

FAMILY FRIENDLY
BUS POLICIES

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OFFICE OF THE FIRST LADY
THE WHITE HOUSE
WASHINGTON, DC 20502
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To:

Nicole

Fax:

From:

Pauline Abernathy
Office of the First Lady

Pages to Follow:

7

Comments:

0-3

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WOMENS BUREAU

IDA L. CASTRO
Director Designate

Women's Bureau/ Office of The Director
FAX COVER SHEET

Date: 2/4/97

Number of Pages: 6
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TO: Pauline Abernathy

Fax Number: 456-2878

Telephone Number: 452-5374

From: Ida H Castro

MESSAGE:

U.S. Department of Labor
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WOMENS BUREAU

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U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210

**FEB - 4 1997****PAULINE ABERNATHY****Acting Special Assistant****To The President****The White House****2nd Floor, West Wing****Washington, DC 20500****Dear Ms. Abernathy:**

As requested enclosed please find a summary of the Working Women Count Honor Roll Companies that have pledged initiatives directed to serve small children/infants between the ages of 0-3. A full set will be delivered to your office tomorrow.

Sincerely,

A handwritten signature in dark ink, appearing to read "Ida L. Castro".

IDA L. CASTRO**Director-designate****Enclosure**

PROGRAMS THAT SERVE INFANTS FROM 0 TO 3 YEARS OF AGE**Working Women Count
Honor Roll Highlights****Community Efforts**

- ▶ Neiman Marcus of Dallas, Texas, and Bob Phillips Production Company Nexus established the "Link to Healthy Beginnings" program. The major focus of the program is to keep mothers and their *small children/infants* together. Thirty-three infants have been born to date free of chemical substances (attachment 1).

Leave Policies Benefiting the Community

- ▶ The Department of Personnel Administration, Commonwealth of Massachusetts, effective January 1995, invited all 50,000 employees to participate in a pilot called Voluntary Services Leave Program. The program allows State employees to volunteer a maximum of the equivalent of one work day per month in a public school in Massachusetts without loss of pay or benefits. The program will benefit public schools state-wide by potentially providing such services as music lessons, help with student newspapers, reading and writing aides, and anything else that matches volunteers' skills with schools' needs. Due to the success of this pilot, the Education Reform Bill included a provision to implement it statewide. For many working mothers this program has provided them with the opportunity to volunteer in their child's school (attachment 2).
- ▶ The City of Kansas City, MO, established in November 1995, the Educational Leave Initiative. Employees are allowed four hours paid leave to participate in such programs as elementary school graduation ceremonies, field trips, guest speakers, Take Your Daughters to School Day, and parent-teacher conferences. Employee morale and participation have increased. The City of Kansas employees have been extremely supportive and appreciate of the program. (attachment 3)

Leave Policies Benefiting Infants

- ▶ Bristol-Myers- Squibb Pharmaceutical Group allows its employees to take up to 16 weeks of unpaid leave in any 12 month period to care for a *newborn or newly adopted child*, or for serious health condition of a family member (attachment 4).
- ▶ Metro Health Care staff are allowed four hours of paid leave a year to attend special child-related activities, *which includes children 0-3* (attachment 5).
- ▶ Boatman's Bank implemented flexible work schedules that allow employees to take care of health care appointments and special times like early ball game, school programs and

other activities that serve kids from 0-school age (attachment 6).

- ▶ Pioneer Marketing offers its employees paid leave to attend children's/family functions and appointments, *which includes children 0-3* (attachment 7).
- ▶ Alumnae Resources formalized their benefit plan including leave for *adoption*, domestic partner coverage, compassionate leave, *four months maternity* and other family friendly policies for its 30 employees beginning in 1995. To-date virtually all employees have been affected (attachment 8).

Health

- ▶ Hughes Electronics corporate-wide health initiative provides services which include *planning during pregnancy, preparing for adoption*, locating child care arrangements, etc. The overall goal is to lessen the time and stress associated with caring for loved ones and to relieve the tension between home obligations and work responsibilities (attachment 9).
- ▶ Planned Behavioral Health care implemented a Sick Child care policy which covers costs for sick Child care at the Kid Med of Presbyterian Hospital. Another policy provides *parental care for newborns*. The service allows a new parent to bring the *newborn to the workplace* during his or her work schedule until the child becomes mobile (*usually 6-8 months*) (attachment 10).
- ▶ Aetna Life & Casualty inaugurated a "Healthy Beginnings" *prenatal program* available to all employees and their dependents. The program provides a potential health risk assessment and other educational materials to prospective parents as well as ongoing *support from a Healthy Beginnings nurse* (attachment 11).
- ▶ Computer Associates of New York implemented the **Healthy Baby Program**. It is a *prenatal care program* whose potential beneficiaries are all of the Long Island employees and their families (attachment 12).
- ▶ The City of Mesa, Arizona began offering its employees in-home sick child care services, which cover children from *birth to high school* (attachment 13).
- ▶ The City of Seattle, Washington added a Pediatric Home Care (PHC) benefit in November 1995 for its 10,000 employees and their families. The benefit enhances their existing sick child care program called Tender Loving Care (TLC). PHC sends a Certified Nursing Assistant to the employee's home to care for sick children so the parent can report to work. The City pays for this childcare. The service is available on a 24 hour per day, seven day per week basis. Further, *PHC will care for newborn children* and always has a Registered Nurse available by telephone should consultation be needed. In the first few

months since implementation, nearly twenty families have used PHC (attachment 14).

Child Care

- ▶ Baxter Health care expanded *new mothers lactation rooms* from five to six at its Northern Illinois facility, a seventh room is scheduled to open before the end of 1996. The rooms are available to on-site employees and employees visiting the site to attend meetings and workshops (attachment 15).
- ▶ Butterworth Hospital of Grand Rapids Michigan, installed a lactation room for its new mothers. The room has been used by 1000 women from October 1995 through March 1996. This facility has made a difference in the lives of women in that it provides support to women returning to work after childbirth and provides encouragement to women to *breast-feed their infants, which has known benefits for both babies and mothers* (attachment 16).
- ▶ The Bureau of National Affairs (BNA) opened Capital Kids, a near-site child care center providing *emergency care for 2 months to 10 year olds*; BNA employees are able to use this service at cost (attachment 17).
- ▶ The Family & Workplace Connection launched its new service, Just In Time Care, a comprehensive emergency/back up dependent care program. Most companies offering this option to its employees provide 80 percent subsidy of the cost. This program covers infants (birth) to school-age, it also has an elder care component (attachment 18).
- ▶ American Home Products has created a comprehensive, on-site child care center and provides tuition assistance for those with family incomes under \$70,000. The center has a capacity for 130 children, *which includes children 0-6* (attachment 19).
- ▶ Coopers & Lybrand offers child care resource and referral assistance, maintains a back up child care center that provides emergency child care weekdays and Saturdays, which also covers children ages *1 to 3 years* (attachment 20).
- ▶ The Puerto Rico Telephone Company offers child care benefits of up to \$100 monthly to employees with *children 1 to 5 years of age*. The names of the children whose child care is subsidized are selected through a drawing (attachment 21).
- ▶ Raytheon's benefits program includes such coverage as immunizations for children. *One year old children are allowed 7 visits, 2 year olds are allowed 3 visits and 3 to 11 year olds are allowed 1 visit* (attachment 22).
- ▶ Little Hoop Community College is located in Ft. Totten, ND. There are currently two operational programs with a goal of establishing four. The HUD program is a

wrap-around program that provides before and after Head Start programs, *full-time care for newborns to 3 year olds* and a summer program for 3 to 6 year olds (attachment 23).

- ▶ T-3 is an advertising, marketing and public relations firm with 30 employees and is located in Austin, Texas. In April 1995 T-3 developed a program entitled "*T3 and Under*". The program allows parents to bring their children to work with them. Each parent is provided with an office environment that is conducive to caring for a young child. The office is arranged so that the parent can work effectively while the child remains close by (attachment 24).

Products Benefiting Small Children

- ▶ The Children's Television Workshop (CTW), a non-profit organization located in New York City, started the nationwide Sesame Street Preschool Education Program (PEP) in the New York metropolitan area. Sesame Street PEP is a program designed to train care providers in both family child care homes and child care centers and working mothers to use television as an educational tool, incorporate book reading techniques, and use follow-up activities to help reinforce the educational lessons of the "Sesame Street" show. The training consists of a four and half hour workshop and follow-up activities. The program started in April of 1994 in New York City and has trained 645 women child care providers. This training has been recognized by the New York City Department of Social Services as professional training for re-licensing credits toward certification for Family Child Care Professionals. About 450 additional women care providers were trained in 1995. Nationwide over 47,000 child care professionals have been trained since the beginning of the program (attachment 25).
- ▶ Creativity for Kids, produces toys to help the mental development of small children. The company produces a wide range of toys designed around the concept of creativity and imagination. The toys help develop skill of color, motor coordination, and attention span. The company holds an opinion day where kids come in to test the toys. Creativity for Kids is starting a line of toys (arts and crafts) designed for pre-school kids. The company hires unskilled workers from mostly the intercity of Cleveland. The company began providing its 80 employees a taxi service for second shift employees in the Fall of 1995. The business is located in downtown Cleveland and most of the second shift employees are women, many of whom rely on public transportation (attachment 26).

(Note: the Secretary of Labor visited this company in May, 1996)

Further, the Co-President, Phyllis Brody is spearheading a model partnership effort with a major corporation, a hospital and community resource to develop the Rainbow Children's Museum and TRW Early Learning Center.

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