

Balancing Work and Caregiving: A Guide for Employers

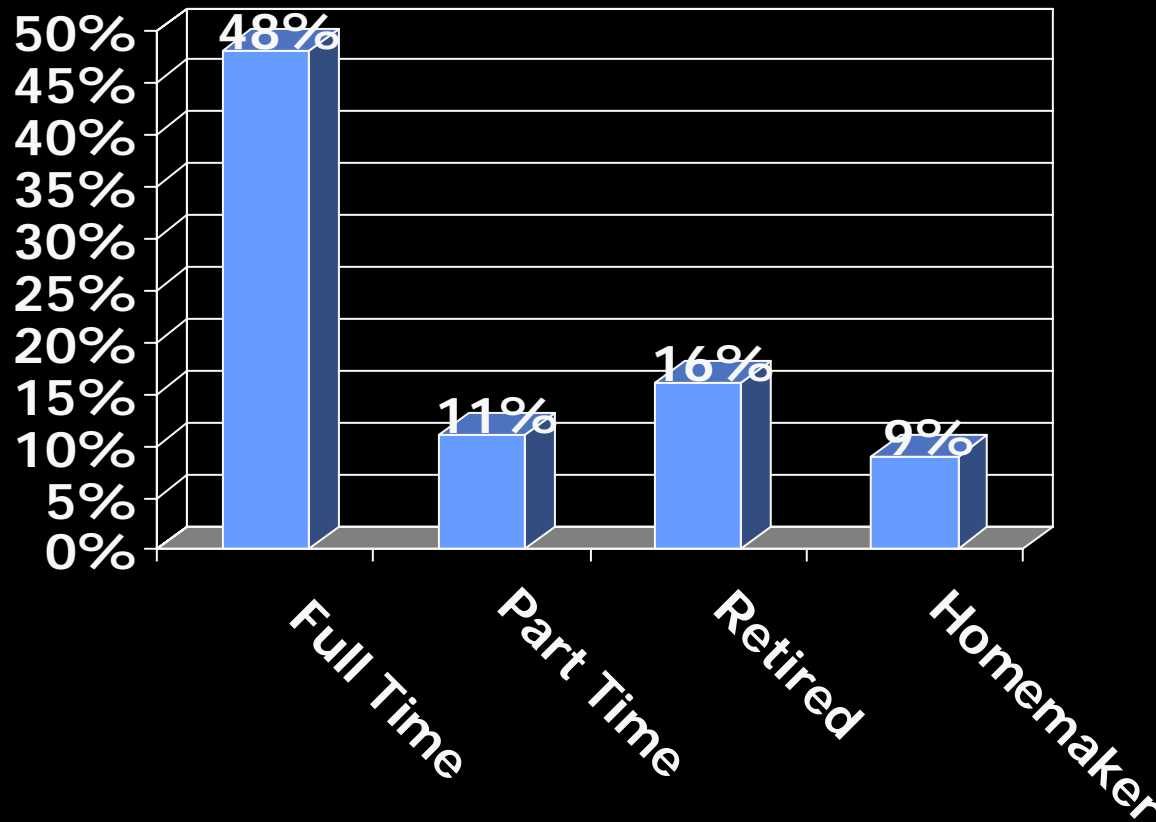


“Definitions” of Caregiver...

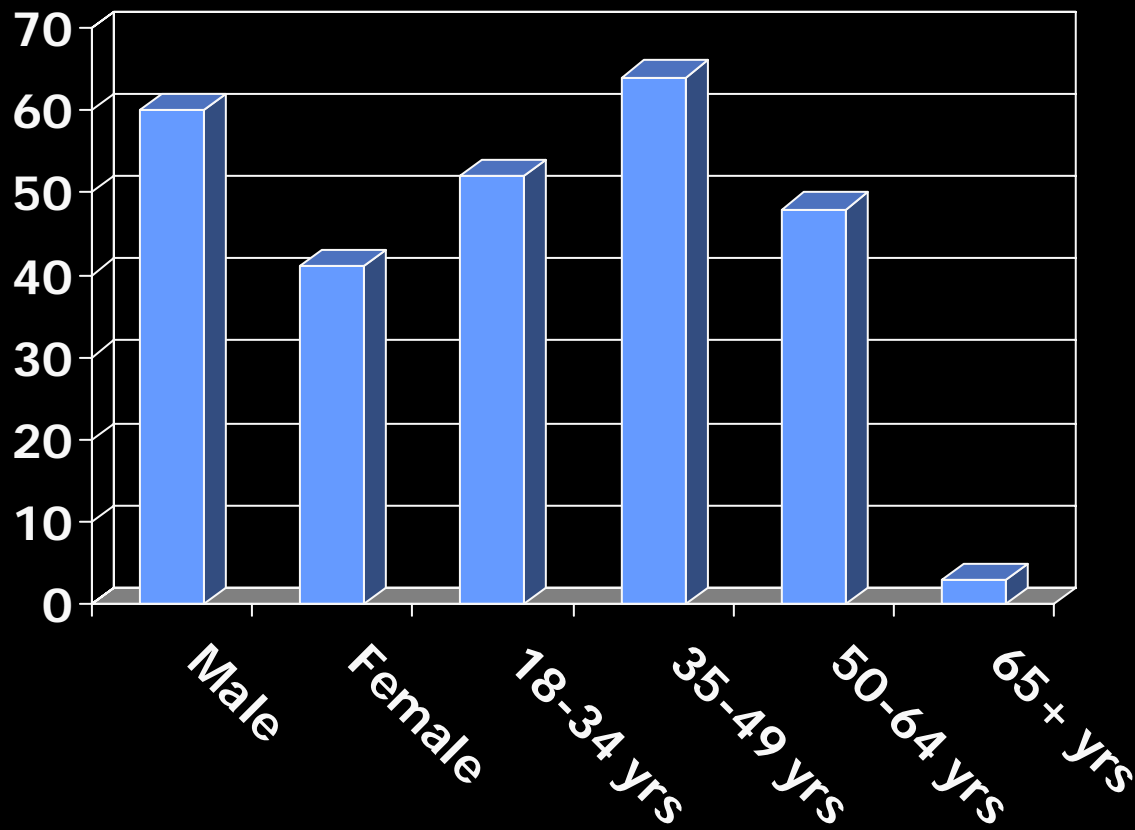
¹caregiver...“middle aged woman who can juggle personal, professional, and family responsibilities often under stressful and burdensome conditions”



Employment Status of Caregivers



Full-Time Employed Caregivers



Family and Medical Leave Act (FMLA)

- Be aware of your responsibilities as an employee
- Respect your employees rights under FMLA
- Look for solutions to assist caregivers prior to the need for FMLA
 - Flexible work hours
 - Tele-commuting
 - Job-sharing



Prepare Human Resources Department

- Assess employee needs for caregiving support
- Identify key HR staffer to specialize in caregiving
- Develop caregiving support campaign
- On-going follow-up
- Assess results of program

Encourage caregivers to...

- Talk openly with you...
- Set limits on “caregiving at work”
 - phone calls (when & why)
 - leaving work (running errands)
- Get help
 - 2-1-1
 - Eldercare Locator 1-800-677-1116



Encourage Your Employees to Communicate with YOU



Credits

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