

## DuPont CORPORATE VISION: WORK &amp; LIFE

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To some, it might seem unlikely that a firm whose roots are in the old-core manufacturing sector of the American economy, would be earning national accolades as a family friendly company which has pioneered some very creative programs. But a quick look at "who we are" might help explain how we came to be represented before you today.

DuPont is the 14th largest corporation in America, and the 30th largest industrial corporation in the world. We are a diversified chemical company which also owns an energy exploration and production unit, Conoco Oil. DuPont is made up of 107,000 employees world wide, with 60,000 of us in the United States. Our U.S. employees, alone, have about 70,000 dependent children. And one in five of us, or about 14,000 DuPonters, have some elder care responsibilities. That gives us a natural constituency, and a driving interest, in Work/Life issues.

DuPont's recognition that new programs were needed to address the requirements of a diverse workforce dates back to the mid-1980's. A survey of employees indicated that 70% of our working parents with children under the age of 13 used some form of child care outside the home. Further, nearly one-third of our working parents told us that they rated the quality of their children's care as "not adequate." We also paid attention to the real-life situations described by our employees who spoke candidly of the impossibility of trying to separate the "parent from the employee" during working hours.

So, acting on what we were hearing, the Work Force Partnering Division, now called the Work/Life Team, was created in 1989 within our corporate Human Resources Group. This team is responsible for the administration of the programs, policies, and procedures that enable our employees to be whole people. All of our programs are grounded in the concept that there is a solid business benefit to them. As these programs help us to resolve family needs, they allow us to be our most productive at work. Not only do they make our families stronger, and our employees happier, but we truly believe they help make DuPont more globally competitive.

The video, "WORK/LIFE: GOOD FOR YOU...GOOD FOR BUSINESS" was shown at the conference to illustrate DuPont's intense commitment to

this philosophy.

DuPont CORPORATE VISION  
WORK & LIFE

DuPont BELIEVES IT WILL BE BENEFICIAL TO THE COMPANY, THE COMMUNITIES IN WHICH IT OPERATES, AND FUTURE GENERATIONS IF THE COMPANY'S INCREASINGLY DIVERSE WORKFORCE IS ENABLED TO LEAD FULL AND PRODUCTIVE LIVES, BOTH AT WORK AND AT HOME.

THE COMPANY IS COMMITTED TO MAKING CHANGES IN THE WORKPLACE AND FOSTERING CHANGES IN THE COMMUNITY THAT ARE SENSITIVE TO THE CHANGING FAMILY UNIT AND THE INCREASINGLY DIVERSE WORKFORCE.

DuPont BELIEVES THIS WILL RESULT IN HEALTHIER AND MORE PRODUCTIVE EMPLOYEES, BETTER ABLE TO DRIVE THE COMPANY TO COMPETE MORE EFFECTIVELY IN THE GLOBAL MARKETPLACE.

WORK/LIFE SUMMARY  
Programs, Policies, and Practices

Child And Dependent Care Related to Business Travel:

In U.S. C&S, if an employee is traveling away from home for one or more nights on company business, incremental dependent care expenses are reimbursable. This policy covers single employees or, if married, applies if the employee's spouse is unable or unavailable to provide care. Reimbursements received under this plan are considered personal expenses, and therefore are treated as taxable income for the year.

Family Leave:

A six-month Family Leave is offered to all full-service employees for maternity, paternity, adoption, placement of a foster child, or the serious illness of a parent, spouse or child. This unpaid leave of absence is in addition to paid time off for disability or vacation.

Benefits continue at the same level as prior to the leave  
Option for part-time work with service credit  
Commitment to return employee to same or similar job of comparable pay and status.

Flexible Work Practices:

The intent of Flexible Work Practices is to better balance business and employee needs. Flexible Work Practices are encouraged as a way to help employees manage their complex lives, and as a way for managers to reduce costs by using only the human resources required to do the work. A variety of options are available, including part time work, job sharing, job splitting, flextime, flexplace, compressed work week, extended work week, sabbaticals, and phased retirement.

Flying Colors:

Flying Colors is a program designed to help child care providers, located in DuPont communities, attain national accreditation. The program will pay application and validation fees, as well as offer

financial and educational assistance in overcoming barriers a provider may encounter in the process. Other benefits of the program include:

- Education of parents and the public about accreditation
- Higher value for the professionalism of child care
- Assistance in program enrichment

"Just In Time Care":

A service provided by DuPont through Child Care Connection to link employees with a database to find emergency/backup care options when normal arrangements break down, either for elder care or child care needs. "Just in Time Care" provides several options for care -- in home, drop-off, center-based. DuPont pays for 80% of the cost of care to a maximum of \$300. This is being piloted in the Wilmington area, including some specific counties of Pennsylvania, Maryland and New Jersey.

"LifeWorks" Family Resource Program: 1-800-635-0606

Personalized consultation with experienced counselors:

Parenting

Birth or adoption	Preteen/Teen
Toddler/Preschool	After High School
Elementary/School Age	Special Parenting Situations

Getting the most of your child's education

Caring for adults

Helping parents and older relatives

Planning ahead	Housing needs
Caring for older relatives	Nursing home care
Helping from a distance	

Caring for yourself

- Personal issues and transitions
- Business issues and transitions
- Planning for retirement

Managing Smart:

A program developed in conjunction with Work/Family Directions, is a four-hour workshop designed to increase employee's understanding of how to use flexibility in the workplace to meet business needs, while remaining sensitive to the needs of the employees. The program presents demographic data and DuPont survey data, and uses a video with a series of vignettes to encourage discussion and raise awareness that work/life balance is a critical business issue. Participants are introduced to a partnership model which emphasizes the importance of effective team dynamics and open communication, then learn a six-step process which leads to a workable solution to the situation. The workshop ends with a role play exercise intended to allow participants to further interact with each other, and to practice their new skills as they resolve a flexibility issues.

Work/Life Committees:

There are currently over 30 active Work/Life Committees located at various sites around the country. Site activities have included

summer camps, lunchtime lectures, parenting classes, support groups, and family celebrations. They have examined issues ranging from child care for shift workers to excused time off policies to cover family emergencies.

Work/Life Team

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