



ARCHITECTURAL RESOURCE TEAM

Principals:

Doug McCord, AIA, LEEDap

Dev Pawar, AIA, EDAC, LEEDap

Erica Quintana

Family Friendly Policy

Architectural Resource Team (ART) recognizes the importance of a healthy and balanced family life in order to have happier, more engaged Employees. Therefore, ART allows flexible work arrangements including telecommuting, compressed working week, and other family-friendly policies to support its Employees.

ART provides short-term disability income insurance which will guarantee a minimum of 12 weeks of paid and employment-protected maternity leave. This period can be increased or decreased based on the Employee's comfort and their doctor's recommendation. Employees are also permitted to take up to 52 weeks of unpaid, maternity or paternity leave that will also be employment-protected.

Death in Family

ART will allow full-time Employees up to five consecutive days off with pay for the death of a family member (defined as: a spouse; parent, either natural, step, in-law, adoptive or foster; child; grandchild; in-law; guardian; sibling; or grandparent).

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