



OFFICE OF THE PRESIDENT

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**CHANCELLORS  
DIRECTOR—LAWRENCE BERKELEY NATIONAL LABORATORY**

Dear Colleagues:

**University of California Statement in Support of Work-Life Integration**

October is designated as National Work and Family Month, the result of United States Senate Resolution 210 which was passed in September 2003 and provides annual recognition of the importance of employer-sponsored work-life programs in attracting, motivating, and retaining top talent. The resolution indicates that the ability to effectively manage work, family, and personal responsibilities contributes to the well-being and productivity of American workers and their workplaces.

Supporting employees is key in achieving job productivity, job satisfaction, and retention. The University is committed to promoting a family-friendly work environment by providing programs and services to help its employees achieve success at work and in their personal lives.

In recognition of National Work and Family Month this year, I am issuing the following statement for utilization by the University locations to promote and highlight UC's work-life agenda:

*The University of California is committed to the ongoing development of principles, institutional resources, and a workplace culture supportive of personal and family responsibilities. In aspiring to achieve such a workplace culture, the University will foster work-life integration and support work-life strategies that promote civility, citizenship, and community. The University, having accomplished this, will maximize the productivity and successes of its diverse faculty and staff and enhance the quality of life for all.*

The University has a myriad of programs, resources, policies, and practices that address work-life integration, such as child care, lactation support, elder care resources and referral, health and wellness, transportation assistance, professional development, employee assistance, and flexible

work arrangements. These offerings are intended to enable University employees to effectively meet their work and personal responsibilities. I encourage each University location to schedule appropriate activities during this month to promote and celebrate work-life integration and effectiveness.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob", written in a cursive style.

Robert C. Dynes

cc: Members, President's Cabinet  
Principal Officers of The Regents  
Academic Council Chair Brown  
Council of Vice Chancellors  
Council of Vice Chancellors - Administration  
Vice Provost Jewell  
Associate Vice President Boyette  
Universitywide Policy Coordinator Capell