

## Human Resources Leadership Guide Preserving Employment in an Aging Society

# Getting Employment Caregiver Benefits Right



### A Sustainable Workforce?

### Consider Alternatives To Days Off And Leaves Of Absence

#### WHAT CAN YOUR ORGANIZATION DO TO PROVIDE EFFECTIVE BENEFITS?

*Organizations Typically Find That For Low Levels Of Outlay The Return On Investment Is Not Only A Bottom Line Impact - and A Positive Impact On All Aspects Of Organization's Operations Take A Closer Look At Many Of The Benefits That Organizations Can Implement. This Is Another Organizational Jigsaw Puzzle Where You Fit The Pieces Together To Build Your Attraction and Retention Plan*

**WANT TO UPDATE  
YOUR BENEFITS? HERE  
ARE SOME PRINCIPLES  
AND EXAMPLES TO  
GET YOU STARTED.**

Let's start with a checklist of principles that can be adapted to provide effective benefits for Employee-Caregivers. We suggest that effective benefits:

- Are based on talking with your employees – Base benefits decisions on a genuine understanding of Employee-Caregiver (and all employee) needs
- Are determined in consultation with all employees and with appropriate representatives

There are numerous benefit options that employers can adopt to provide practical support for Employee-Caregivers.

For example, CareWise Solutions has identified a number of organizations addressing benefits for Employee-Caregivers. These include...

This information is accurate to the best of CareWise Solutions knowledge. As benefits are subject to change, CareWise Solutions cannot and does not guarantee the accuracy of this data. We suggest you use it as a guide to the



ORGANIZATION	DETAILS
<p><i>Johns Hopkins University</i></p>	<p><i>An early adopter of comprehensive senior care programs, Johns Hopkins offers a variety of services to its 40,000 employees, focused on three distinct phases:</i></p> <ul style="list-style-type: none"> <li>■ <i>Healthy aging</i></li> <li>■ <i>Chronic illness</i></li> <li>■ <i>Crisis.</i></li> </ul> <p><i>To help employees plan ahead, Johns Hopkins offers:</i></p> <ul style="list-style-type: none"> <li>■ <i>Individual consultations with a qualified counselor</i></li> <li>■ <i>Workshops on topics such as legal issues and dementia</i></li> <li>■ <i>Resources for long-distance caregivers</i></li> <li>■ <i>Up to 10 days a year of subsidized backup care.</i></li> </ul>
<p><i>Johnson &amp; Johnson</i></p>	<p><i>J&amp;J offers its caregiving program to Employee-Caregivers free of charge in order to encourage participation. Services include:</i></p> <ul style="list-style-type: none"> <li>■ <i>Situational assessments and scheduled check-ins from a geriatric care manager</i></li> <li>■ <i>On-site facility reviews</i></li> <li>■ <i>Assistance with paperwork and planning</i></li> <li>■ <i>Referrals to community resources</i></li> <li>■ <i>Webinars and workshops</i></li> <li>■ <i>Health care management services</i></li> </ul>



<b>ORGANIZATION</b>	<b>DETAILS</b>
<i>Bank of America and its Merrill Lynch Wealth Management</i>	<i>Since Merrill Lynch Wealth Management division began offering a variety of elder care support services three years ago, nearly half of the financial institution's more than 1,400 employees have taken advantage of the program's resources.</i>
<i>Starbucks</i>	<i>Starbucks, Best Buy and TripAdvisor offer employees a set number of subsidized care days per year - so workers can avoid taking time off to provide family care.</i>
<i>Prudential Financial</i>	<i>Prudential lets workers make a \$100 co-payment and hire a geriatric-care specialist.</i>
<i>McGraw-Hill</i>	<i>Permits employees to enroll one other adult family member, which can be an elderly relative, on their health-insurance plan at regular family rates.</i>
<i>Verizon Communications</i>	<i>(The Verizon Wireless division) offers emergency in-home care, and has even extended the benefit to some part-time employees.</i>

## WHAT GOVERNMENT SUPPORT IS AVAILABLE?

According to the International Alliance of Carer Organizations. (IACO), there are approximately 43.6M official family (unpaid) caregivers, or 13% of the population, in the USA.

While they are formally recognized they are not a “protected class” at the federal level but can receive some financial assistance, income and tax breaks to assist with caregiving.

While Hawaii provides financial assistance for Employee-Caregivers who stay in the workforce, the US does not have a national employer mandate for paid family leave. Several States do have some version of this.

AARP, the National Alliance for Caregiving and the Caregiver Action Network.

(Source: International Alliance of Carer Organizations. (2018). Global State of Care <http://www.internationalcarers.org>.

Support services may also be available State, local government Caregiver and private organizations.

## THE FAMILY AND MEDICAL LEAVE ACT (FMLA)

Currently, the only major federal public policy that addresses the need to take time off from work to care for family members is the 1993 Family and Medical Leave Act (FMLA).

The FMLA provides up to 12 weeks