

I hope that your summer has been wonderful! It is hard to believe August is almost gone...where has the summer gone!!

In many of my past letter I have explained the benefits of workplace flexibility, but recently the popularity and proof of its benefits to both employees and employers has the attention of our national political leaders. The EEOC recently issued a new set of best practice guidelines for employers to avoid complaints of discrimination from workers who are caregivers. In the introduction to these guidelines, there are dramatic statements acknowledging the employer benefits of flexibility, even regarding the importance of flexibility in a troubled economy:

*Employers adopting flexible workplace policies that help employees achieve a satisfactory work-life balance may not only experience decreased complaints of unlawful discrimination, but may also benefit their workers, their customer base, and their bottom line. Numerous studies have found that flexible workplace policies enhance employee productivity, reduce absenteeism, reduce costs, and appear to positively affect profits. They also aid recruitment and retention efforts, allowing employers to retain a talented, knowledgeable workforce and save the money and time that would otherwise have been spent recruiting, interviewing, selecting and training new employees. The benefits of these programs remain constant regardless of the economic climate, and some employers have implemented workplace flexibility programs as an alternative to workforce reductions. Such programs not only enable employers to "go lean without being mean," but they also can position organizations to rebound quickly as soon as business improves.*

I truly hope that if your company does not currently embrace flexibility in the workplace that you would consider doing so. If you have any questions on best practices for implementing a more flexible work schedule I would love to speak to you about some specific examples and help you determine what is best for you company.

Sincerely, Carey