

FAMILY-FRIENDLY WORKPLACES

How family-friendly policies can help employees and employers prosper together.

Many employees are overwhelmed by working while raising children; caring for elderly relatives; juggling irregular, part-time or extended work shifts; finding alternatives to costly employer-paid health insurance; and learning new skills to keep pace with fast-changing technologies at work.

The results of work-family stress are serious: reduced job performance, absenteeism, disengagement, anxiety and family crises.¹

Family-friendly workplace policies make it possible for employees to more easily balance family and work – and fulfill both their family and work obligations.

Employers can increase employee engagement, loyalty, productivity and retention with family-friendly policies/practices. The benefits of family-friendly workplace policies are well documented.¹ Moreover, employers may earn tax credits by offering some family-friendly programs.¹

Particularly for hourly employees, taking time off for personal reasons means no pay when they need to care for a sick family member, go to medical appointments, take elderly parents/children to appointments or attend special events at their children's schools.

At the same time, the phase-out of guaranteed pensions and comprehensive employer-paid healthcare, as well as the increasing prevalence and unpredictability of mid-career layoffs, removed traditional supports earlier generations had counted on.



For the mutual benefit of organizations and employees, employers need to understand the work-life needs of their employees and make changes to create Family-Friendly policies. There are many practical, proven ways to strengthen organizations, relieve stress and increase employees' on-the-job effectiveness.

These improved results apply to both hourly and salaried employees.¹

Value of family-friendly policies for employers:

1. **Cost savings and higher profits** through enhanced recruitment, improved employee performance, longer retention, less turnover, reduced absenteeism, better customer service and higher levels of customer satisfaction.
2. **Higher productivity** through better employee morale with more satisfied, committed and engaged employees. Dedicated employees lead to increased innovation, higher quality and growing market share.
3. **Gender diversity and gender balance** in leadership result when companies retain more talented women who advance within organizations.
4. **Impact on workers' decisions to stay** or move to another employer.

¹ For references and to read our entire Position Paper on family-friendly work policies, visit uwstark.org/family-friendly.

EMPLOYEE CHALLENGES

In 2018, 63% of adults were in the labor force and over half were workers who were paid hourly². Challenges for maintaining work-family balance can be particularly difficult for hourly workers.



Transportation

Unreliable transportation can cause an employee to be late for work or miss work all together.



Low-wage Employees

Low-wage workers often do not qualify for or cannot afford medical insurance, paid time off or retirement savings programs making it difficult for them to care for their families or themselves.



Child and Elder Care

Known as the sandwich generation, many workers are caring for both children and elderly family members. Changes in work schedules disrupt available care for dependents.



Impact of Company Policies

Some policies, such as probationary period for health benefits and transportation or training reimbursements, are well-intended but may not be meeting employees' immediate needs.

² ALICE in Ohio: A Financial Hardship Study - 2020 Ohio Report

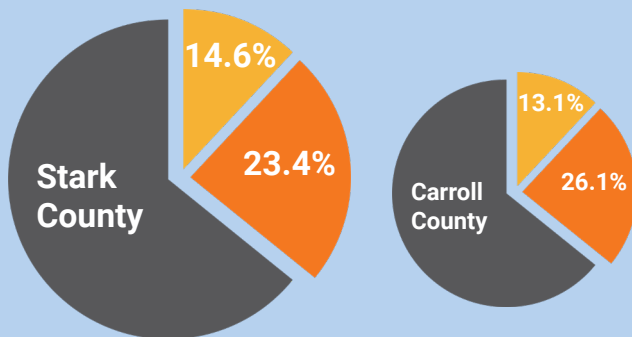
FAMILY-FRIENDLY POLICIES

Numerous Family-Friendly policies can be implemented to create mutual benefits for workers and employers. Here are a few examples:

Schedule Flexibility	<ul style="list-style-type: none"> o Occasional Flexibility o Alternate Schedule o Job Sharing o Telecommuting o Stable and Predictable Schedules 	Career Development	<ul style="list-style-type: none"> o Tuition reimbursement o Company Paid Onsite and/or Offsite Training and Development o Formal Mentoring Program o Cross Training o Promotion Opportunities
Core Benefits	<ul style="list-style-type: none"> o Health Insurance o Dental and Vision Insurance o Paid Leave <ul style="list-style-type: none"> • Sick Leave • Vacation Time • Personal Time • Parental Leave for birth or adoption of children • Elder Care Leave o Other Benefits <ul style="list-style-type: none"> • Short Term Disability and Life Insurance • Retirement Benefits • Transportation - i.e. bus or commuter transit pass 	Supportive Services and Resources	<ul style="list-style-type: none"> o Employee Assistance Program (EAP) o Child Care o Child Care Resource and Referral Services o Back up Emergency Care o Elder Care Referral Assistance o Family Oriented Events o Legal and Financial Guidance o Onsite Medical Clinic o Lactation Room

MEET ALICE

Over 1/3 of local households are struggling



COUNTY	HOUSEHOLDS		
	TOTAL	POVERTY	ALICE
Stark	152,210	20,696	35,590
Carroll	11,126	1,409	2,901
	163,336	22,105	38,491

Sources: American Community Survey 2018 and 2020 ALICE Ohio Report



ALICE is a United Way acronym that stands for Asset Limited, Income Constrained, Employed. We use this term to identify those who earn incomes above the federal poverty level but still can't afford basic needs like housing, transportation, child care and health care.

In 2018, the wages needed to maintain a viable household over time in Ohio was:

- \$21,828 (\$10.91/hr) for a single adult
- \$67,404 (\$33.70/hr) for a home with two children

The ALICE population includes child care workers, mechanics, home health aides, office assistants and more - workers essential to the success of all our communities.

For ALICE, Family-Friendly workplace policies can be particularly important to improving the financial stability of their families and communities.

To learn more, visit uwstark.org/alice

PROSPERITY@WORK



How is United Way of Greater Stark County addressing the work force issue? One way is through the Prosperity@Work program.

Prosperity@Work is a solution driven collaborative, dedicated to improving workplace retention, productivity, advancement, financial stability, and the well being of employees. The program brings on-site resources to employers for the benefit of their employees, thereby reducing the burden on the Human Resources Department.

Resource Connectors from the program assist employers with coaching, encouragement, advocating, and connecting to employees. Employees are taught financial skills, soft skills, and more at the workplace, during work hours, in-person or virtually. The services are provided with the goal of helping employees address non-work related, personal, and family challenges that interfere with employees' ability to be productive and focus on work and their career.

Employer Services

- Onsite/Virtual resource connector
- Additional benefit packages for employees
- Improvement in employee engagement
- Increased retention rates

If you would like to learn more about how Prosperity@Work can help your business and employees, contact:

robin.seemann@uwstark.org
330-491-9983

LOCAL FAMILY-FRIENDLY POLICIES

In 2017, United Way of Greater Stark County's Women United began honoring workplaces in Stark and Carroll Counties for creating family-friendly workplace environments. These workplaces have established policies that help employees more easily fulfill both family and work obligations. Here are the honorees and some of the policies they have implemented.



2017

- o **Aultman Health Foundation**
- o **Domestic Violence Project**

2018

- o **Schauer Group**
 - Associates may seek advanced education at company's expense
 - Part-time career opportunities
- o **Employers Health**
 - Paid child birth and adoption leave
 - Paid time off for vacation, sick or volunteering
- o **TimkenSteel**
 - Employee resource groups that provide employee development
 - Tuition assistance for employees and college scholarships for their children

2019

- o **The Karcher Group**
 - Paid maternity and paternity leave
 - Camping trip for employees and families
- o **CommQuest Services**
 - Employees eligible to accrue up to 12 weeks paid time off
 - Paid time off donation program
- o **MAC Trailer**
 - Assessment of new employees to identify barriers
 - Wrap around services to connect employees and their families to support system

2020

- o **Massillon Museum**
 - Shared responsibility environment
 - Open-door policy for expressing comments, concerns, etc.
- o **Buckeye State Credit Union**
 - Employee and family health benefits for full- and part-time employees
 - Financial education for employees, families and customers
- o **Synchrony**
 - Provided all equipment necessary for work at home during COVID-19 pandemic
 - Provided on-line Summer Camp to children of parents working from home

2021

- o **Pathway Caring for Children**
 - All staff are provided laptop computers and the capability to work remotely
 - All full-time staff are given a minimum of 15 paid days off
- o **H-P Products**
 - Prosperity@Work services assist employees in navigating through outside barriers affecting employment
 - Shift maximum of 9 hours, voluntary Saturday overtime, no Sunday work
- o **Kent State University at Stark**
 - Flexible Work Arrangements
 - Tuition waiver for all employees and their families

For additional information and resources pertaining to Family-Friendly policies, please visit our website: uwstark.org/family-friendly.