## Supporting Employees with Eldercare Needs
### What Employers Can Do

<table>
<thead>
<tr>
<th>Policies</th>
<th>Benefits</th>
<th>Services</th>
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</table>
| Flexible Work Schedules:  
- Compressed work weeks  
- Flextime  
- Cross-trained employees | Flexible Benefits Plans:  
- Cafeteria plans  
- Flexible spending accounts  
- Dependent-care assistance plans | Education on Caregiving:  
- Corporate libraries  
- Newsletters and guidebooks  
- Educational seminars  
- Caregiving fairs  
- Internet access |
| Reduced Work Hours:  
- Part-time employment  
- Job-sharing  
- Voluntary reduced time (V-time)  
- Phased retirement  
- Phase-in schedule after leave | Insurance:  
- Health insurance  
- Disability insurance  
- Life insurance  
- Long-term care insurance | Resources on Caregiving:  
- Dependent-care information and referral  
- Case management  
- Support groups  
- Peer support  
- Wellness programs |
| Options For Leave:  
- Sick leave (days, hours)  
- Family leave  
- Personal leave (earned time)  
- Vacation leave  
- Family leave (FMLA), unpaid or (preferably) paid | Employee-Assistance Programs:  
- Substance abuse treatment  
- Stress management  
- Consumer counseling  
- Crisis intervention  
- Bereavement counseling  
- Personal and family counseling | Direct Services:  
- Adult day center  
- Child/adult day-care consortium  
- Subsidies, vouchers, discounts for child or elder care, including respite  
- Sick and emergency care  
- Before/after school, summer and vacation care  
- Concierge services |
| Change Where Work is Done:  
- Telecommuting  
- Relocation policies | Tax Benefits:  
- Earned-income credit  
- Dependent-care tax credits | Community Involvement:  
- Stimulate care-related resources |
| Management Sensitivity:  
- Management training in work/life issues |  |  |


To learn more about working caregivers, visit the employer section of the National Caregivers Website [www.CaregiversLibrary.org](http://www.CaregiversLibrary.org) or call 804-327-1111