

Family Friendly Workplace Application & Rating Criteria

www.familyfriendlyworkplace.org

Updated 1/31/2016

Available Points	Criteria	Employer Score	Documentation
Family Friendly Employment Conditions			
Health Care Coverage			
Q1- What percent of the healthcare premium does employer cover for employee PLUS family? Please note, points are only awarded for premiums that include family coverage. Select one:			
15	100% employer-paid coverage of employee PLUS family premium		
12	75-99% employer-paid coverage of employee PLUS family premium		
6	50-74% employer-paid coverage employee PLUS family premium		
0	Less than 50% employer-paid coverage of employee PLUS family premium		
Q2- What type of healthcare benefits does employer provide? Select all that apply:			
5	Employer contributes to Health Reimbursement Account (HRA)		
5	Employer contributes to a Health Savings Account (HSA)		
2	Employer offers a Health Savings Account (HSA) (employer does not contribute)		
5	Employer contributes to a Flexible Spending Account (FSA) for healthcare		
2	Employer offers a Flexible Spending Account (FSA) for healthcare (employer does not contribute)		
Health Care Coverage Subtotal (of 34 possible)		0	
Childcare Cost Support			
Q3-Does employer provide financial support for childcare? Select all that apply.			
12	Employer offers on-site childcare at a 3-star rating or higher (per YoungStar’s childcare rating system)		
12	Employer pays 50% or more of family expenses for childcare at a 3-star rating or higher (per YoungStar's childcare rating system)		
10	Employer pays 25% - 49% of family expenses for childcare at a 3-star rating or higher (per YoungStar's childcare rating system)		
5	Employer contributes to a Flexible Spending Account (FSA) for childcare		
2	Employer offers a Flexible Spending Account (FSA) for childcare (employer does not contribute)		
Childcare Cost Support Subtotal (of 31 possible)		0	

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Family Friendly Employment Conditions			
Employee Schedule Flexibility for Family Issues			
<i>Paid Time Off (PTO):</i>			
Includes employee vacation, sickness, doctor visits; children and family sickness, appointments, activities, care; attend parent and/or child classes; other family commitments			
Q4(a) - Paid Time Off (PTO) for full-time employees. Select one:			
5	For employees with three years of service, employer provides three weeks (120 hours) or more of paid leave for full-time employees		
2	For employees with three years of service, employer provides two weeks (80 hours) or more of paid leave for full-time employees		
Q4(b) - Paid Time Off (PTO) for part-time employees. Select one:			
5	For employees with three years of service, employer provides three weeks (120 hours) or more of paid leave for part-time employees on a pro-rated basis		
2	For employees with three years of service, employer provides two weeks (80 hours) or more of paid leave for part-time employees on a pro-rated basis		
Additional Paid Time Off for Maternity, Paternity, and Bereavement Leave.			
Q5 - Select up to three categories:			
15	Employer offers paid maternity leave for 12 weeks or more (not including short-term disability)		
10	Employer offers paid paternity leave for six weeks or more		
10	Employer offers paid maternity leave for six weeks or more (not including short-term disability)		
5	Employer offers paid paternity leave for three weeks or more		
8	Employer offers short-term disability (STD) at a minimum of six weeks at 50% or more of wages		
2	Employer offers paid bereavement leave		
Unpaid Time Off			
Q6 - Select all categories that apply:			
7	Employer offers unpaid maternity leave beyond minimum required under Family Medical Leave Act (FMLA)		
7	Employer offers unpaid paternity leave beyond minimum required under Family Medical Leave Act (FMLA)		
3	Employer offers five days or more of additional time beyond PTO for family obligations		

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<i>Flexible Employee Work Time</i>			
Q7 - Does employer provide any of these work schedule options? Select all that apply:			
5	Employer-approved variable day or variable week work schedule available to hourly and salaried employees		
5	Employer-approved 50% job sharing with another employee available to hourly and salaried employees		
Employee Schedule Flexibility for Family Issues Subtotal (of 64 possible)		0	
Amenities/Services			
Q8 - Does employer provide any of these amenities or services? Select all that apply:			
5	Employer provides private area with refrigerator for nursing or expressing milk		
2	Employer provides preferred parking for pregnant moms		
2	Employer provides family friendly public areas		
2	Employer provides employee assistance program (EAP) and/or referrals to community services		
Amenities/ Services Subtotal (of 11 possible)		0	
Early Childhood Education Initiatives			
Q9 - Does employer provide any of the following? Select all that apply:			
5	Employer provides early childhood speaker at employee meeting annually		
2	Employer provides early childhood literature for employees		
Early Childhood Initiatives Subtotal (of 7 possible)		0	
Financial Support for Success By 6			
Q10 - Does employer provide any of the following? Select all that apply:			
6	Employer offers payroll deduction for employee giving to United Way campaign		
10	Employer sponsors a Success By 6 fundraising event		
Financial Support for Success By 6 Subtotal (of 16 possible)		0	
Grand Total		0	
Certification			
Gold	Score ≥ 55		
Silver	Score of 45 - 54		
Bronze	Score of 30 - 44		
Supporter	Commitment to Developing a Family Friendly Workplace, Score < 30		