

EMPLOYERS' QUARTERLY NEWSLETTER

WINTER 2005

Child Care Links- Serving Children and Families Since 1976

LINCC RELEASES TOOLKIT FOR DEVELOPERS AND LOCAL GOVERNMENTS

Local Investment in Child Care (LINCC) recently released *Linking Development and Child Care— A Toolkit for Developers and Local Government*. LINCC is an innovative project designed to build an infrastructure that supports child care facilities development, renovation, and expansion in California.

Acknowledging that child care is an essential part of the California economy, LINCC exists to stimulate public and private investment policies to meet the child care needs of all children and families in California.

The purpose of the toolkit is to give

local government and developers tools to further integrate child care into development projects. LINCC engaged Bay Area Economics (BAE) to compile examples of child care tools in California development projects and profile the metrics of typical child care center sizes, development costs, funding techniques, and incentives used to create the projects.

The toolkit will serve as a valuable resource to local city planners, employers considering on-site child care, developers, policy-makers and child care center development advocates across the state. For more information, visit www.lincc-childcare.com.

CALIFORNIA WORKING FAMILIES POLICY SUMMIT - 2005

Hosted by the California Center for Research on Women and Families (CCRWF), the California Working Families Policy Summit 2005 was held on Friday, January 7, at the Sacramento Convention Center, with more than 500 policy leaders attending.

The half-day Summit helped launch the legislative session with a preview of policy proposals on issues affecting California's working families, including health and welfare, nutrition and physical activity, and child care. Many of the state's leading advocates shared their priorities for the upcoming year.

Co-sponsors of the Summit included the California Legislative Women's Caucus; the Black, Latino, Asian Pacific

Islander and LGBT Legislative Caucuses; the California Commission on the Status of Women, and more than 50 nonprofit organizations.

Funders of the Summit include The California Endowment, the Stuart Foundation, and The California Nutrition Network for Healthy, Active Families (with funding support from the Food Stamp Program of the U.S. Department of Agriculture).

Summit materials are available to download on the California Center for Research on Women & Families website.

Source: www.ccrwf.org

ATTENTION TRI-VALLEY BUSINESSES!

Are you a family-friendly employer? Do you know of one? A Family Friendly Company has policies that support the dual responsibility that employees have to work and family. If you know of a company that offers family oriented benefits beyond what is required by law, they could be recognized with the Family Friendly Employer Award. You can visit our website for more information and a nomination form.

www.childcarelinks.org

Past recipients include:

2004

The Radisson Hotel, Dublin

2003

Uncle Credit Union, Pleasanton
Sandia National Laboratory,
Livermore
Franklin Templeton Investments,
Dublin



*Providing Resources
that Strengthen and
Support Children and
their Families*

6 WAYS TO GET INVOLVED WITH CHILD CARE LINKS

Child Care Links is a not-for-profit tax exempt agency (501-C-3) serving Alameda County.

1. **Become a volunteer!** Child Care Links is looking for volunteers to assist with office tasks and community events. For more information, contact Michelle Bruan at (925) 417-8733
2. **Become a Child Care Links Board Member!** For more information, please contact Carol Thompson, Executive Director at (925) 417-8733
3. **Make a donation!** Your donations are tax deductible.
4. **Schedule a Parent Workshop!** Child Care Links offers FREE 45 minute training at your work site on issues such as Choosing Child Care, Parenting Skills, Child Development and Work/Family Balance. For more information, contact Shauna Brown at (925) 249-3925
5. **Tell a friend!** Help spread the word about our services
6. **Advocate for children!** Children and families in our community rely on the services our agency provides. These services are in jeopardy of being cut or eliminated due to state and federal budget constraints. For more information on advocacy, contact Shauna Brown at (925) 249-3925

WHAT IS WORK-LIFE?

Work-life is the practice of providing initiatives designed to create a more flexible, supportive work environment, enabling employees to focus on work tasks while at work.

It includes making the culture more supportive, adding programs to meet life event needs, ensuring that policies give employees as much control as possible over their lives, and using flexible work practices as a strategy to meet the dual agenda – the needs of both business and employees.

Work-Life can be, but is not limited to . . .

Work practices

Flextime, job sharing, telecommuting, reduced work schedules, compressed workweeks, daily flexibility, work redesign, stress management, manager, supervisor and staff training

Leave Personal leave banks, funeral leave, paid paternity/maternity leave, sabbaticals

Everyday Issues

Timesaving and concierge services, on-site shopping, consumer resources, buying, leasing and maintaining cars, home repairs, real estate listings, house cleaning

Emotional Wellbeing

Counseling for grief and loss, personal relationships, work relationships, marriage and family issues, divorce and separation, mental health issues, violence and crisis, work-life balance, stress management

Financial Issues Counseling to assist with budgeting, credit and collections, home buying and renting, saving and investing, retirement planning, insurance, taxes, low-interest loans for housing, college, personal emergencies

Legal Issues

Will consultation, consumer protection, estate and probate law, family and elder law, real estate issues, living wills, other attorney issues

Relocation issues

Current and future housing, spousal assistance, school issues, childcare, financial counseling, transportation, support groups, expatriate support

Addiction and Recovery

Alcohol and drug intervention assistance, counseling for gambling and eating disorders, support groups

Wellness

Fitness programs, disease prevention, smoking cessation, obesity programs, nutrition and diet assistance

Parenting, Childcare and Child Development

Adoption (leave and financial assistance), infertility counseling and financial assistance, finding or providing regular and after-school care, summer care, backup and sick child care, parenting seminars and support groups, summer programs for teens, college support, single parenting and blended families support groups, K-12 education, children with special needs

Caregiving, eldercare and older adults

Providing or facilitating the services of geriatric care managers, finding or providing eldercare, backup care or caregiving assistance, resources for disabled adults, legal or financial resources and information, needs assessment, evaluation of eldercare facilities, caregiver support groups, eldercare fairs; provide information and tools for the caregiver to make them more effective and efficient

Source: www.workfamily.com

BALANCE: HOW CAN YOUR EMPLOYER HELP?

By Sandi Epstein

Many people don't believe their employer will or can help them with their work and home life balance issues. This usually is not the case - they can help. However, you must take some simple first steps to get the help you need. The first person responsible for answering the question "How can my employer help with my balancing act?" is you. It is important to take responsibility for identifying your issues. Do they involve late office hours, too much travel or no flexibility with doctor's appointments and soccer games? Articulate your balance issues as specifically as you can.

Once you've listed your issues, do some brainstorming on your own or with a friend or personal coach. Find the win/win solution to your issues where you and your employer benefit. Or determine what sacrifices or changes must be made to keep both the employer and employee happy. Then, identify the person or people at work who can help make these solutions a reality. Work with your boss and key individuals to make the situation a true win/win solution.

Here are two simple rules to remember when trying to find work and family balance:

Rule #1: Don't expect to get what you don't ask for.

Your employer thinks in terms of its issues, its goals and its needs. Only you are the expert on your issues, goals and needs. Your employer has little motivation to foresee its employee's individual issues. Therefore, you must be your own advocate. Many of us simply don't ask for what we want out of shyness or fear of not getting what we want or out of a sense of duty to blindly serve. Know what you want, figure out how to make it work and ask.

Rule #2: If you keep on doing what you always did, you will keep on getting what you always got.

Strangely enough many of us hope that things will somehow change even though we keep doing the same actions over and over again. Sometimes it does change, but most often we're left in the same unsatisfactory situation. If you want life to be better balanced, then do something. Rock the boat. Think out of the box and think in terms of what works better for you and your employer.

Source: www.bluesuitmom.com

CHILD CARE LINKS SERVICES

Child Care Links is your resource for work/family issues. As a smart business owner/manager, you know that safe, quality child care is a concern for today's working parents. Making a decision about how your company will address this issue is important.

Child Care Links, a 501(3)(c) non-profit organization, works to educate business owners/managers about how to support their employees as they balance work and family responsibilities. Child Care Links offers the following services:

- **Employment Services**

The LFTS (Linking Families to Success Program) assists CalWorks participants with their job search

- **Consulting Services:**

Employee Needs Assessment, Business Assessment, Cost-benefit Analysis, Dependent Care Assistance Programs

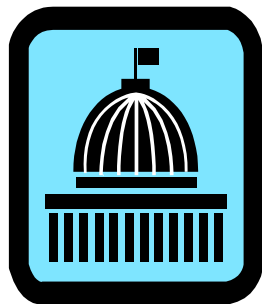
- **Enhanced Referrals**

Individual support and guidance through the child care search process.

- **Working Parent Workshops**

On site at your business on topics such as Choosing Child Care, Parenting, Work/Life Balance and Child Development

For more information, please contact Shauna Brown at (925) 249-3925.



Special Thanks to the...

- City of Livermore
- City of Pleasanton
- City of Dublin

...for your generous support. Your funding makes this publication possible!

EMPLOYERS' QUARTERLY

*Your Child Care Resource for Work/Family
Development Issues*

Shauna Brown, Child Care Community Specialist
Art Director/Copywriter

Carol Thompson, Executive Director
Editor in Chief

Published by



CHILD CARE LINKS

1020 Serpentine Lane, Suite 102
Pleasanton, CA 94566
Phone: (925) 417-8733
Fax: (925) 417-8740

We're on the WEB!
www.childcarelinks.org

**CHILD CARE LINKS
HEALTH & SAFETY FAIR**

**Local businesses, parents,
children and their providers are
invited to come out and enjoy:**

**Thursday, April 7th
9:30 am- 1:00 pm
1020 Serpentine Lane**

Power Panther, Alameda County
Public Health, Axis Community
Health/WIC, Chil-
dren's Activities, Val-
leyCare Health Sys-
tem, Pleasanton Police
& Fire Departments,
KQED and Liver-
more Police
Department Traffic
Education Officer
Traci Rebejo and *Car
Seat Safety Check-ups
(by appointment only)

For more information about the
Health & Safety Fair, please con-
tact Kim Judge at (925)
249-3941

*To schedule a Car Seat
Safety Check-up,
contact Shauna Brown
at (925) 249-3925



April 3-9, 2005 is *Week of the Young Child*
For more information visit www.naeyc.org

Child Care Links
1020 Serpentine Lane, Suite 102
Pleasanton, CA 94566

NONPROFIT ORG
U.S. Postage
PAID
Pleasanton, CA
Permit No. 586
