
HOW TO TALK WITH YOUR EMPLOYEES ABOUT ELDERCARE

If an employee has:

- ▲ Excessive personal phone use during working hours
- ▲ Tardiness and absenteeism that exceed company standards
- ▲ Claims for sick days that are disproportionate to others
- ▲ Distraction, mood swings, or irritability, that produces problems with co-workers (others may not want to work with them)
- ▲ Poor work performance

Then you may have an employee who is having eldercare issues. Employers should be proactive but sensitive in identifying the underlying causes, which may include caregiving issues.

If the employee will acknowledge that there is an issue with eldercare, consider offering the following, if your company is supportive of eldercare:

- ▲ Employed Caregiver Toolkit
- ▲ Either paid or unpaid leave of absence to care for relatives (or friends)
- ▲ Flex-time
- ▲ Compressed work schedules that allow employees to work fewer days
- ▲ Telecommuting
- ▲ Job sharing
- ▲ Employee leave-sharing, where employees can donate unused leave time to others
- ▲ Shift exchange as needed or on an emergency basis
- ▲ Funeral and bereavement leave policies
- ▲ Community resources
- ▲ Employee Assistance Programs
- ▲ Flexible Spending Accounts

“Start by doing what’s necessary, then what’s possible, and suddenly you are doing the impossible.”

– Francis of Assisi

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