



Full-time employees bring their infants to work with them

'One-big-room' helps efficiency and morale

- **Name:** Silk Screen Shirts Inc.
- **Product:** custom-printed T-shirts and sweat shirts
- **Address:** 10993 Via Frontera, Rancho Bernardo
- **Years in North County:** 8
- **Employees:** 40
- **1989 Sales:** Not disclosed

Silk Screen Shirts wants its employees to feel like one big, happy family.

The first step toward this goal is allowing full-time employees to bring their infants to work with them.

A baby swing, playpen, crib and walker are just "part of the office environment," said part-owner Laura Wile.

The company is also moving into a larger manufacturing plant, where all operations will be contained in one large room.

Wile said the "one-big-room" concept will improve production and efficiency as well as employee morale.

The new building's halogen lighting costs the company more than standard fluorescent lighting, but Wile said she thinks it's worth it.

Halogen lighting uses less electricity and is better for vision, especially when working with colors. Several skylights were installed in the building to cut down the need for artificial light, she said.

Because many employees are students, Silk Screen arranges work hours around class schedules, Wile said. High school students work part time during the school year and full time over the summer. One office employee works 17 hours a week for credit through a high school work-study program.

The company also has encouraged car pooling among employees. Between 1982 and 1984 — when many employees commuted from San Diego — the com-

pany paid for the gasoline of employees who car pooled. The policy was discontinued because most of the employees now live much closer — in Rancho Ber-

nardo, Rancho Penasquitos and Escondido.

Silk Screen offers a 401-K savings plan, and the company matches 10 percent of employee

contributions. Employees have health and hospitalization coverage, including one eye exam each year.

— By Judy Erickson