



# Talk to Your Employer

## About Child Care

### Ask Other Employees...

Do they have trouble finding or paying for good child care?  
 What types of child care arrangements did they make over the year?  
 What happens if they fall through?  
 What about holidays?  
 How does worry about child care affect productivity?



### What About Other Companies?

Find out what other companies are doing to assist working parents with child care (on-site day care, resource/referral, flexible hours, etc). [Look in your local phone book to locate companies.] Most large companies have a personnel benefits department which handles these programs.

### Is Anyone Else Looking at it?

Find out if any other groups in your company are thinking about child care. [see contact at bottom of page for locating these groups] Maybe a union group, affirmative action committee, or an employee assistance program. They might be willing to include employer supported child care on its agenda.

### What About Your Union?

Many unions have been negotiating family-friendly policies. Encourage your union to do the same. Find out what unions in other industries have accomplished.

### Get Workers Talking...

Ask your union or personnel department to organize a discussion group around the topic of working and parenting.

### Let the Managers Know...

Talk to your manager and encourage others to do the same. If they don't understand how much this issue impacts their workers, they won't need to do anything to help the situation.

### Spread the Word...

Share articles on the subject of child care by posting on bulletin boards in break rooms, or placing in a company newsletter.

### Make Suggestions...

Whether you do it anonymously or by signing your name, you will raise someone's consciousness of the issue and it's possible solutions.

Information in this brochure was adapted from Child Care Action Campaign's "Speaking with Your Employer About Child Care Assistance."

For more information contact:



**The Center for Parent Involvement** (FCPI) was funded by the U.S. Department of Education; Goals 2000, Educate America Act from 1994-1999. Guided by an advisory board of parents and professionals, the FCPI's goal was to tap the power of parents.

The FCPI gathered information on parent needs, coordinated the information, and created a series of resources organized by theme, including fact sheets for parents and professionals, "Beyond the Basics" resources, and resource identification lists. Many of the resources have been translated into Spanish language versions, and every effort has been made to preserve the meaning and flavor of the original English documents. This series of materials provides a wealth of current information for both parents and providers; the complete set of resources can be obtained in PDF format on the Department of Child and Family Studies Website at [www.fmhi.usf.edu/cfs/dares/fcpi](http://www.fmhi.usf.edu/cfs/dares/fcpi). The staff of the FCPI are hopeful that their work will continue to help children get ready to learn for many years to come.

The series' themes include:

- Family Empowerment
- Parent Involvement
- Parenting Support
- School Readiness
- Violence in the Lives of Children
- Transition to Kindergarten

The Center was one component of a project led by Hillsborough County Center of Excellence in collaboration with the Department of Child & Family Studies at USF's de la Parte Institute and the Florida Children's Forum. Other project partners include HIPPIY (Home Instruction Program for Preschool Youngsters), Hillsborough County Head Start and Hillsborough County Even Start. For more information about these projects, call 813.974.4612.

Family Empowerment Series, Parent Tip Sheets, #10: Transition: Talk to Your Employer

© 1999, Tampa, Florida

This is a publication of the Florida Center for Parent Involvement which was funded by the U.S. Department of Education. The opinions contained in this publication are those of the grantee and do not necessarily reflect those of the U.S. Department of Education. All or portions of this work may be reproduced providing the Florida Center for Parent Involvement, Louis de la Parte Florida Mental Health Institute, University of South Florida is properly credited on all reproductions.

---

Events, activities, programs and facilities of the University of South Florida are available to all without regard to race, color, marital status, sex, religion, national origin, disability, age, Vietnam or disabled veteran status as provided by law and in accordance with the University's respect for personal dignity.

**University of  
South Florida  
USF**