

Employer Spotlight

AT&T, Deloitte and Green Hasson Janks are model employers in Los Angeles who provide their employees with exceptional work-life harmony policies that make their employees' lives more productive and less overwhelming, including:



additional paid time off for family and parental care



employee assistance



ergonomic assessment and support



an on-site gym



flexible start/stop times



telecommuting

Excellence in Work-Life Harmony Award

The Chamber launched the Excellence in Work-Life Harmony Award in 2016 to spotlight employers who implement extraordinary work-life harmony policies and practices for their employees and families.

Who do you think the next awardee should be?

If you would like to nominate a company, want more information or need help adopting work-life policies in your organization, please contact:

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Reference "Promoting Family-Friendly Workplace Policies and Practices: Landscape Analysis" for more information.



PRIORITIZING YOUR EMPLOYEES

BRING STABILITY AND PRODUCTIVITY TO YOUR COMPANY



YOU HAVE THE POWER TO BUILD A SUCCESSFUL COMPANY. ATTRACT AND RETAIN TALENTED EMPLOYEES AND STAND OUT IN YOUR COMMUNITY.

Employees are a company's #1 asset.

An employee's ability to minimize stress is essential to his or her well-being, your company's success and a community's economic stability. Family-friendly policies in your company will ensure your employees can balance both their jobs and life responsibilities. Whether it's exercising every day, spending time with a newborn or caring for an aging parent, stability and support are critical. The spectrum is broad and different for each individual, and policies with wellness in mind result in increased job satisfaction, commitment and productivity.



A workplace with a strong work-life harmony has these key elements:

- Wellness Programs
- Flexible Work Schedules
- Lactation-Friendly Environment
- Child Care Support
- Parental & Family Leave Support
- Employee Community Engagement

Wellness Programs



Addressing the physical and mental health needs of employees can include gym membership subsidies, an onsite wellness center, wellness screenings and fitness classes.

Benefits:

- Improves morale and productivity
- Employees can engage in healthy lifestyle choices
- Reduces absenteeism

Flexible Work Schedules



Flexible schedules means different things for different businesses. Support employees to select their schedules that fit their personal needs.

Options:

- Flextime: modified start and end times
- Telework: work that can be conducted off-site
- Job sharing: giving two employees reduced schedules so their responsibilities equal a full-time position

Lactation-Friendly Environment



Laws require lactation rooms, but not all companies have a nursing-friendly environment.

Benefits:

- Immense health benefits to mothers and infants
- Reduces health care costs and absenteeism
- Boosts employee morale

The cost of replacing an employee is somewhere between 16% and 20% of the employee's annual salary.

Child Care Support



Finding high quality child care, specifically for babies ages zero to three, and after school care can be stressful for any parent or caregiver.

Support employees by:

- Offering a list of child care providers nearby
- Providing information and applications for subsidized child care
- Offering a Dependent Care Flexible Spending Account
- Partnering with and promoting after school programs

Parental & Family Leave Support



Create positive experiences for employees who are transitioning into parenthood or who have increasing responsibilities at home. Employers should be supportive of the growing number of employees who wish to stay productive but also need time off for a number of reason.

Support employees experiencing:

- Addition of a new child
- Ill and aging family member
- Urgent demand arising from active duty family member
- Serious medical condition

Employee Community Engagement



Opportunities for community engagement are often embedded in a company's CSR (corporate social responsibility).

Benefits:

- Enhances reputation and strengthens market position
- Contributes to communities from which they draw resources
- Benefits employers internally through increased employee engagement and morale and improved workplace atmosphere

For every \$1 invested in lactation support, there's a \$3 return.