

Corporations help families balance lives

IBM has recently implemented several programs designed to assist employees in balancing their careers and family life.

These programs are available to all IBM employees in the United States. The company has 1,800 employees in southeast Michigan.

Two programs were implemented in October 1989 — an extended leave for new parents and a flexible work schedule.

"IBM now provides a three-year leave of absence following the birth or adoption of a child or for other family responsibilities," said Elise

Shepler, IBM's Information Representative at the company's Southfield location.

Leaves are approved on a case-by-case basis, she said. During this time, employees receive all company-paid benefits and are assured a comparable job upon their return.

"The program does have a few restrictions. During the first year of their leave, a parent can elect to work part time; however, in the second and third years, the employee must be available for part-time; however, in the second and third

years, the employee must be available for part-time work if they are needed."

In an effort to better accommodate employee schedules or family needs, IBM now allows some flexibility in work schedules. Employees may start work up to one hour before or after the company's normal start time.

Another IBM program, which began in 1984, is the Child Care Referral Service. Through this program, IBM employees receive free referrals for the child-care alternative of



child care
Marcie Walker

their choice.

The referral service does all of the leg-work involved to ensure that the child-care center or caregiver meets their personal specifications and is qualified to care for their child.

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40th year marked

Frank and Dolores Minidis celebrate their 40th wedding anniversary June 11 with a cruise to Hawaii. He is retired from a 30-year career at Bethlehem Steel. The Farmington Hills residents have a daughter, Pamila, and a son, Frank.

Tips for a trim, slim and healthy summer

Lorraine Stefano, founder and director of Think Trim, has some suggestions for a trim and healthy summer.

START EASY — One way to a more trim and fit you is through exercise. Begin with a moderate program with your doctor's permission. You will be less likely to have sore muscles or injuries if you take it one step at a time. Soon you will be exercising all you want and one step closer to your goal.

CUT DOWN — NOT OUT — Studies show that 95 percent of those who diet regain the weight. Stop dieting and start a sensible eating plan. Eat

only when you are physically hungry, eat slowly when you are satisfied and cut down on your portions rather than on your selections. You won't feel deprived and you will lose weight.

KEEP YOUR EYE ON THE LONG-TERM GOAL — Sometimes it seems to take too long to lose weight. Remember, you didn't gain the weight overnight so don't expect to lose it quickly. Be patient and each day make good food choices. Before you know it you will have reached your goal.

ENJOY THE FOODS OF THE SEASON — The season's fresh fruits

and vegetables are nutritious, delicious and naturally low-calorie foods. Include them in daily meals.

BUY A NEW OUTFIT — A new piece of clothing can help you to feel like a new person. Even if you are short of the desired weight goal, reward yourself now by buying something to spice up your wardrobe. It will make you feel better about yourself and act as an incentive until those additional pounds come off.

FOCUS ON THE POSITIVE — Make a list of the things you like about your body; expressive eyes,

nice smile, great shoulders, wonderful calves. You and your body will feel better.

PICTURE YOUR TRIM BODY — Visualize the trim body you want in your mind. See yourself moving about effortlessly in that body. Feel how light and energetic you are. If you believe it in your mind, you will see it in the mirror.

Think Trim classes and seminars are conducted at area hospitals, community centers, corporations and colleges. For more information on Think Trim programs or a current schedule of classes and seminars call 589-3283.



DOUGLAS E. SUSALLO

\$60,000 success

'La Fete au Jardin' raised \$60,000 for the single parent programs that take place in St. Vincent & Sarah Fisher Center. The smiles from Bill and Judi Roberts and Juliet and Ed Jonna stem from topping the proceeds in last year's fund-raising event. The Roberts are owners of Beverly Hills Grill and the Jonnas own Merchant of Vino, two of about 40 merchants who donated food and beverages for guests to sample on the grounds of the Farmington Hills complex.

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