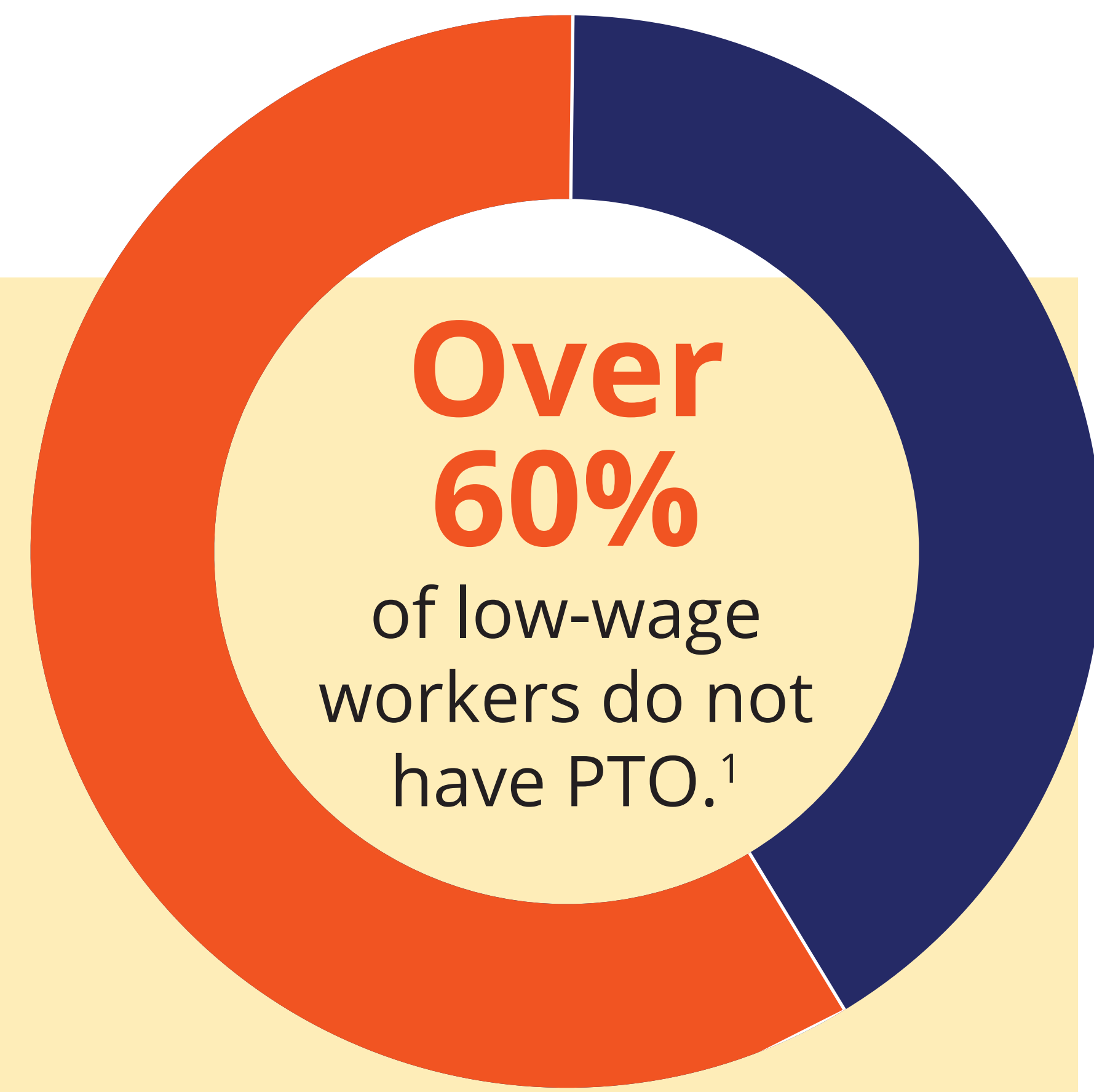
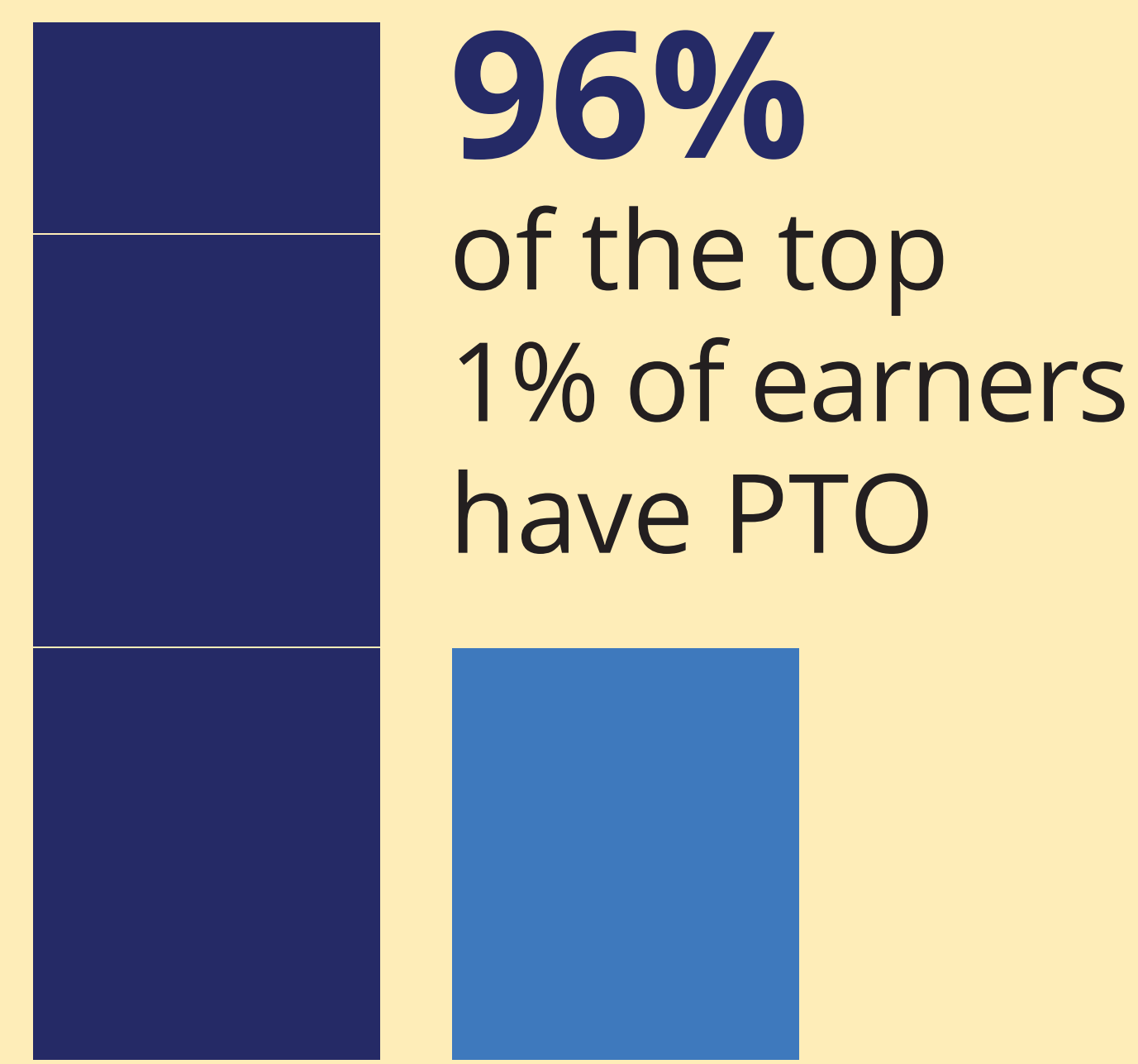




JOB FLEXIBILITY

DATA:



80% of employees said they'd be more loyal to employers who offered flexible schedules.³

60% of the region's jobs pay below family-sustaining wages.⁴



POTENTIAL SOLUTIONS:

Employer Practices

- Flexible start times
Determinants Impacted:



- Offer Paid Time Off (PTO) to all employees
Determinants Impacted:



Policies

- Mandate Paid Time Off/ Paid Family Medical Leave
Determinants Impacted:



- Provide financial support to companies to initiate PTO



LOCAL SPOTLIGHT:

Jergens Inc, is a mid-sized manufacturer with about 250



employees. They are one of the world's largest manufacturers of standard tooling components vises, and other workholding equipment. Jergens provides comprehensive benefits to their employees, such as comprehensive health and wellness plans, competitive pay, paid holidays, Paid Time Off (PTO), flexible schedules, tuition reimbursement, and a family-oriented culture.

The flexible schedule offers employees 1st, 2nd, and 3-2-2 shifts, along with a work from home program for eligible employees. The PTO and Tuition Reimbursement benefits are effective the first date of employment. The competitive pay results from a regular review of compensation to ensure that it coincides with the current market.



¹Center for Community Solutions 2023
²dashboard.wheretheworkers.com/#tab-remote-work-preferences-race-2
³shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/flexible-work-critical-retention.aspx
⁴Deaconess Foundation report prepared by Team NEO