

**DAY CARE REDUCTION PLAN
SUBMITTED BY THE
ILLINOIS LABOR RELATIONS BOARD
January 25, 2019**

Pursuant to Public Act 87-552, the Illinois Labor Relations Board is submitting its plan to reduce employee need for day care outside of the home.

SECTION 1: POLICY STATEMENT

It is the policy of the IL Labor Relations Board to accommodate its employees in adjusting their work schedules to reduce the need for day care outside of the home. The Board will work with each individual who uses or will potentially use such day care to see if a work schedule may be developed that is convenient for the individual and does not unduly disrupt the Board's operations.

SECTION 2: COORDINATOR

The Board's Personnel Manager, Carla Stone, oversees implementation of the day care reduction program.

SECTION 3: CURRENT UTILIZATION

The Board currently uses the following tools to accomplish the program goals: flexible starting and ending times, compressed four-day work week, supervisor approved work from home options and when necessary, grants a child care leave of absence.

SECTION 4: FUTURE UTILIZATION

The Board expects to use all the aforementioned tools or programs to accommodate employees in their day care needs. The Board will investigate other programs when an individual's situation presents the need for other solutions.



Kimberly Stevens, Executive Director
Illinois Labor Relations Board