

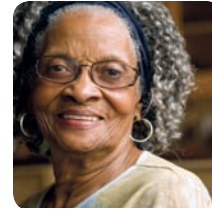
National Work & Family Month

“Reducing the conflict between work and family life should be a national priority.”

—2003 U.S. Senate Resolution 210

**Alliance for
Work-Life Progress**
An Affiliate of WorldatWork®

WorldatWork
The Total Rewards Association



What is National Work and Family Month (NWFM)?

A signature initiative of Alliance for Work-Life Progress (AWLP), an affiliate of WorldatWork, NWFM is the centerpiece of a national education campaign to raise awareness among employers about the value of work-life effectiveness as a business imperative. The month of October was designated as National Work and Family Month by a Resolution of the United States Senate in 2003.



The NWFM mission is simple: WorldatWork and AWLP encourage all workplaces to pause once a year during the month of October to communicate and celebrate the progress already made on the journey to creating healthier and more flexible work environments, and then raise the bar to accomplish even more pervasive progress. Dedicating a month to this aspect of overall people strategy helps employers increase the attraction, retention, productivity and engagement of the talent required for organizational success. It reminds both employees and employers of the exchange relationship that connects their mutual needs and satisfaction.

www.awlp.org/workfamilymonth

What is Work-Life Effectiveness?

Work-life effectiveness is a specific set of organizational practices, policies and programs as well as a philosophy that supports efforts to help everyone who works to achieve success within and outside of the workplace. These initiatives cluster into a portfolio of seven categories of employer responses that have evolved over the past three decades: Caring for Dependents, Health and Wellness, Workplace Flexibility, Financial Support, Paid and Unpaid Time Off, Community Involvement and Cultural Change Initiatives.

Investment in any one cluster of activity yields a positive return on investment: higher productivity, recruitment, retention, engagement, positive health outcomes, and higher levels of shareholder and stock values in comparison with less family-friendly employers.

As a 2008 recipient of the Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility, WorldatWork is committed to promoting work-life effectiveness as an integral element of total rewards by reaffirming October as National Work and Family Month through a Congressional Resolution.

Reaffirm October as National Work and Family Month

What Can We Do To Get Involved?

One of the ways we are celebrating the fifth anniversary in 2008 is by approaching Congress to reaffirm October as National Work and Family Month by passage of a new Congressional Resolution that is more expansive than the original, which was circulated only in the Senate. Contact WorldatWork to support our public policy efforts for passage of the Resolution.

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About WorldatWork® The Total Rewards Association

WorldatWork (www.worldatwork.org) is a global human resources association focused on compensation, benefits, work-life and integrated total rewards to attract, motivate and retain a talented workforce. Founded in 1955, WorldatWork provides a network of more than 30,000 members and professionals in 75 countries with training, certification, research, conferences and community. It has offices in Scottsdale, Arizona, and Washington, D.C.

About Alliance for Work-Life Progress®

Alliance for Work-Life Progress (www.awlp.org) is dedicated to advancing work-life as a business strategy integrating work, family and community. An entity of WorldatWork, AWLP defines and recognizes innovation and best practices, facilitates dialogue among various sectors and promotes work-life thought leadership.