accommodations
- Connect employees with quality child care in your community through local child care resource and referral (CCR&R) agencies

FINANCIAL ASSISTANCE

- Offer a Dependent Care Assistance Plan (DCAP)
- Provide a Flexible Spending Account (FSA) for child care
- Offer child care subsidies to a qualified child care facility
- Offer paid family leave
- Offer a stipend for child care

ACCESS TO CARE

- Provide on-site child care
- Start or contribute to a child care or investment cooperative in your community
- Provide employee access to child care through contracted slots
- Coordinate back-up/emergency child care services
- Provide back-bone/ fiscal agent support to a local child care business
- Contribute to a child care shared services model in your community
- Work with other employers and community partners to expand child care
- Support investments in early care and education through policy and advocacy

FAMILY FORWARD MONTANA

Improve workplace productivity, recruitment, retention, and grow a strong Montana economy while supporting children's healthy development.

Family Forward Montana strengthens businesses in their commitment to children, families and the future of Montana's economy through practices that are good for business and good for families.



GOOD FOR BUSINESS

- Working from home increases retention, reduces employee absences, reduces overhead costs, allows employees to work more hours before an anticipated conflict, and builds employee loyalty.
- Flexible work schedules save \$496 to \$1,984 per employee every year, improving recruitment and productivity.
- On-site child care increases retention and reduces turnover costs, allows for a federal tax credit, all while improving employee productivity and reducing absences compared to off-site child care.

GOOD FOR FAMILIES

- Telework options save employees from the time and stress of commuting while increasing job satisfaction and offering large benefits to disabled or temporarily disabled workers.
- Flexible work schedules reduce parental stress and can improve family health.
- On-site child care saves employees time and improves family economic security. Access to quality care is a highly-ranked benefit, supports a child's overall health, and is linked to increased graduation rates.

**TO JOIN US IN LEADING THIS WORK,
CONTACT ZERO TO FIVE MONTANA
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