



RESOLUTION NO. 09-02
October 26, 2009

**A RESOLUTION OF FIRST 5 MENDOCINO
DECLARING ENDORSEMENT OF
FAMILY FRIENDLY WORKPLACE POLICIES**

WHEREAS, FIRST 5 Mendocino was formed by the voters who enacted the California Children and Families First Act (“Act”) in 1998 to support health, welfare and early education programs for children prenatal to five years of age and their families; and

WHEREAS, research over the past three decades shows children develop most dramatically during their first five years of life than during any other stage; and

WHEREAS, FIRST 5 Mendocino holds that all Mendocino County Children be born healthy, thrive in a nurturing environment, enter school eager to learn, and become capable, contributing members of our community; and

WHEREAS, FIRST 5 Mendocino’s mission is to use its resources to establish, fund, coordinate, evaluate and advocate for programs that promote the health and development of young children in Mendocino County;

WHEREAS, FIRST 5 Mendocino holds that children and families within Mendocino County will benefit from family-friendly workplace policies that allow parents to care for their young children, especially for newborns when creating a secure parent-child bond and breastfeeding are critical;

WHEREAS, Employers benefit from employee work performance and retention when they design workplace policies that reflect our evolving communities that contain less extended family and parents who care for children at home;

WHEREAS, Employers and employees benefit from the multiple cost savings earned when employees and their children are healthier; and so

NOW THEREFORE BE IT RESOLVED BY FIRST 5 MENDOCINO AS FOLLOWS:

1. The Commission hereby declares its endorsement of family-friendly policies that allow parents with children to explore **flexible work schedule** options such as part-time, job share, and telecommuting. The Commission holds that flexible work schedules will enable parents to maximize their children's health, development, and emotional attachment during this critical stage of life.
2. The Commission hereby declares that sound family-friendly policies will include an endorsement of **breastfeeding** as the healthiest first food. All employers should follow the laws that support breastfeeding, and in addition, should pass policies that encourage mothers to breastfeed according to American Academy of Pediatrics recommendations.
3. The Commission hereby endorses **high quality child care that is located on-site or near-site** of the place of employment.
4. While the Commission strongly recommends the adoption of policies that meet the needs of working parents who have young children, it recognizes that each **worksite is unique** and so it does not endorse a particular set of policies.

The foregoing was passed and adopted by the following vote of the FIRST 5 Mendocino Commission on October 26, 2009 to wit:

AYES: Commissioner(s): Glassey, Mann, Pauli, Rentería and Scott

NOES: Commissioner(s): None

ABSTAINED: Commissioner(s): None



Lucresha Rentería, Chair
FIRST 5 Mendocino Commission