



# Parenting in the Workplace Institute

Bringing New Life to the Workplace

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## Babies-at-Work Testimonials

### Testimonials from Organizations

#### Assisted by BIBS' Team to Start Babies-at-Work Programs

“We are very pleased with the assistance, direction, and leadership given to us by Parenting in the Workplace. They walked us through the process of setting up our Babies at Work program from start to finish even going beyond their scope to connect us with other resources. Parenting in the Workplace also answered all of our questions and gave us all the paperwork we would need to implement a fair, legal and official Babies at Work program. We would not have the program without Parenting in the Workplace.”

**Lisa Petersen, Court Advocate**  
[Newhouse Shelter](#)

“The Parenting in the Workplace Institute made it super easy to review information about why a babies to work program would be valuable to the employer and the employee. Templates provided were real world, easy to understand and tailor to specific organization. References readily provided for other businesses utilizing program for additional resources.”

**Laura Aguirre, President/CEO**  
[Hawaii First FCU](#)

“It is hard for us to do the metrics or put a \$\$ value on the program. It is now part of our culture, something we're known and recognized for, and a fabulous employee recruiting and retention factor. ... Carla Moquin took the time to learn about Badger, the company's culture, the reality of physical space challenges, and what the owners hoped to accomplish. She was very patient with this busy company, and offered countless resources to help us along the path to developing a successful program.”

**Jay Smeltz, Human Resources Coordinator**  
[W.S. Badger Company](#)

“You worked with us beautifully. Although babies have always been welcome at Hot Studio, it really wasn't effective until we had a formal policy in place.”

**Maria Giudice, CEO**  
**Hot Studio (Now Acquired by Facebook)**

“[The] babies-at-work program created goodwill and has been an excellent resource for our new moms. However, for the moms, the financial value is huge as they don't have the added daycare expense. Carla provided us with excellent resources and ideas.”

**Larry Morgan, Co-Founder**  
[Yala Designs](#)

“Without the insight and guidance from Carla and the Parenting in the Workplace Institute, I genuinely do not believe our program would have been a success. Carla’s advice was instrumental in the crafting of our babies at work policy and the overall structure of the program. Our babies at work program has allowed us to retain parents and eliminate spending time and money on training temporary workers. Not only does the program allow parents to continue progressing in the workplace, it also gives parents peace of mind pertaining to the safety and care of the child. Because the parents care for their babies in their designated work areas, there is virtually no cost to implementing and maintaining the program. For us, the most time-intensive component to the program was researching and designing a policy that fit our needs, but with Carla’s feedback, we created our policy quickly and easily.”

**Krista Dial**  
[HometownQuotes](#)

## **Testimonials From Other Baby-Inclusive Organizations**

### **Earlier Return to Work and Retention**

“It’s a dynamite program. I get the employee back a lot quicker. When an individual is out on maternity leave, under California law, I can’t replace them. I’m short-handed for the whole time. But this way, I get the mother back in eight to ten weeks and I have coverage again. And the mom is happy because she has time to bond with her baby. It’s a win-win for both employer and employee.”

**Fran Oswald, Branch Manager**  
[Schools Financial Credit Union](#)  
**71 Babies to Date**

(Before the NAIC implemented its baby program) “Everyone was taking twelve weeks off. The average now is eight weeks and sometimes only six. People come back sooner.”

**Brent Roper**  
[National Association of Insurance Commissioners \(NAIC\)](#)  
**115 Babies to Date**

“I definitely hear employees say, 'This is so wonderful. If UNCLE didn't have the program, I might have had to quit my job and stay home because daycare is so expensive.’”

**Wendy Zanutelli, COO**  
**UNCLE Credit Union**  
**30 Babies to Date**

“Some of my direct reports thought I was off my rocker when I said I wanted to do this. But I asked them to be helpful and to give it a try—and if it didn't work, we'd let it go. Some of the biggest naysayers became some of the biggest champions when they found that, from just giving a little bit, we were retaining important staff members who were big contributors. It has been a very, very positive program for our workplace.”

**Cathy Weatherford, President**  
**National Association of Insurance Commissioners (NAIC)**  
**115 Babies to Date**

### **Morale and Productivity**

“I can go out and get a Fortune 50 company as a client. That is not a problem. My problem is finding good employees who care about customers—employees who care about the freight, about a shipment that has to get there by 5:00 a.m. If I show my employees that I care about them and their life, they, in turn, care about my customers and about New Age.”

**Carolyn Gable, CEO**  
**New Age Transportation**  
**15 Babies to Date**

“[The teller mothers] are amazing. I was blown away at how they could do everything one-handed. We have a transaction report that describes how many transactions each teller completes. I compared moms to individuals without a baby. One of our moms was actually completing more transactions on a daily basis than other tellers who didn't have babies to care for!”

**Fran Oswald, Branch Manager**  
**Schools Financial Credit Union**  
**71 Babies to Date**

“We're in a tough market. If we can get 70% productivity, we don't have to get a temp, and we don't have to cross-train. ... The babies are only here a short time. We have 20-year employees. What's 3 months in the big picture?”

**Brent Roper**  
**National Association of Insurance Commissioners (NAIC)**  
**115 Babies to Date**

“To us it's a fair trade-off—a 30% decline versus not having someone here, or bringing in a temp, or replacing them if they can't come back. A couple of [attorney] partners have said [the baby policy] is what has allowed them to continue to practice law.”

**Mike Griffin, HR Manager**  
**Tucker Griffin Barnes**  
**16 Babies to Date**

“When employees appreciate their employer, they are more likely to work harder, as well as make suggestions that will increase productivity. [UNCLE's] Babies Program increases morale and when morale increases, productivity increases. ... Even when the babies aren't here some days, the morale seems to stay. And even when a baby leaves a department, morale does not decline—it stays like it was when the baby was there.”

**Wendy Zanutelli, COO**  
**UNCLE Credit Union**  
**30 Babies to Date**

“Our Insurance Commissioner, Sandy Praeger, was very supportive of the program, so I needed to keep an open mind. But to myself I kept thinking, 'No work will get done while there's a baby in the office.' But as it turned out, that's simply not the case. Yes, people stop to visit the baby from time to time, but overall it has little or no impact on our employees' overall productivity. That's probably the thing that surprised me the most. It only takes a short amount of time and the baby becomes a fixture of the environment—it's not a big thing.”

**Deann Tiede**  
**Kansas Insurance Department**  
**24 Babies to Date**

“[The call center manager] is one of the biggest supporters of the program. She said it did so much for the morale of the department. A call center environment is high stress sometimes, and everyone seems a lot less stressed out [because of the babies].”

**Wendy Zanutelli, COO**  
**UNCLE Credit Union**  
**30 Babies to Date**

“When they first announced it—when it went live—I was thinking, ‘That's ridiculous. How do they expect me to run a branch with babies?’ I just couldn't see it working. But they sold me on the program, and I've been really happy with it.”

**Fran Oswald, Branch Manager**  
**Schools Financial Credit Union**  
**71 Babies to Date**