

Working Mother

SPECIAL

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Healthy
guide

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Your Family, Unplugged

What Your Child
Care Provider Is
Saying About You

Creative Ways
To Rid Kids of
The Gimmes

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Regina Monté with
daughter Victoria

Moms United

Skip the playgroup and go for a mom-to-mom rap session

LONGING FOR A LITTLE BONDING with other mothers like you? Maybe your town needs a working mom support group—and needs you to get it started. Take a cue from Mara Saperstein Weissmann, an attorney from Chappaqua, New York, who started a local network called Second Shift. “I ride the train to work,” she says, “and I meet incredible, accomplished working moms who share my concerns. I found myself leaving the train wishing we could speak longer.” So Weissmann recruited a few pals to start a group, and they passed out fliers at the local train station to grow their ranks (which now number 130). “We asked our members what they wanted from the group,”

WORKING MOTHER IDEAS

says Weissmann. “They asked for a positive place to meet, network, and learn from each other. We get together about once a quarter.”

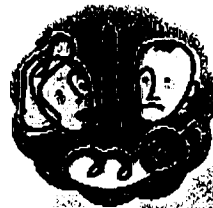
Round up your own group of moms and brainstorm your own set of guidelines and goals. Recruit members by posting notices or greeting women at:

- Your children's child care center or school
- Your local community center
- Your church or synagogue
- Anywhere you travel during the day and cross paths with other working mothers —*Jann Blackstone-Ford*

The Flex Advantage

CAN YOU HAVE A BALANCED LIFE and be a more effective employee? You bet, and here's more proof that you and your boss will benefit from a little scheduling leeway. Flexible Resources, Inc., a staffing and consulting firm, surveyed over 200 women with flexible work schedules, plus managers from more than 50 companies, to assess the arrangement from both sides of the desk. The bottom line:

- 100% of the managers said the flexible employees are as or more experienced, focused, productive, and motivated than their full-time employees.
- 58% of the women said they are more focused now than when they were in a nonflexible job.
- 54% of the managers said their flexible employees are more productive per hour than those working a regular schedule.
- 36% of the women said that the number one reason (besides earning money) they work now is to feel good about themselves.



Equal Opportunity Problem

Mothers aren't the only ones who leave work when a child care problem arises. A survey of 500 parents found that both moms and dads, regardless of how much they earn or how many kids they have, missed work because of child care snafus. Still, most families have child care covered.

Number of times a parent missed work due to child care problems in the past month:

None	80%	Three times	3%
Once	6%	Four times	2%
Twice	5%	Five or more times	4%

SOURCE: UNIVERSITY OF CINCINNATI