3.9 BABIES AT WORK

Children are a welcomed and a cherished part of the Company’s work environment. We have laid out a few guidelines to clarify what is expected for both baby and mom.

Not all jobs are suited for working with a child. Therefore, bringing your child to work needs to be approved per your supervisor and the Company’s owners. Employees who bring their child to work will sign a liability waiver given to you by Human Resources. If your job requires you to be in the warehouse you may not bring your child to work.

Only one child per mom may be allowed at work. Babies must enjoy being in a baby carrier to succeed at work.

Employees take a 10 minutes paid break for every 4 hours worked per day. Nursing can be done during your breaks, clocking out is not necessary. If you need to nurse more than 30 minutes at a time, please clock out once you pass the 30 minute mark. You can nurse while doing your job if your job lends itself to this.

If your child has been crying for a few minutes please walk away from the common work areas to calm down baby. If your baby has been crying for 30 minutes without settling down please go speak to you supervisor. Your supervisor will most likely release you to go home and take care of your child. We don’t want your child or you to be frustrated at work. Crying is no fun for any mom to hear for an extended period of time.

You are welcome to bring toys and other items to entertain your child.

You are responsible for your child’s safety at all times. This includes making sure that the area of the business that your child is in is free from potential dangers.

You are responsible to clean up after your child after lunch (ex. table, highchair, and floor).

At the end of the day you are responsible to clean up your child’s toys and other belongings. You do not have to take them home but you do need to have them in a place that is out of the way and will not interfere with day-to-day operations in the warehouse.

Once your child begins walking you will need to find other child care arrangements. This stage of development can make it hard to keep a child safe in the work environment and hard for you to get your work done.

Not all babies excel in this environment. We will give you time to get acclimated to this setting. However, if baby is not adapting to the work place we will at that point talk to you about other options.

We are a family centered company. We strive to work with our employees to help them do what is best for their families as they work for us. Therefore, these are general guidelines and not hard rules.