

# NANNY MAGAZINE

July-September 2016



**CHILD LABOR IN AMERICA**  
**MATERNITY LEAVE FOR NANNIES**  
**THE CANDIDATES ON THE BIG ISSUES**  
**SURVIVING SLEEPAWAY CAMP**  
**MEET DANIEL BUTCHER: MAN ON FIRE**  
**FIRED WHILE PREGNANT? NOW WHAT?**

**THE ELECTION ISSUE**

*teach | play | love*

# NANNY MAGAZINE

teach play love



Summertime and the living's easy... well, sort of! This issue's theme is the big election!

## Editor's Note

Hello, my friends! I hope your summer is off to a fabulous start, with lots of cookouts, fun in the sun, and cuddles with your charges. If you're traveling with your NannyFamily, I hope the experience is smooth and filled with happy memories. But as we bask in the summer rays, we must look ahead as well to the coming fall (and the coming election).

This year is bringing us one of the most important and controversial elections most of us have seen. No matter which side of the fence you are on, we can all agree that voting and being knowledgeable about what each candidate stands for is important. Whether you have children of your own or not, we as nannies are still helping to raise children in this world and whoever is elected as our next president will have a big impact on their future. It's important to teach our little ones the importance of voting, and what a right and privilege it is, so bring them with you to the polls!

This issue is election themed, with a little information and a little fun thrown together, from Heather Cherry's article breaking down the candidates and the issues they represent to Michelle Galetta's fun election day outfits to bring out your patriotic side! Tired of hearing about this year's election already? No problem: we have plenty of off-theme articles for you as well! Amber O'Neil tells us how to manage our time when our charges go back to school, JoAnna Becker gives us some fun backyard camping ideas, and we have an exclusive interview with Daniel Butcher of Angeles Mannies. So whether you are interested in politics or not, this issue is still bringing plenty of summer fun your way!

### EDITOR IN CHIEF

Jennifer Kuhn

### WEB EDITOR

Amanda Dunyak

### MARKETING AND SOCIAL MEDIA MANAGER

Kerrie Bascomb

### FOOD EDITORS

Amber Ketchum and Josie De Hoyos

### SOCIAL MEDIA ASSISTANTS

Kaley Kellenburger and JoAnna Becker

### NEWSLETTER EDITOR

Jill Ciganek

### CONTRIBUTING EDITORS

Michelle Galetta, Stephanie Magrisso, and  
Nicole Panteleakos

### CONTRIBUTING WRITERS

Joanna Becker, Heather Cherry, Sterling  
Chillico, Josie De Hoyos, Amanda Dunyak,  
Stephanie Felzenberg, Michelle Galetta,  
Amber Ketchum, Karlene Kuhn, Michelle  
LaRowe, Reid Maki, Kaitlin McHugh, Amber  
O'Neil, Kelci Ann Ross, Jen Webb.

### CONTRIBUTING PHOTOGRAPHERS

Amber Ketchum. Cover photo via Pexels.

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NANNY MAGAZINE PUBLICATION, LLC  
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315.316.2669

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# Announcements

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**Nanny Mag is now  
FREE to read online!**

**Tell your friends!**

**Have a great summer!**

Photo Credit: Pexels

## July-September 2016 The Election Issue



Photo Credit: Pexels

# 22

## **SUMMERTIME SCHEDULE WOES**

Solved after the kids go  
back to school.

BY AMBER O'NEIL.

# CONTENTS

## **ON THE COVER**

**6** WHERE DO THE  
PRESIDENTIAL  
CANDIDATES STAND?

**24** CHILD LABOR  
IN AMERICA: THE  
STRUGGLE IS REAL

**34** MATERNITY LEAVE  
ISSUES

**8** OUR INTERVIEW  
WITH DANIEL BUTCHER

**21** CAMP! NO PROB.

## **KIDS**

**15 Backyard Camping**  
So much fun to be had  
right in your own back  
yard. Camping has  
never been easier,  
thanks to JoAnna  
Becker's tips!

**20 Peanut Butter Bites**  
Dietitian Amber  
Ketchum shows  
you how to whip up  
a healthy, apple-y  
snack.

## **DILEMMAS**

**33 Time Off to Vote?**  
Should a nanny  
receive paid time off  
for this patriotic duty?

## **JUST FOR YOU**

**23 Legally Speaking**  
Sterling Chillico  
returns with advice.  
Fired while pregnant?  
Find out how to react  
to this scenario.

**26 Chores by Age**  
Do kids these days  
even do chores  
anymore? We've got  
you covered with age-  
appropriate tasks (and  
a handy chart, too!).

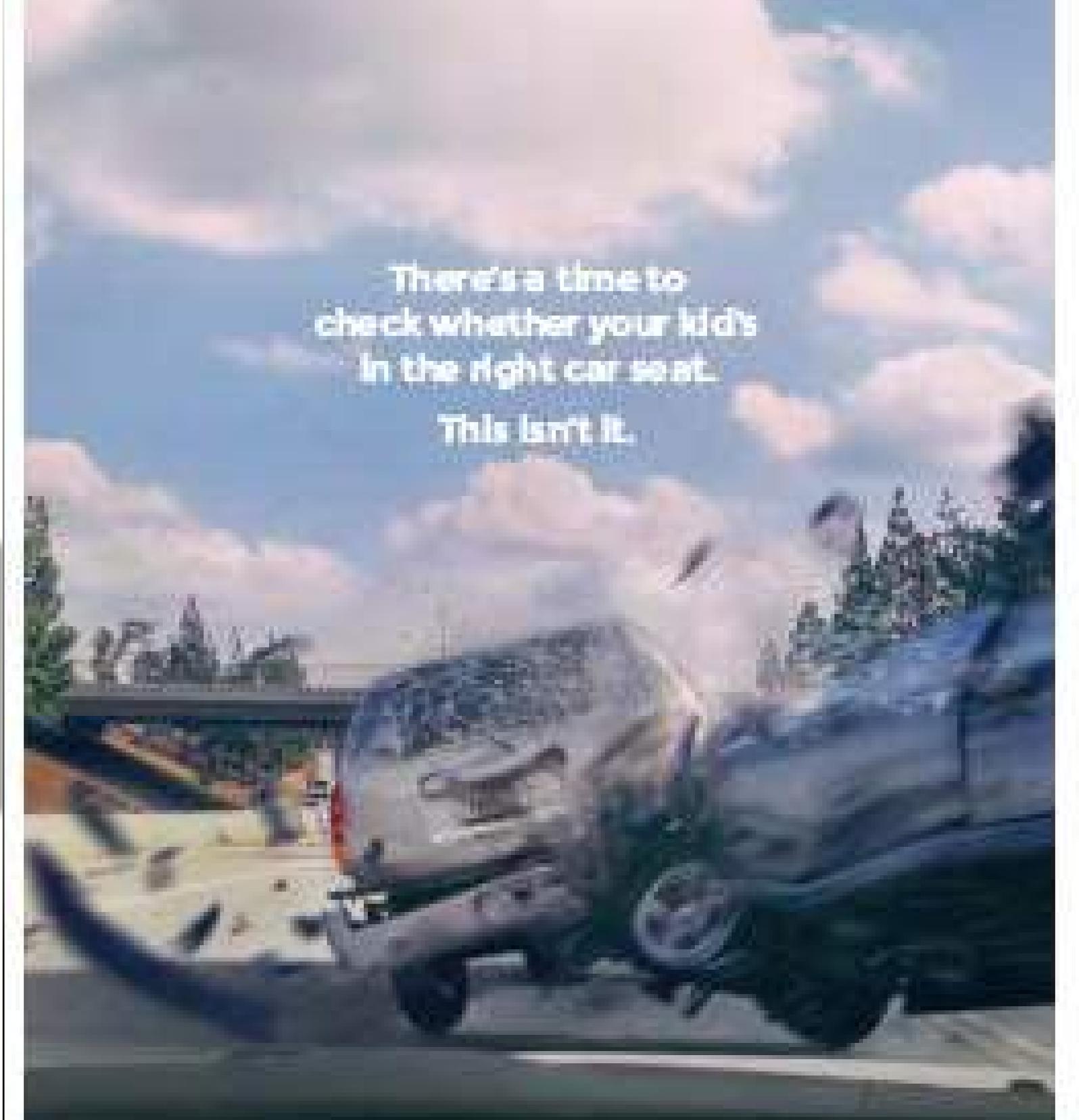
**18 Ask the Agency**  
Westside Nannies  
answer our tough  
questions this month.

## **FUN, FUN, FUN**

**13 Data Blitz**  
We're back with more  
fun facts this issue.

**28 Polling Day Attire**  
Cute, cute, and cute!  
Michelle Galetta  
helps you dress for  
the election and get  
decked out in patriotic  
colors.

**12 Election Swag**  
We've rounded up  
some super silly  
swag you can score  
this election season.  
Prepare to giggle.



There's a time to  
check whether your kid's  
in the right car seat.  
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# Meet the Candidates

## Where the 2016 presidential candidates stand on issues that matter to nannies

BY HEATHER CHERRY.

The 2016 presidential candidates are campaigning and proclaiming what they will do should they be elected as the 45th president of the United States. The candidates have similar views on some subjects, but differ drastically on others. Here is some insight into how the candidates feel on the hot-button issues.

### Donald Trump (Republican)

Donald Trump is the presumed Republican party nominee. Trump is primarily a businessman, and is often ridiculed for his lackadaisical approach to his campaign and offending women during his campaign. He holds strong in the polls, and recently had a dramatic turnaround since he became the presidential nominee, according to a Reuters/Ipsos poll released on Wednesday, May 11, 2016.

#### 1) Taxes

a. Trump wants to provide tax relief for middle-class America by increasing after-tax wages.

b. Trump proposed simplifying tax returns by moving to four tax brackets instead of the current seven and eliminating the marriage penalty and the Alternative Minimum Tax (AMT)

i. Doing these things would make the tax rate the lowest it has been since before World War II.

ii. Trump's plan states that a person filing single making less than \$25,000 yearly or married filing jointly making less than \$50,000 would not owe any taxes.

1. This would remove 50% of Americans from the income tax rolls.

#### 2) Immigration

a. Trump wants to build a wall between the United States and Mexico and proposes

paying for it by increasing fees on border crossing cards, temporary visas, and entry at border port.

b. Trump supports stringently enforcing immigration laws.

i. The United States spends \$11 billion annually providing insurance to illegal immigrants.

#### 3) Health Care

a. Trump plans to request a full appeal of The Affordable Care Act (ObamaCare) on his first day in office.

b. Trump wants health care to follow free market principles. He has also proposed removing market barriers by allowing outside pharmaceutical companies to compete in the market. Trump's plan to change this program would allow consumers access to safe and dependable drugs imported from overseas, which could cut consumer out-of-pocket costs.

c. Trump hopes to see to it that health insurance premiums can be fully deducted from tax returns.

d. Trump wants to require price transparency to allow consumers to shop around for the best prices on medical services and to allow everyone access to a penalty-free health savings account (HSA).

e. Trump wants to fix the mental health system to offer treatment in a more proactive manner by expanding programs to veterans and help eliminate the stigma associated with mental health problems.

#### 4) Economy

a. Trump wants to raise the prevailing wage of H1-Bs (foreign workers),

suggesting that this will force companies to give these entry-level positions to existing unemployed native and immigrant workers instead of searching overseas for candidates.

b. Trump plans to fight for U.S./China trade reform by holding China accountable and requiring a free trade market.

c. Trump suggests imposing tariffs on sales from offshore manufacturers that are importing to the U.S.

### Hillary Clinton (Democrat)

Hillary Clinton is a career politician. She was Secretary of State from 2009 to 2012. She ran a 2008 presidential campaign and she has spent time in the United States Senate. During her campaign, she has been accused of corruption for previously accepting donations from foreign governments and hiding emails. She opposes the Trans-Pacific Partnership trade agreement as well as the Keystone XL Pipeline. She has ideas to increase jobs by investing in infrastructure, clean energy, and scientific





# HE'S THE MAN



## **NM's Interview with Daniel Butcher of Angeles Mannies.**

**By Amber O'Neil.**



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## Connect online.

Calling all mannies! Head to Angeles Mannies' website online at [www.angelesmannies.com](http://www.angelesmannies.com).



Photo Credit: Courtesy Angeles Mannies.

Most people think of childcare providers as being only females, but we childcare experts (a.k.a. “nannies”) know better, and in fact, several of us have a few mannies we’re pleased enough to consider friends. If you’re lucky, you’ve become acquainted with Daniel Butcher of Angeles Mannies, who I am grateful to have had the chance to interview for this issue of *Nanny Magazine*.

*Nanny Magazine* (NM): So Daniel, tell me about your background.

Daniel Butcher (DB): I grew up in a little town in England. I attended university where I studied psychology and forensic science. I then decided to take a study break and travel to Los Angeles and work as a go-kart specialist at a summer camp. It wasn’t long before I was approached by one of the families at camp. They asked if I would stay in the states and work as their nanny. One job always seemed to lead to the next and I was lucky enough to work with some great families that helped me to become a U.S. resident!

NM: What made you decide to work in this career field?

DB: Becoming a male nanny was more or less the next logical step for me. I’m the eldest of four, so caring for children was commonplace for me in my family. I also cared for neighbors’ children back in England. Whenever I’m out and about I always seem to be the one making faces at the baby across the room or being bombarded by children at friends’ or family’s gatherings. I found that I was just really good at interacting with children; they were very receptive to me and it’s a field of work that gets more unpredictable day by day. I love it!

NM: Awesome! Tell me about Angeles Mannies.

DB: We are an L.A.–based agency striving to match private employers with highly skilled, dedicated, and multitalented mannies that are committed to the industry. Many of the mannies hold special certifications, college degrees, or special areas of expertise that a particular family may be looking for.

NM: What made you decide to open a nanny agency of all things?

DB: I’ve worked for a few years as a nanny in this city so I know firsthand the challenges of finding work with and without an agency. There was a

time where I was actively looking for work, although many of the agencies didn't have openings for male nannies. I started to put myself out there more and received requests daily through word of mouth alone. I was working for three different families seven days a week and having to turn away families. I realized that there definitely was a calling for male nannies, so I set out to discover why positions weren't coming in for me personally through agencies. I refused to believe that families wouldn't be open to a male professional looking after their kids. I stopped to think that maybe they had just not considered the idea of male nannies as it isn't the norm. Ultimately the goal is to showcase the different dimension males can bring to domestic childcare and see if it's the right fit for your family.

NM: You have a list of requirements for a nanny listed on your website, but beyond that, what do you look for in a nanny your agency may consider representing?

DB: Aside from the prerequisites on the website, we look for trustworthy, loyal, professional, and creative individuals with a passion for childcare who are looking for a career in the industry. We specialize in long-term placements and because of this, we spend a lot of time weeding through candidates that may jump ship after a few months for something else; their heart really has to be in the childcare field.

NM: Do families find it hard to accept a nanny initially?

DB: Most of the families that I work with know that we work mainly with males, so fortunately the prospect of a male nanny is appealing to them. I am really excited when a family comes to me that has never had a male nanny before. We discuss at length their reasoning for switching from nanny to manny and the answers range from "my friend has a manny and he just does not stop!" to "my child needs a strong domineering person in the house to keep him in shape." I'm by no means saying that a manny is more qualified to accomplish this than a nanny, but these are a few of the reasons I am hearing that could explain why more and more families are coming around to the idea.

NM: I know you use men as mannies, but if a female is interested in being a nanny, would they be allowed to be part of your agency if the requirements are met?

DB: Absolutely. We don't discriminate here! My last placement was actually a female chef. If your requirements call for a female over a male, we have those too!

NM: Suppose a placement is made that becomes troubled. If a situation comes up, do you listen to both the family and the manny before making a decision on how to proceed?

DB: I keep a very open line of communication with both parties, always encouraging each to stay in touch with me so that we can address any issues that may arise. If I hear of a situation from either party, I act as mediator between the two to help them reach an agreement. I am close with most of my mannies and arrange social events for us. It's hard to find another manny sometimes so I'm glad I can get us together to discuss anything bothering them, or if they just feel like venting!

NM: What is your favorite part of running the agency?

DB: Checking in on families after three months, six months, or however long it may be, and hearing how great things are going. Last week a mom sent me a picture of her son and their new manny that was captioned with the word "besties." To know you brought them together is an amazing feeling.

NM: What is the best part of hanging around with and helping to raise kids?

DB: Walking through the door every day and having them take you by the hand and rush you off to show you the completed project you started the day before is fantastic. Having the older kids that I am no longer with call me at random times to tell me about a football game they won is also great! Naturally, I like to see the children genuinely happy, but sometimes that's only scratching the surface. To assist a family in building better people for the world is, to me, the greatest reward.

NM: With this being an election year, how do you want your mannies to handle questions about it without compromising how the families will vote?

DB: Part of working in a families' home is being aware that you are not to influence, negate, or challenge their parenting philosophy. Because elections are a great educational opportunity for kids, I would advise my colleagues to touch base with the parents, and to see how much (or how little) of this topic they'd like discussed.

NM: Who inspires you?

DB: I take my greatest inspiration from my parents for being able to raise four completely healthy, sane, accomplished children, all whilst remaining (somewhat) sane themselves!

NM: How do you inspire and encourage others?

DB: I really just remain genuine in everything I do and hope that by doing so they will do the same. I would never want a child to be or do something that wasn't in line with who they are as a person. Kids can get so wrapped up in all the stimulation around and I feel that by acting as a good moral and ethical compass, they will become the best people they can. With these attributes, I also like to act as inspiration to the mannies I place by being their support structure and a great resource for them to rely on.

NM: Do you help your mannies get connected with each

A photograph showing a man and a child, both wearing baseball caps, looking down at something they are holding together. The man is on the right, wearing a dark green cap, and the child is on the left, wearing a blue cap with white stars. The background is blurred, suggesting an outdoor setting.

**“Because elections are a great educational opportunity for kids, I would advise my colleagues to touch base with the parents, and to see how much (or how little) of this topic they’d like discussed.”**

Photo Credit: Pexels

other for support?

DB: Definitely! That’s been a great bonus in building the business. I keep in touch with all the guys I’ve had the pleasure of meeting since starting Angeles Mannies, and have even coordinated nanny and manny mixers in the past where we can all get together and talk shop outside the realm of work. The next mixer takes us to the latest L.A. craze: an escape room!

NM: What advice do you have for someone who wants to start their own business while working as a nanny or manny?

DB: Don’t do it alone! You may feel like you hold all the cards, but there are more resources out there than

you can imagine. Tell the family you currently work for; they will be your biggest asset and will start to bring people to you. The INA has lots of useful information that will really set you on the right track. Advertise your intentions, and arm yourself with an amazing group of caregivers so when that first family contacts you, you’ll have a rich pool of qualified professionals to pick from based on their specific requirements!

Wow! We at *Nanny Magazine* are truly impressed by Daniel’s ambition in building a solution for a need for male nannies. Thank you, Daniel, for your time for the interview!

### Hillary Clinton Stud Earrings

Snag a pair of these handmade earrings to rock on or off the clock. The post style will keep them from being pulled by even the smallest charge's hands.



\$9.00 on Etsy



Does your party bring the party? Stock up on these so you and your friends can stay hydrated while supporting your candidate of choice.

16-ounce cups, set of 4.  
\$23.00 at [shop.donaldtrump.com](http://shop.donaldtrump.com)

# “Party” Favors

## Election Year Swag That's at Least Worth a Chuckle

By **Karlene Kuhn.**

No matter which party you plan to support this election, we've got all of the gear to help you rally in style.

### Chillary Clinton Can Holder Combo

With election season heating up you'll definitely want to grab this set of coozies to keep your drink cool. As a bonus, you get two can holders so you can share one with a friend!

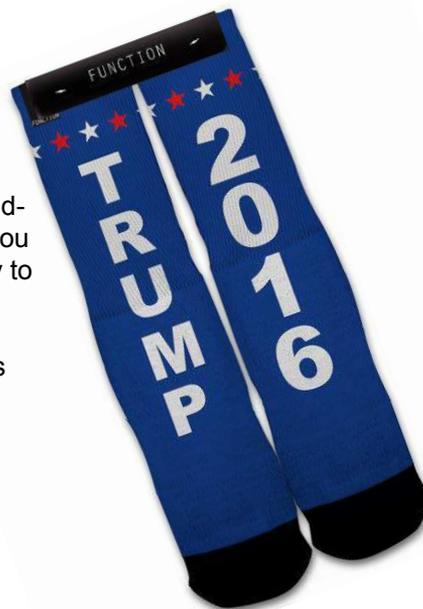
Set of 2  
\$10 at [shop.hillaryclinton.com](http://shop.hillaryclinton.com)



### To Keep Your Feet Warm

These tube socks feature an all-over graphic and star-studded elastic cuff so you can dance your way to the polls.

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# Data Blitz

We've scoured the Internet to come up with these interesting facts. Learn something new this issue!

BY AMANDA DUNYAK

1. 50% of eligible young voters (ages 18 to 29) cast a vote in 2012, accounting for 23 million votes.

Source: *DoSomething.org*

2. On July 20, 1969, in "one small step for man, one giant step for mankind," Astronaut Neil Armstrong became the first person to walk on the moon.

Source: *HolidayInsights*

3. In 1845, Congress needed to pick a time for Americans to vote. People traveled by horse and buggy. Farmers needed a day to get to the county seat, a day to vote, and a day to get back, without interfering with the three days of worship. So that left Tuesday and Wednesday, but Wednesday was market day. So, Tuesday it was!

Source: *ThePioneerWoman*

4. On August 12, 1981, the IBM Personal Computer was released.

Source: *PopCultureMadness*

5. Crayola means "oily chalk." The name is derived from the French words craie, or "chalk," and ola, from an abbreviation for "oleaginous," or "oily."

Source: *MentalFloss*

6. In America, the first Sunday after the first Monday in September is celebrated as National Grandparents' Day.

Source: *MultiGraphicMarketing*

# *Nannies Ask*

BY STEPHANIE FELZENBERG

OF BE THE BEST NANNY NEWSLETTER.

*Dear Stephanie,*

Dear Stephanie: My boyfriend and I work opposite schedules, and I am a live-in nanny. I don't see there being any reason why I shouldn't be able to invite him over to help me look after the kids, but I am dreading bringing this topic up with my bosses. What advice do you have?

-Practically Single

*Dear Practically Single,*

You should not ask your employers if your boyfriend can help you do your job, nor should you need anyone's help doing your job. You were hired to do a job and not to be distracted by your boyfriend or other friends.

While interviewing candidates for your job, the parents likely screened and ran background checks on you, but not your boyfriend. You should not invite your friends or boyfriend over to the house while you are working. If you really need help to do your job, the parents should interview and screen another babysitter or backup nanny to help you.

I strongly believe in keeping social and professional lives separate. It is highly unprofessional and inappropriate to invite your boyfriend to their home or to help you with your job. Despite the inconvenience, schedule time to see him during hours you aren't working.

Sincerely,  
Stephanie

# Back Yard Camping: Minimal Effort, Maximum Fun!

By JoAnna Becker.

If your charges are begging to go camping but their parents are unsure, suggest a night of camping in the back yard to experience the best of both worlds. Whether you're part of the event or helping to plan a family-only event, these tips will help you plan a fantastic backyard campout.

•**Take Time to Plan:** If you take the time to plan the details of what your camping adventure is going to look like and what supplies you will need to pull it off, it will make getting ready for the event go smoothly.

•**Reuse, Recycle:** Try to choose activities that make use of supplies you already have around the house to cut down on costs. Use sites like Pinterest to find ways to reuse household items in creative ways for camping activities.

•**Don't Skip the Campfire:** If the kids are too young to safely be around a real campfire, try making a pretend one for ambiance. It really adds to the camping experience!

•**Enjoy Nature:** One of the perks of spending time outside is that nature provides us with so many ready-made activities. Take a nature walk,

Experience nature  
right in the back yard!

have a nature scavenger hunt, or spend time stargazing.

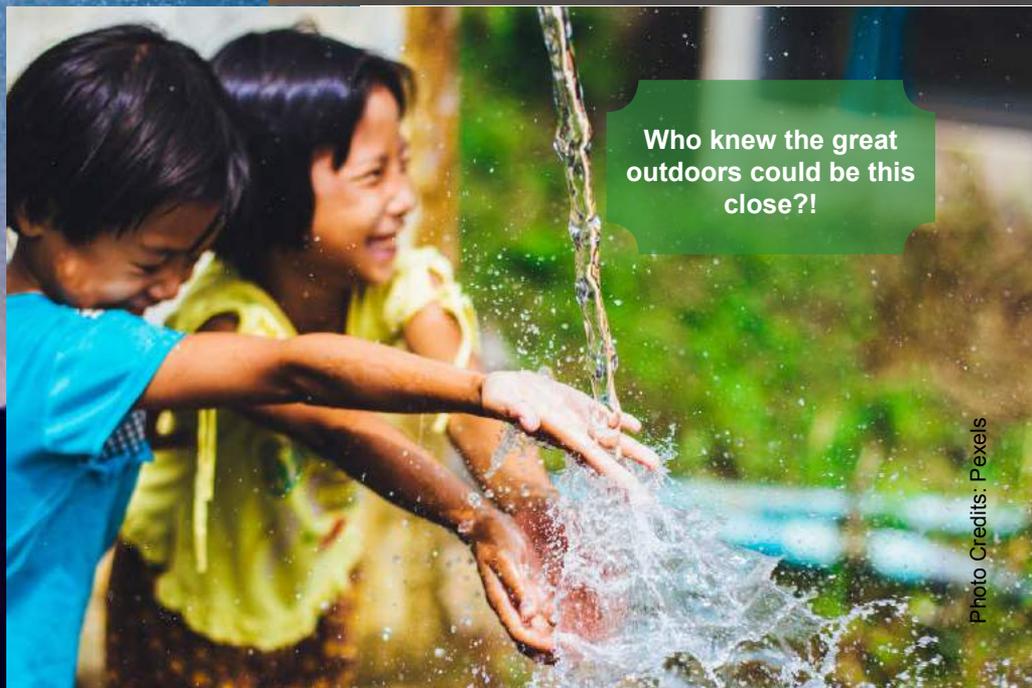
•**Make Time for Fun:** If you plan your campout so all you have time for is cooking and sleeping, you're missing out on most of the fun. Make sure you plan enough time to play some outdoor games, sing songs, and tell stories around the campfire.

•**Lay Down Some Ground Rules:** To preserve the authenticity of a campout, consider banning electronics (for adults, too!) and limit opportunities to visit the house for forgotten items.

•**Have a Contingency Plan:** Part of the reason for camping in the back yard is to try it out before doing the real thing. If the weather doesn't cooperate, or if kids get scared or just aren't having a good time, be willing to call it quits and head inside. You can always try again another time!

Summer vacation?  
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Magazine  
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Who knew the great  
outdoors could be this  
close?!

# Set yourself apart from other nannies...

## **INA NANNY BASIC SKILLS ASSESSMENT**

The INA Nanny Basic Skills Assessment was developed to assess a nanny's basic child care knowledge and is a 40 question timed, multiple choice exam that is available to be taken online.

**The assessment addresses:** Health, Safety, Nutrition, Professionalism, Child Development

Perfect for those just starting out to build their resume / portfolio.

Also available for agencies to purchase in bulk and provide to placement candidates.

## **INA NANNY CREDENTIAL EXAM**

The INA Nanny Credential Exam has 100 multiple choice questions and 1 open response essay question with multiple parts. The exam is a timed exam that is available to be taken online. The exam is designed to test a nanny's practical knowledge of child care. A proctor must be secured by the exam candidate to administer the exam prior to testing.

**The exam addresses:** Child Development, Family/Provider Communication, Child Guidance, Multiculturally/Diversity Awareness, Learning Environment, Personal Qualities of a Nanny, Safety, Management Skills, Health, Nutrition, Professionalism



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# Ask the Agency

*Kaitlin McHugh of L.A.-based Westside Nannies talks elections, political compatibility, and more with us in this issue's Ask-the-Agency column.*

*Do you have a burning question for an agency? Email [info@nannymag.com](mailto:info@nannymag.com).*

## **Question: Should a family have any right to know Nanny's political background? What if they clash over very sensitive issues, like gun control or abortion?**

Answer: "This rarely comes up in our experience, but it is an interesting question! While we would suggest that families avoid asking these types of questions if possible, we do understand that parents may be concerned that a nanny's values and beliefs may impact their children. If a family does broach a sensitive topic, a nanny should be open to discussing it to the length that he or she feels comfortable, and a nanny should always keep in mind that most families are not held to the same standards as large companies in terms of discrimination, so they should not be turned off if a family does ask a question like this. As stated, in many cases a family will legally be within their rights to ask these types of questions as long as they employ fewer than a certain number of employees; however, we would always suggest checking the state and federal laws on these issues. Though parents may be concerned about the beliefs and values that their nanny is instilling in their children, professional nannies know that they are an extension of the parents and that they should always strive to help raise the children in alliance with the parents' views, beliefs, and parenting philosophies."

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## **Question: What advice does Westside Nannies provide to families regarding paid time off for voting?**

Answer: "We think it is important for everyone to exercise his or her right to vote! Many people work and find time to vote. We encourage our nannies to plan ahead. If they know they have to work that day, they should check their local polling station for the times they are open; often polling stations are open fairly early and stay open fairly late to accommodate people who work, so going before or after your shift may be the best option. If a nanny will be working during the hours the polling station is open, there are a few options they can look into. First, they can choose to vote by mail. They would need to do some research in how to get a ballot sent to them, and they would need to do this in advance. The nanny could also communicate early with their employer; perhaps their employer is willing to work with them in order to let them come in a half an hour later than usual, or leave a bit early. The family and nanny might also consider taking the children with them to the polling station. This can be an excellent opportunity for a teaching moment, and could be used as an educational field trip of sorts. The nanny can demonstrate that it is important to vote, and while doing so can discuss with his or her charges what it means to vote, the requirements to do so, how it is done, voting rights history, and the process in the United States."

## **Question: Describe the staff of Westside Nannies. How many employees are needed to get the job done?**

Answer: "There are four full-time staff members at Westside Nannies, and we all work extremely hard every day. Each member of our team has worked as a nanny in the past, which we think allows for crucial insight into the industry and what it takes to be a nanny. While we all have our main roles and areas that we cover, it is truly a team effort every day. We are all hands-on and we spend a great deal of time vetting, recruiting, checking references, and supporting outstanding nannies. We are also always working right alongside our families to ensure they find the right fit. We listen closely to each family's wants and needs, and get to know the day-to-day lifestyle in their home. We want it to be a perfect match on both ends. We often feel that our job is very much like matchmaking. It has to be a good fit, and that requires considering many different elements, from personality, background, and experience on the nanny side with the personality, background, and needs of a family. The staff at Westside Nannies consists of hard-working, bright, enthusiastic women who truly love what we do each day."



Photo Credit: Amber Ketchum

# Apple Peanut Butter Snack Bites

Amber Ketchum, MDS, RD. Registered Dietitian.

**These easy apple and peanut butter snack bites are perfect when you need a quick, healthy snack ready for hungry kiddos! They can be made in advance and kept in the refrigerator for several days.**

Recipe and photo from Amber Ketchum ([www.homemadenutrition.com](http://www.homemadenutrition.com)).

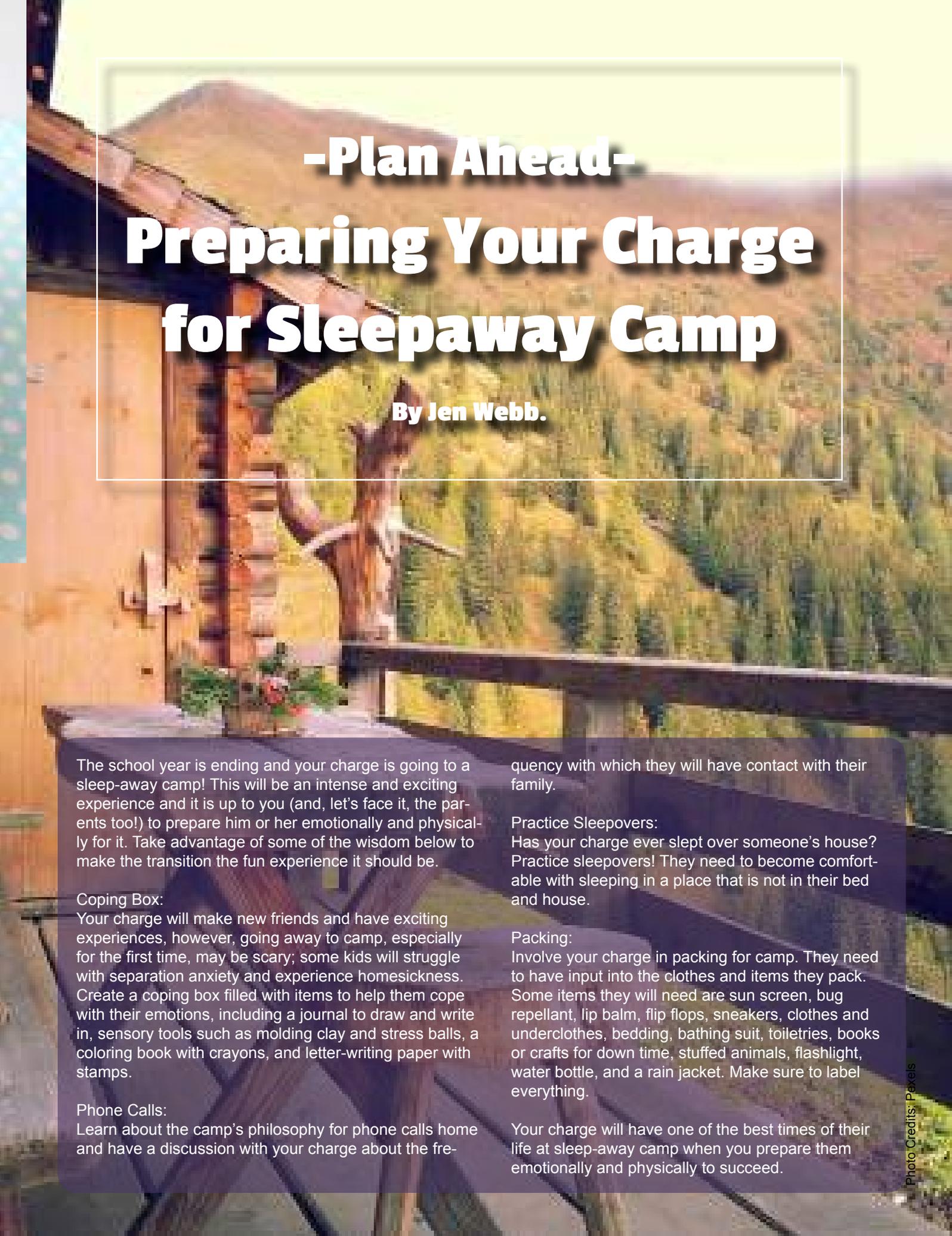
## Ingredients

Makes about 16 bites

- 1/2 cup natural peanut butter
- 2 tablespoons ground flax seed
- 1/4 cup dried cranberries or cherries
- 1 cup quick-cooking oats (instant oats)
- 1/2 medium apple, roughly chopped
- 2 teaspoons honey (optional)

## Directions

1. Place all ingredients in a food processor and pulse until they come together to form a dough-like texture. If the mixture is still crumbly, add 1-2 tablespoons water and pulse until it comes together.
2. Scoop the mixture out one tablespoon at a time and roll to make each snack bite round in shape.
3. Place in an air-tight container with parchment or plastic wrap between layers of the snack bites and store in the refrigerator for up to one week.



# -Plan Ahead- Preparing Your Charge for Sleepaway Camp

By Jen Webb.

The school year is ending and your charge is going to a sleep-away camp! This will be an intense and exciting experience and it is up to you (and, let's face it, the parents too!) to prepare him or her emotionally and physically for it. Take advantage of some of the wisdom below to make the transition the fun experience it should be.

#### Coping Box:

Your charge will make new friends and have exciting experiences, however, going away to camp, especially for the first time, may be scary; some kids will struggle with separation anxiety and experience homesickness. Create a coping box filled with items to help them cope with their emotions, including a journal to draw and write in, sensory tools such as molding clay and stress balls, a coloring book with crayons, and letter-writing paper with stamps.

#### Phone Calls:

Learn about the camp's philosophy for phone calls home and have a discussion with your charge about the fre-

quency with which they will have contact with their family.

#### Practice Sleepovers:

Has your charge ever slept over someone's house? Practice sleepovers! They need to become comfortable with sleeping in a place that is not in their bed and house.

#### Packing:

Involve your charge in packing for camp. They need to have input into the clothes and items they pack. Some items they will need are sun screen, bug repellent, lip balm, flip flops, sneakers, clothes and underclothes, bedding, bathing suit, toiletries, books or crafts for down time, stuffed animals, flashlight, water bottle, and a rain jacket. Make sure to label everything.

Your charge will have one of the best times of their life at sleep-away camp when you prepare them emotionally and physically to succeed.

# Time Management

By Amber O'Neil

So your charges are back in school. Now what?

The time has come for your charges to start school. You have been an integral part of their first couple of years of life, and you might even still be a part of their lives in the afternoons after school. Depending on the needs of your NannyFamily, you might not be needed anymore or you might be needed in a smaller capacity. Whatever the case may be, you need to figure out how to manage your time. Here are some ideas:

1. Sleep: Get some rest! You might be working just afternoons or may be asked to be on call should one of the kids get sick, sohy not soak up some ZZZs?
2. Take a class: Find a class that interests you and get your own learning on while the kids are school.
3. Find a new job: Look for a new job, either part time or even full time. School tends to be the time when you move on to a new family or the family won't need you even if the kids are sick in the mornings and you can pick up a

morning job.

4. Define a new role with the NannyFamily: If Your NannyFamily wants to keep you on even though the kids are in school, you might be asked to do more personal assistant or housekeeping work than you used to do.
5. Start on a new hobby: This is a great time to try a new hobby. Expanding your horizons allows you to refresh yourself and share the new things you've learned with the kids.

Whatever you decide to do, this is an exciting time for everyone involved. I have gone through this once myself, and while I did stay with them for two more years, I did eventually move on to a new job. Always remember that regardless of what decision you make, it needs to be right for you, so be careful to not overbook yourself.

# Legally Speaking

Nanny-turned-lawyer Sterling Chillico weighs in on your burning legal #nannylife questions in one of our newest columns. Read her responses in previous issues for more legally speaking perspectives.

## I was fired while pregnant. Isn't that illegal?

By Sterling Chillico.

It is not illegal to fire a pregnant woman—it is illegal to fire a woman because she is pregnant.

As long as you are able to perform the major functions of your job, an employer cannot fire you simply because you are pregnant. The law does not give pregnant women any special rights; it simply prevents employers from treating pregnant women differently than they treat any other employee.

You should definitely take action to protect your rights. The Federal Equal Employment Opportunity Commission (EEOC) as well as state agencies exist to protect employees from discrimination.

To win a pregnancy discrimination case, you must show that you were treated differently than other similarly situated employees, and that the difference in treatment was based on your pregnancy.

If you feel that you were fired because of your pregnancy, you should contact an experienced attorney in your jurisdiction to perhaps negotiate a severance package on your behalf, or seek relief from the courts.

This article does not constitute legal advice and should not be taken as such. If you find yourself in a situation such as this, please contact a lawyer who is licensed to practice in your jurisdiction. Sterling Chillico and Nanny Magazine Publication, LLC do not endorse this information as legal advice.



Photo courtesy Sterling Chillico.

# Keeping Teen Workers Safe in the Workplace

**By Reid Maki.**

Reid Maki is the Director of Child Labor Advocacy for the National Consumers League and the coordinator of the Child Labor Coalition. Please visit [www.stopchildlabor.org](http://www.stopchildlabor.org) to view "The Five Most Dangerous Jobs for Teens" report.



In 2013, Blake Bryant, a 14-year-old, took a job as a tree-trimmer in Palatka, Florida. One day, his boss handed him a chain saw and hoisted him 50-feet high into a tree to cut some limbs. Tragically, Blake cut through his safety harness and plummeted 50 feet to his death. Each day in the US about 13 workers are killed on the job—sadly, some of those workers are teenagers. In a typical year, we lose about 20-30 teens at work. Each of those deaths are torture for the friends and family of the child worker. About every 9 minutes, a U.S. teen is hurt while working.

Many teens lack the experience and

sense of caution needed to protect themselves from workplace dangers. They are reluctant to refuse to do hazardous tasks or to ask for safety information. Research on the developing brain suggests that there are neurological reasons why teens do not always evaluate dangers properly—the portion of the brain that causes adults to exercise caution is still developing in teenagers.

At the National Consumers League, the nation's oldest consumer group, we produce an annual report called "The Five Most Dangerous Jobs for Teens," which identifies jobs that

teens should avoid or carefully consider before taking. We also point out work dangers that might not be apparent: most teen workers are killed while driving vehicles, and teens are killed—disproportionately—on their first day or week on the job.

Consider, for a moment, a few horrifying examples of teens who died in the workplace:

- In December 2015, 19-year-old Mason Cox in Gastonia, North Carolina was working his first day on the job feeding tree limbs into a wood chipper. In an instant, he was pulled into the wood chipper and killed.

•That same month, 19-year-old Oscar Martin-Refugio was shot in the heart and killed by robbers as he worked in a Bridgeport, Connecticut pizza shop.

•Grant Thompson, 18, was killed by a snake bite while working in a pet shop in Austin, Texas in July 2015. A cobra was missing.

Our list of most dangerous jobs:

•Tobacco harvester

•Agriculture: Harvesting crops and using machinery

•Traveling youth sales crews

•Construction and height work

•Outside helper: Landscaping, grounds keeping and lawn service

A 12-year-old cannot legally buy cigarettes in the U.S., but they are allowed to work in a tobacco field for 10- to 12- hours a day in 100-degree heat and suffer repeated bouts of nicotine poisoning. This is legal because of decades-old exemptions to U.S. child labor laws that apply to agriculture.

According to research by Human Rights Watch, a majority of teen tobacco workers interviewed reported getting sick while working on U.S. tobacco farms. Many of their symptoms—nausea, vomiting, loss of appetite, headaches, and dizziness—are consistent with acute nicotine poisoning. Many child tobacco harvesters described this as “feeling like I was going to die.”

Farms are particularly dangerous places to work (about every three days a child dies in an agricultural-related incident, and every day about 38 children are injured on farms). An estimated 300,000 to 400,000 kids, often from

**“A 12-year-old cannot legally buy cigarettes in the United States, but they are allowed to work in a tobacco field for 10 to 12 hours a day...”**

migrant families, pick fruits and vegetables each year.

Fruit and vegetable workers perform back-breaking work in temperatures that often reach into the 100s. Work days can be 10-12 hours and the developing bodies of child workers are often subjected to toxic pesticides and machinery that can severely injure them.

Many college-age youth and occasionally teens are tempted by the allure of traveling sales jobs, often selling magazines or other items door-to-door. The danger of knocking on a stranger’s door are great, and experience has shown that many members of traveling sales crews have criminal records. Numerous crime reports involving traveling sales crews suggests that the environment is not a safe one for young workers, including instances of workers being beaten by their supervisors because of poor sales.

In 2014, one in five of all work fatalities were in construction. A construction worker is nearly three times as likely to die from a work accident as the average American worker. According to federal data, youth 15-17 working in construction had greater than seven times the risk for fatal injury as youth in other industries. Landscaping and yard work is a frequent entry point into the job market for teenagers. However, the sharp implements and machinery used to do the work present dangers for teens. Often, young workers are left unsupervised for long periods of time. This work can be extremely dangerous:

•In September 2015, Conner LaPointe, 18, of New Athens, Illinois was operating a commercial mower that rolled into a pond and trapped him beneath it, drowning him.

•Bradley Hogue, 19, was killed in July 2014 after falling into an auger in Lake Stevens, Washington as he blew bark onto a residential property. It was his second day on the job.

Despite the dangers, jobs for teens are an important part of youth development, providing both needed income and teaching valuable work skills. Jobs can build confidence, teach social skills, and offer an array of benefits. Research suggests that teen jobs decrease the likelihood working students will drop out of school and teen work, if limited, increases future earnings—as long as teens work 20 hours or less each week during the school year.

Our goal is to make teen work a happy and healthy experience and to empower teen workers to feel confident in telling employers that they do not feel safe when asked to do something dangerous.

## Age-Appropriate Chores for Charges at All Ages and Stages

By JoAnna Becker.



As children leave the infant and toddler stages, many parents wonder when is the right time to get kids involved in cleaning tasks around the house, and they may turn to their nanny for guidance. In other families, it may be up to the nanny to suggest the idea of getting kids involved. Either way, we're here to help you share with your NannyFamily why chores are beneficial for kids and how to choose chores that are appropriate for every age and stage. If you are ready to introduce chores but your bosses aren't on board yet, let them know just how beneficial chores can be for kids. Chores teach responsibility and a strong work ethic, help children feel like part of a team, build up children's confidence and self-esteem, and even encourage development in every single developmental domain. Additionally, starting good habits with kids when they're young will translate into good habits as they grow. Choosing chores that are age appropriate is crucial. When considering jobs around the house, think about how high the children can reach, how much weight they can lift, and how long their attention span is. If you give a toddler a chore that normally takes you 30 minutes to accomplish, everyone is going to be frustrated and defeated before the chore is done. Start small and add more-complicated chores as they grow. Use our list for ideas of where to start.

Finally, once your bosses have decided on what chores and how often your charges should pitch in, it is helpful to put a system in place to help the family track chores and rewards earned (if they choose to use rewards). All members of the family should know where to track their chores and learn how the system works.

Choosing and implementing age-appropriate chores for children may take a little time and effort, but the benefits to the entire family will be worth it.

# Chore Chart

## Toddlers:

- Put toys in toy box
- Put dirty clothes in hamper
- Help move clothes from washer to dryer
- Help put clothes away
- Dust with feather duster
- Help feed pets
- Help wipe up messes

## Preschoolers:

- Help set and clear table
- Empty silverware from dishwasher
- Match socks and fold
- Straighten bedroom
- Make bed
- Fold dishtowels
- Sort recycling

## Early Elementary:

- Vacuum furniture
- Take out recycling
- Set and clear table alone
- Empty dishwasher
- Simple meal prep
- Sweep
- Collect garbage
- Get mail
- Rake leaves

## Upper Elementary:

- Make simple meals
- Take garbage to the curb
- Fold and hang laundry
- Put groceries away
- Walk dogs
- Load dishwasher and wash dishes
- Clean toilets
- Mop floors

## Middle School:

- Do laundry from start to finish
- Make full meals
- Clean kitchen
- Sweep out garage
- Mow lawn
- Wash cars

Photo Credit: Pexels



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# -#NANNYLIFE FASHION-

## Red, White, and Blue: Election Day Outfits

By Michelle Galetta.

This issue has covered various election topics: candidates, political issues, child welfare, but “What to Wear to the Polls?” That falls to me. No matter the personal style, we all have certain basics in our wardrobe: denim; white jeans; a bright red, white, or blue shirt that is mostly worn on Christmas, as a layering piece, or on the Fourth of July. My goal in this issue is to help you pull together those essential pieces with clever accessories showing our nation’s pride. On election day, Americans will make a very personal choice in the voting booths based on conscious thought, education, and consideration. They will also make a personal choice in what they wear. Some women might don a striking red dress to show their voting pride, men might wear a navy or chambray button down, and a select few will let their patriotism scream out loud with head-to-toe flag apparel. Whichever style direction you choose, I’ve found some great statement pieces to add that will work with any election day ensemble you have in mind! Have fun and elect to add a little style to your voting errands!

# WOMEN



M + F Western Americana Messenger Bag, \$45 at zappos.com



Americana Canvas Flag Avalon Slip-Ons (vegan), \$59 at toms.com

Patriotic Bracelet, Riverbend Bracelet Co. \$20 at etsy.com



Riverbend Bracelet Co.



Red, White, and Beautiful Bralette (for the woman who likes to keep her patriotism to herself). \$29.99 at modcloth.com

# MEN



Americana Canvas Flag Paseo Sneakers, \$59 at Toms.com

Straw Boater with Two Tone Straw Grosgrain Ribbon, Scala, \$60 at zappos.com



# EVERYONE

American Heritage Infinity Scarf, Steve Madden, \$34 at zappos.com



Patriotic Knit Cuff, The Knot Haus, \$30 at etsy.com

American Flag Boxer Shorts (for the man who wants to show his pride under the work uniform), \$14.99 at theflagshirt.com



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# Breast Is Best

**Isn't it time for us to stop shaming mothers for the way they feed their babies?**



**By  
Heather Cherry.**

Photo Credit: Pexels

Breast is best... or is it?

Breastfeeding has been around since the beginning of time. However, in recent pop culture it has become more debated than the presidential candidates. Many moms are passionate about offering their babies a natural source of nourishment, while other moms simply don't share the belief that breastfeeding is the only way to go. There is never a right or wrong answer, but it is smart to consider how breastfeeding can be beneficial to mom and baby.

## **Proven Positives**

There are several nutrients in breastmilk that are naturally derived and cannot be copied in formulas. If Baby receives primarily breastmilk for the first six months, research advocates that it can aid in the prevention of sicknesses including ear infections, respiratory illness, and bouts of diarrhea. The American Academy of Pediatrics suggests that breastfeeding may play a role in the prevention of Sudden Infant Death Syndrome (SIDS).

## **Some Shortcomings**

Everyone talks about the glorious advantages of exclusive breastfeeding, but most forget to mention the downfalls. Breastfed babies tend to eat more often compared with formula-fed babies. The upside to this is that both the mom and the baby get skin-to-skin bonding every few hours at least. But some medications can also be passed through breastmilk, and Mom must be careful of her diet and nutrition to assure baby's milk is pristine.

The choices is yours.

The downsides of breastfeeding don't outweigh the positives, but it is important to remember that exclusive breastfeeding is a choice. As long as the choice is yours, breast can be the best!

**World Breastfeeding  
Week is August 1-7.**

# How to Avoid Stress Eating

*We've all been there; here's how to stay away.*

By Josie De Hoyos-Zamora, MDS, RD

With the new school year right around the corner, you're bound to feel a little out of balance as everyone gets back on schedule. Whether you're feeling stressed because of your own exams at school or long workdays, it's normal to want to reach for sugary and greasy foods when the pressures of daily life take over.

Our brains crave "feel-good" foods when we feel overwhelmed, making it that much harder to say no to treats. So while your first instinct may be to reach for that leftover chocolate birthday cake or say yes to an extra large order of fries, keep these points in mind to help you stay on

track with eating well in times of stress.

- Be Prepared:** Stress can hit at any time, so be prepared to take on stressful situations by being armed with healthy foods. Having a healthy snack readily available makes it less likely you'll overdo it on that huge bowl of candy. Carry granola bars, unsalted mixed nuts, or a piece of fresh fruit to help combat those stress-induced cravings.

- Don't Forget:** Some people tend to overeat when stressed, and others simply forget to eat. If you tend to skip out on meals when under pressure, make it a point to eat a wholesome meal to help boost your mood. Aim for a meal with lean protein, antioxidant-packed veggies and fruit, and filling whole grains; you're likely to not only feel satisfied, but less stressed.

- Indulge:** But don't overdo it. It's okay to cave into your cravings when you're stressed out, but do so in moderation. If at the end of a long, stressful day all you want is a huge bowl of your favorite ice cream, go ahead and enjoy some without the guilt by serving yourself a single serving (typically ½ cup) along with some fresh fruit like sliced strawberries or bananas.

- Take a Time Out:** In times of stress, it's easy to forget to take time for some self-care. Brew a warm cup of tea and take a moment to yourself. Doing so may be just what you need to help combat stress eating.



# **-Dilemma- Time Out**

**Should a nanny get time off to  
rock the vote?**

**By JoAnna Becker.**

Election day is almost here, and with it comes questions about whether or not nannies are entitled to take time off to head to the polls. While it is the opinion of this author that every citizen should be able to exercise their legal right to vote, even if that means time away from work, the issue is not always that black and white.

As with many issues in the United States, laws vary from state to state. According to FindLaw.com, 20 states and the District of Columbia currently do not have any laws requiring an employer to allow time off, unpaid or paid, to vote. 30 states and Puerto Rico have laws that require time off for voting, although most have stipulations about the circumstances under which the law would be in effect and how much notice employees must give before taking time off, and several of these states do not require that the time off be paid. If you intend to take time off to vote, it is important to know your state's laws before approaching your employer about it.

Additionally, whether an employee can take time off to vote can depend on the written work agreement between employer and employee. If a nanny is in a state where time off is not guaranteed by law, they can request that it be written into the work agreement. Lora Brawley, creator of the A to Z Nanny Contract, notes, however, that "Providing a nanny paid or unpaid time off to vote isn't standard in the nanny industry since most nannies have schedules that allow them to go to the voting booth during their off time."

For nannies who live in a state where time off is not guaranteed by law and who have employers unwilling to grant time off to vote, there are a couple of options. Some states have early voting that allows for evening and weekend voting times. Many states have polls that are open early and stay open late on election day to allow people to vote outside of normal work hours. However, nannies are in a unique position due to our mobility throughout the day. Lora Brawley observes that "most employers allow their nanny to vote during work hours with the kids. It's convenient for the nanny since there are fewer people voting during the day and it offers a wonderful teachable moment on civics to young voters-to-be." What a great opportunity to lead by example for your young charges!

Ultimately, it is not only our right, but many believe it is our civic duty to vote. Whether that means taking time off, voting outside of work hours, or taking your charges with you to the polls, make sure you make your voice heard this election day.

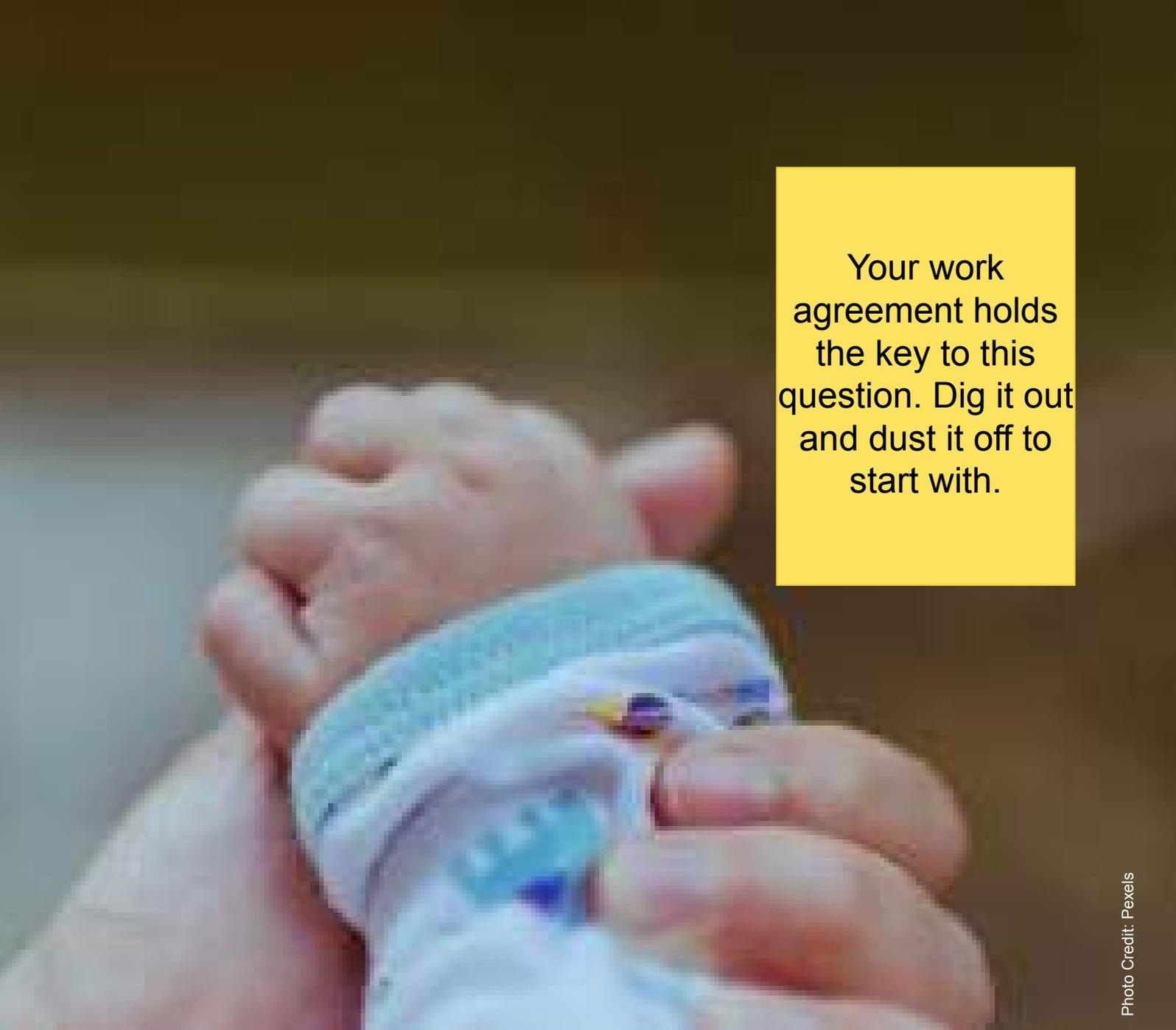
# **Nanny Maternity What Should You Be Getting?**

*When it comes to maternity leave and what you should be getting, the best answer is whatever has been mutually agreed upon and outlined in your executed work agreement.*

**By Michelle LaRowe.**

**Executive Director of Morningside Nannies and Lead Educator at [NannyTraining.com](http://NannyTraining.com)**





Your work agreement holds the key to this question. Dig it out and dust it off to start with.

Photo Credit: Pexels

### Why?

While the Family and Medical Leave Act (FMLA) outlines the regulations relating to unpaid job-protected leave for the birth of a child and to care for the newborn child within one year of birth or for the placement of a child for adoption or foster care within one year of placement, FLMA only covers eligible employees.

And since nannies are usually the only (or one of a few) household employees, and FMLA only applies to employees who work for an employer with at least 50 employees, nannies would not be considered eligible for

these benefits.

So while the law does not require employers with fewer than 50 employees to provide maternity leave or benefits, it doesn't mean that some nanny employers won't consider offering them.

In an industry that is made up of mostly women of child-bearing age who love children and caring for them, it would seem like discussions about maternity leave and benefits would be part of any nanny and family pre-employment negotiation and that the agreed-upon leave or benefits would be reflected in the work agreement. As with vacation and

paid time off, when the family travels and doesn't need childcare, it would seem that there would be some industry standards guiding these discussions and negotiations, however this is simply not the case.

"What a nanny who is pregnant receives in terms of pay and leave is up to the family. Every situation is unique so it's difficult to know what to realistically expect," shared Guy Maddalone, founder and CEO of GTM Payroll.

Because discussions about maternity leave and benefits aren't commonplace in pre-employment negotiations, for many nannies and families, the first discussion about maternity leave or benefits won't come up until the nanny knows she'll need them.

While these discussions can be tough to have, Maddalone suggests that "a nanny can make things easier by discussing her pregnancy as soon as possible with her employer." Getting the conversation out in the open will make it clear what is expected of both the nanny and the employer, believes Maddalone, who also encourages employers to talk about how long the nanny plans to work before her due date, the amount of time off they will grant after the child's birth, and whether or not there will be any paid leave. "Having a frank and honest conversation as soon as possible will help relieve any tension and stress."

And while many conversations about maternity leave or benefits won't happen until the nanny needs them, there are proactive actions nannies can take as a means for planning for the future. "Before being hired, a nanny will want to make sure she will be paid legally and the proper taxes withdrawn and remitted on her behalf. This way she can take advantage of disability insurance if available in her state when she is on leave. Or if she is let go, she may apply for unemployment insurance benefits," says Maddalone.

When a nanny plans in advance and knows that she may have some coverage in terms of maternity leave or benefits before she needs them, having these tough discussions can be easier and less stressful for all.

**References:**

<http://www.dol.gov/whd/fmla/>

<http://www.dol.gov/whd/regs/compliance/whdfs28.pdf>

# The Magic Number

# 50

*Family and Medical Leave  
Act regulations only apply  
to employers with 50 or  
more employees*

Photo Credit: Pexels



## **-SENSITIVE SUBJECT-**

# When Mom Doesn't Know Best

By Kelci Ann Ross.

Photo Credit: Pexels

“Mom knows best.” We’ve all heard this quote many times throughout our lives. While it usually rings true, there are some instances in our case, from the standpoint of being a professional and experienced nanny, when it can be false. Think about it. Have you ever been in an instance in which your employer has asked you to do a task or raise their child in a way that you simply know is not in the best interest of the child or could actually be harmful? For many nannies, this is a bleak reality that must be navigated, and it’s perhaps one of the most difficult struggles a nanny can face.

As nannies we often work long hours each week with the children we look after. Those are precious hours that your charges’ mom and dad are unfortunately not able to be with their children. When it comes down to it, you are logging more hours with the children than their own parents are. That’s just the way it is. Mom and Dad would love to be with their kiddos as much as they can but they have careers and other responsibilities. Simply because we are with the children so much, we tend to know them very well. We surely know their likes and dislikes as well as what makes

them happy and upset. As a nanny you know that your charge likes carrots packed in their lunch and despises the thought of ants on a log no matter how much peanut butter you slather on the celery stalk. You know that when it’s time for the baby’s nap which book she likes to read and which music she likes to fall asleep to. We know what works because we deal with these types of situations every single day.

Many times when I am not on nanny duty I get to see how the children act around their mothers and fathers. Sometimes I cannot believe that these are the same kids that I take care of every day. The kids completely change when their parent is in charge, and if you know what I’m talking about, you know it can be very frustrating. How do they listen and comply so well when Nanny is in charge, but when Mom is around all rules go out the door? I can’t help but feel bad for my boss and I want to help her out. In these situations the best thing you can do is simply suggest the things that work well when you are taking care of the children. Just let Mom know that when you give the kids the challenge of cleaning up their toys before the song is over it gives them some motivation to get it done!

As a result, the toys get cleaned up and the kids are proud of themselves for completing a task. Keep the suggestions light and easy. You don't want to go too in depth because if you do Mom may feel like you're giving her a lesson on parenting.

That brings me to my final and most important tip on this topic. The number one thing that you need to keep in mind as a nanny is that you are not the parent. You are the person that the parent chose to take care of their children while they are away. As the nanny you need to respect the mother and her style of parenting no matter what. After all, she is the kids' mother and while she may not always know what's best, she loves her children immensely. She will do whatever she thinks is best for her kids as all good mothers do.

Since becoming a nanny I have learned that sometimes in a case where you know Mom is wrong, the only thing you can do is smile and support her decisions. As the nanny you can be the one in Mom's corner helping her out even if you may know best.



Photo Credit: Pexels

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