

# STARTING THE CONVERSATION

HOW TO TALK TO YOUR EMPLOYER  
ABOUT FAMILY-FRIENDLY SUPPORTS

## AS A PARENT

balancing responsibilities at home and in the workplace can be a major challenge, and talking to your supervisor about needing support is intimidating. However, being open about what resources you need as a working parent can help you be more engaged and motivated at work while increasing health and happiness at home.

## TALK TO YOUR EMPLOYER

Here are a few suggestions to keep in mind when starting a conversation at your workplace about family-friendly benefits and policies:

- Understand what support your company currently offers. Review your employee handbook or reach out to your HR department.
- Plan what you are going to say and be able to explain your needs with specific details. For example, do pick-up and drop-off times interfere with your work schedule?
- Stay positive and professional. Stick to the key points and maintain a win-win attitude.



## POSSIBLE SOLUTIONS

Be ready to offer ideas, but remain open to suggestions. Remember, any changes need to work for you, your employer, and your team. Some examples of possible solutions include:

- Flexible work arrangements (alternate scheduling, hybrid or remote work)
- Dependable Care Flexible Spending Accounts (pre-tax dollars to pay for eligible expenses)
- Nursing support (private, comfortable setting with appropriate equipment)
- Child care assistance (on-site child care, stipends)

## DID YOU KNOW?

73% of employees have caregiving responsibilities.

70% of employees said they are more likely to stay at a company where they receive family care benefits.

## RESOURCES

<http://www.first5nevada.org>

<https://www.childrenscabinet.org/who-we-serve/i-am-a-parent>

<https://www.bestplace4workingparents.com/case-studies>

<https://www.first5nevada.org/news-and-articles/talk-to-your-employer-about-family-support/>