

APPLICATION

1. Check all criteria you currently have in place in your organization. Attach any supporting documents such as written policies, agreements with child care centers, etc.

Name of Employer _____

Address _____

Name of Contact _____ Phone _____

E-mail _____

2. On a separate sheet, please answer the following questions. 1) Why does your organization deserve to be designated a "Family-friendly Employer of Ventura County?" 2) Indicate ways your organization is planning future Business Work-Life Alliance policies and benefits.

3. Have additional Work-Life practices been added this past year? Describe: _____

Signature _____ Title _____

Completed application must be received by May 1, 2008 via fax or mail:

Child Development Resources, 221 Ventura Blvd., Oxnard, CA 93036 or fax to (805) 278-0585

Decision Process

Documents used for decision making:

1. Application and completed employer survey
2. Back up documentation such as employee policy handbook excerpts if they are in written form
3. Documentation of availability and usage (optional)
4. Anecdotal employee testimony (optional)

Who makes the decision?

The committee is composed of Ventura County Economic Development Association (VCEDA), Economic Development Collaborative – Ventura County (EDC-VC), Workforce Investment Board of Ventura County, Business Work-Life Alliance of Ventura County, and members of the Business Work-Life Alliance Advisory Board.

Awards and designations will be announced on May 21, 2008



Business Work-Life Alliance of Ventura County

Child Development Resources
Rafaela Frausto, Resource & Referral Support Liaison • rafaela.frausto@cdrv.org
221 Ventura Blvd., Oxnard, CA 93036 • (805) 485-7878, ext. 354 • FAX: (805) 278-0585



March 15, 2008

Dear Ventura County Employer,

Your company is invited to apply to be awarded the distinction of "Ventura County Family-Friendly Employer."

This elite alliance of employers will be acknowledged at the 6th Annual Business Work-Life Alliance of Ventura County Leadership Forum Awards Banquet to be held on June 4, 2008 at the Spanish Hills Country Club. As Chairperson of the Ventura County Business Work-Life Alliance Advisory Board, I recommend that you take the time to seek nomination for this award. You will be recognized for providing a work environment that strengthens families by not only providing jobs and expanded economic development of our region, but by having employment practices that help families balance their work and home responsibilities.

The designation of "Ventura County Family-Friendly Employer" will be announced to the public, the Ventura County Star and the Los Angeles Times at the awards presentation. These awards are supported by the Ventura County Board of Supervisors and will be decided by the Business Work-Life Alliance Advisory Board. The Alliance is administered by Child Development Resources of Ventura County, Inc.

Enclosed is an application and criteria that will be used as a guide to determine your eligibility for the designation. All Ventura County employers are urged to apply. Applications must be received no later than May 1, 2008 via fax or mail.

If you have any questions, please call Rafaela Frausto at the Ventura County Business Work-Life Alliance Office at Child Development Resources. Her phone number is (805) 485-7878, ext 354.

Sincerely,

Bill Buratto

President and CEO
Ventura County Economic Development Association
Chair, Ventura County Business Work-Life Alliance



AWARDS

1. VENTURA COUNTY FAMILY-FRIENDLY EMPLOYER

A general award given to employers who meet designation standards of Work-Life and offering at least fourteen (14) of the standards.

2. VENTURA COUNTY ORGANIZATIONAL LEADERSHIP AWARD

A categorical award given to one of our county's model employers in the area of Work-Life.

3. MOST INNOVATIVE BUSINESS WORK-LIFE ALLIANCE PRACTICE

A categorical award to an employer who has implemented an innovative and effective Work-Life practice.

CRITERIA

I. Workplace Policies and Benefits - at least 8 practices from this section

Flexible working hours that are family compatible

- Flexible start and end times
- Occasional work from home if job duties allow
- Flexibility for family needs on occasional basis
- Voluntary compressed work weeks
- Time off for school plays/parent conferences and ability to make up time
- Voluntary unpaid time off without penalty
- Work redesign & evaluation based on productivity
- Gradual return to work after maternity leave for parents
- Telecommuting from home
- Parent Volunteer Leave
- Job sharing
- Combined sick/vacation/personal necessity leave (PTO)
- Flexible benefit accounts/cafeteria-style choice
- Use of sick time to be with immediate family member who is ill
- Family health/dental insurance
- Pre-tax set asides for child care/elder care/medical expenses
- Employee Assistance Program
- Wellness program
- Fitness center/local discount
- Leave sharing program
- Other _____

II. Dependent Care and Support - at least 4 practices from this section

- On site or near site child care center
- Resource and referral for child care offered by EAP provider or Child Development Resources
- Resource and referral for elder care offered by EAP provider or Child Development Resources
- Reserved slots in nearby child care center or family child care center

- Financial assistance for child care
- Before and after school program
- Lactation program/room
- Concierge services/convenience services
- Back up/emergency child care program
- Adoption support
- Employee Resource Center/Family Library
- Eldercare/parenting/financial management lunchtime seminars
- New baby gift/New Parent Kit distribution
- Seminars and classes for parents in the workplace
- Financial, in-kind and other support to child care planning councils and advocacy groups
- Support of community programs that increase public awareness of the need for more quality child care and services
- Member of Business Leaders for L.I.F.E. Child Care Consortium
- Other _____

III. Management Training & Practice in Work-Life - at least 2 practices from this section

- Creation of a Work-Life Strategic Plan and implementation strategy
- Budget for Work-Life
- Manager evaluation partially based on support and usage of family-family employer practices
- Train manager training to understand Work-Life balance issues and policies and how they affect the employees and the community
- Taking steps to change culture with an emphasis on Work-Life within the scope of your own business as well as looking to strengthen your community
- Other _____

2002-2007 Ventura County Family-friendly Employers

Amgen
California State University, Channel Islands
Camarillo Health Care District
City of Oxnard
City of Thousand Oaks
City of Ventura
County of Ventura
E.J. Harrison & Sons
First 5 Ventura County
Interface Children Family Services
Limoneira Company
Lost Arrow Corporation/Patagonia
Mayerson Marketing & Public Relations, Inc
Ojai Unified School District
Ojai Valley Inn & Spa
Oxnard Harbor District
Rockwell Scientific Company
Santa Barbara Bank & Trust/Pacific Bancorp
Shell Solar Industries
St. John's Regional Medical Center

The Temp Agency
Trophies, Etc.
United Way of Ventura County
Ventura County Star
Wellpoint Health Networks
Whisenhunt Communications

2007 Ventura County Organizational Leadership Awards

California State University, Channel Islands
Medium/Large Employer
First 5 Ventura County
Small Business

2007 Most Innovative Work-Life Practice Awards

Lost Arrow Corporation/Patagonia
Medium/Large Employer
Ojai Valley Inn & Spa
Small Business