



Honoring flexible and supportive employers.

Anonymous Small Manufacturer

“Policy Exceptions” Policy

This approach creates opportunities for “equal access to special treatment” for all employees as company leadership describes it. Rather than trying to imagine all possible situations that come up or to develop a wide range of formal policies, the company adopted a “Policy Exceptions” concept. Any employee may apply for an exception to any company policy. This might be a change in working schedule, or accelerating access to vacation time, or flexibility to deal with an emergency or health situation. Requests are reviewed by the management team.

The key to success is a culture in which management is committed to trying to make these work wherever feasible.

The clue that culture and perception about management attitudes is critical came during a recent change in leadership. Usage of this policy declined briefly because employees were hesitant about submitting requests until they fully understood that new management was as fully committed to the practice as previous management.

Making work-life balance work doesn't have to be complicated or costly, but it does require trust and commitment to look for practical solutions.

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