



## Child Care Resource

181 Commerce Street, Williston, Vermont 05495

### Ten Ways to Support Employees' Child Care Needs and the Child Care Community

#### In the Workplace:

1. Implement a cafeteria plan (IRS Section 125) that allows your employees to pay for child care with pre-tax dollars. Consider contributing funds in addition to pre-tax wages to your employee's dependent care account.
2. Offer flex time, telecommuting, and/or paid time off to care for sick children and/or for children's health care appointments.
3. Adopt personnel policies that are in compliance with the Vermont Family and Medical Leave Act and Vermont Act 117 which supports nursing mothers in the workplace.
4. Welcome babies in the workplace for new mothers transitioning back to work.
5. Connect your employees to their local child care resource & referral agency when they are searching for child care and other child/family related services.
6. Consider developing your own on-site or near site child care program if you can commit significant operational resources over the long-term.

#### In the Community:

7. Support local quality child care programs or program networks that agree to give your employees priority for openings.
8. Donate products, services, and time to the child care programs that your employees use or who are your neighbors, or who ask for your support.
9. Work with your local child care resource and referral agency to support efforts that improve child care availability and quality in your community.
10. Pool resources with other businesses and partner with your child care community to support improved child care availability and quality.

## **Helpful links and other resources:**

1. Cafeteria plans: <http://www.irs.gov/govt/fslg/article/0,,id=112720,00.html>
2. Workplace Flexibility: <http://familiesandwork.org/site/research/reports/2008nse.pdf>
3. Vermont Laws:  
[http://women.vermont.gov/sites/women/files/pdf/Parental\\_Family\\_Leave\\_Guide.pdf](http://women.vermont.gov/sites/women/files/pdf/Parental_Family_Leave_Guide.pdf)  
<http://women.vermont.gov/sites/women/files/pdf/Nursingwebfactsheet.pdf>
4. How to develop a "babies in the workplace" policy:  
<http://www.babiesatwork.org/implementation.html>
5. Vermont's Child Care Resource and Referral Agencies:  
<http://www.childcareresource.org/Resources/ccrpartneragencies.php>
6. American Business Collaboration for Quality Dependent Care:  
<http://www.abcdependentcare.com/docs/index.htm>