

**Illinois Department of Human Rights
Plan to Reduce the Need of Child Care Outside the Home
Public Act 87-552**

Section 1

The Illinois Department of Human Rights continues to strongly support and encourage the reduction of the employee's need for day care outside of the home. Accordingly, and to the extent possible, the Department is committed to developing flexible work schedules, which are sufficiently flexible to have a direct impact on the reduction of the employee's day care needs.

Section 2

The Department's Human Resources Administrator is responsible for the implementation of this plan under the supervision of the Deputy Director.

Section 3

Bargaining unit employees may elect a flexible work schedule allowing them to vary their work schedule allowing them to vary their work hours on a weekly basis, with a one-week advance notice. In lieu of the flex-time work schedule as described, bargaining unit employees may elect a 4-day work week schedule, which may be terminated or changed with an advance written request.

Section 4

The Department's current flex-time and 4-day work week programs continue to reduce the employees' need for childcare outside of the home. These programs will continue within the Department for the next two years.



James L. Bennett, Director
Department of Human Rights

Dated: February 26, 2021