**Why Are Time Resources An Important Policy Issue?**

“Workplace flexibility, whether it’s telework, compressed workweeks, or flextime, can have a tremendous positive impact on the morale of America’s workforce. We should be encouraging businesses, corporations, and governmental agencies to offer workforce flexibility programs. Through these efforts, we can improve employee productivity and health and strengthen families.”

Hawaiian Senator Mike Gabbard

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**What Are Time Resources?**

Working families have indicated that they no longer have enough time to manage all of their responsibilities at work and at home. This is due, in part, to the increased labor force participation of caregivers, longer work hours, longer commutes, and mismatched schedules. As a result, state legislators have taken steps to increase working families’ time by passing legislation that promotes:

- flexible schedules
- leaves
- part-time employment
- telework
- phased retirement

Policy makers find that these policies can benefit working families and offer advantages to businesses and states.

**Want more POLICY INFORMATION on TIME RESOURCES?**
http://wfnetwork.bc.edu/pdfs/policy_makers13.pdf

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**How Do Time Resources Affect Workers and Employers?**

**Benefits**

**For Workers:**
- Better health for parents and children
- Increased life satisfaction

**For Employers:**
- Decreased absenteeism
- Improved employee retention
- Increased productivity
- Increased shareholder return

**Concerns for Employers**

- Increased labor and management costs
- Lower work quality and productivity when key employee is out
- Encouragement of abuse of policies by employees
- Greater administrative burden to track
- Resulting need to cut jobs due to increased costs

**Want more DEFINITIONS?**
http://wfnetwork.bc.edu/glossary.php

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**Did You Know?**

- Over 70% of children grow up in a family with either a working single parent or two parents who both work (Boushey, 2009).
- Over the past 25 years, the average combined weekly work hours of dual-earner couples with children has increased from 81 to 91 hours (Bond, 2002).
- Twenty-five percent of workers have elder-care responsibilities (Levin-Epstein, 2006).
- Deloitte estimates a savings of $41.5 million in turnover costs alone by retaining employees who would have left the firm if they did not have a flexible arrangement (Corporate Voices, 2005).
- “Seventy percent of managers and 87 percent of employees reported that working a flexible arrangement had a positive or very positive impact on productivity” (Center for Work & Family, 2000).

**Recent Legislation**


So far in the 2009 session, 34 states have proposed time-resource legislation, including:

- Flexible schedules (CA, DE, MS, NH, VA)
- Telework (CT, GA, HI, MN, NJ, NY, TX, WA)
- Part-time employment (AL, HI, MA, MD, NY, OR, RI, TN, TX, WA)
- Family leave (AK, AL, AZ, CT, CO, HI, IA, IL, IN, KS, KY, MA, MN, MO, MT, NC, NE, NH, NM, NJ, NY, OK, OR, TN, TX, WA, WI)

**Want more LEGISLATIVE information on TIME RESOURCES?**
http://wfnetwork.bc.edu/bills.php#statutes

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**Sites With More Information**

- Center for Law and Social Policy (CLASP): http://www.clasp.org
- The Labor Project for Working Families: http://www.working-families.org

**Want more LINKS to MORE SITES?**
http://wfnetwork.bc.edu/template.php?name=workfamily

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The Policy Mini-Brief Series provides a summary of Time Resources policy information. To learn more about Time Resources, go to http://wfnetwork.bc.edu/pdfs/policy_makers13.pdf