

STATE OF COLORADO

EXECUTIVE CHAMBERS

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Roy Romer
Governor

EXECUTIVE ORDER

EMPLOYER'S POLICY ON WORK-RELATED FAMILY ISSUES

WHEREAS, changed family patterns and the composition of the labor force show that work and family can no longer be separated and that employers benefit by responding to family needs;

WHEREAS, studies show that ignoring work-related family issues costs employers billions of dollars in lost productivity, which harms our economic climate;

WHEREAS, healthy, emotionally stable and well-educated children are the key to Colorado's future;

WHEREAS, support in the work place for families represents a sound investment in the acquisition of a stable, productive workforce;

WHEREAS, responding to family needs is a cost-effective approach to retaining today's workforce and competing for tomorrow's workers; and

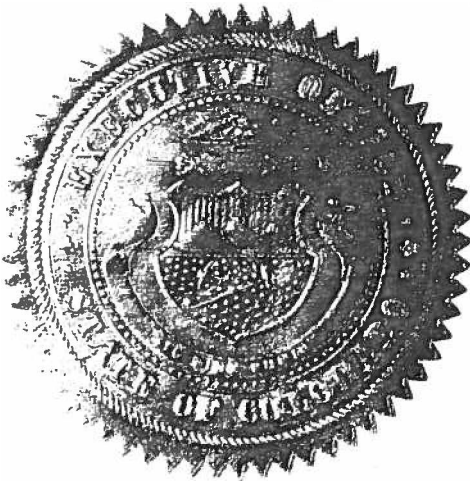
WHEREAS, the state, as an employer, strives for excellence in productivity, efficiency, and effectiveness in its workforce and accepts the challenge to support employees in issues of work-related family care by becoming a model employer;

NOW THEREFORE, I, Roy Romer, Governor of Colorado, by virtue of the authority vested in me under the laws of Colorado, DO HEREBY ORDER THAT the policy of the state, as an employer, on work-related family issues shall be as follows:

1. The state recognizes that work-related family issues must be addressed in order to retain a quality workforce, to improve productivity and creativity, and to compete for future workers.
2. The Department of Personnel, the Family Resource Group, and the Governor's Office are directed to work together to aid state employees in balancing their work and family responsibilities.

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3. The Department of Personnel and the State Personnel Board shall implement policies and procedures that assist workers in simultaneously meeting their work and family responsibilities.
4. The Department of Personnel and the State Personnel Board shall promote flexibility and innovation in job design, work hours, location, environment, leave policies, and benefits, including policies which allow parents to participate meaningfully in the education of their children.
5. All supervisors and managers are to make every reasonable effort to deal with family issues equitably, flexibly, and compassionately without adversely affecting accomplishment of the mission of the agency.
6. The supervisory and managerial training programs offered by the Department of Personnel will address work-related family care issues and the state's family policies and programs in order to increase awareness of employee family-related needs and methods of effectively dealing with them.



GIVEN under my hand and the
Executive Seal of the State
of Colorado this 11th
day of December 1989.

A handwritten signature in cursive script, reading "Roy Romer".

Roy Romer
Governor