Family-Related Supports, Remote Work and Well-Being Resources

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Staff Council Update, September 9, 2020
Child Care Needs Survey

- Administered to 1,204 faculty and staff with at least one dependent aged 5-14.99 years old
- UI Health Care and CCOM not included
- Open July 30-August 5, 2020
- N = 690 (57% response rate)
Q1: The proclamation from July 17 informed that schools will need to provide a minimum of 50% face-to-face instruction. Please select the answer that best describes the planned learning situation for your child(ren) (select one option only):

- I have not decided if my child(ren) will attend face-to-face instruction when offered
- My child(ren) will NOT attend face-to-face instruction when offered
- My child(ren) will attend face-to-face instruction when offered
Q2 - Please select the options below that best describe resources your family will utilize this fall to accommodate the alternative learning scenarios impacted by the COVID-19 pandemic (select all that apply):
Q3: Concerns regarding alternative learning arrangement for my child(ren) include (please rank from 1 to 5 with 1 being your top choice):

**Total Counts of Top Five Selections**

- Health and safety of my family: 92.40%
- Concerns over the quality of my child's education: 91.40%
- Ability to Keep up with my work: 65.90%
- Job Security: 53.70%
- Financial Impacts: 46.20%
- Lack of Flexibility at Work: 37.40%
- Access to Quality Child Care: 30.60%
- Access to Technology for my Child's education: 30.30%
- Lack of Leave Accruals: 21.20%

**Top Choices (#1)**

- Health and Safety of my family: 60%
- Concerns over the quality of my child’s education: 24.40%
- Ability to keep up with my work: 5.70%
- Job Security: 3.20%
Q4: If available, I would use the following program/services (select all that apply):

- 32.34% Tutoring assistance (no cost option only)
- 20.93% Local community resource list
- 20.58% Tutoring assistance (fee-based)
- 13.63% Financial Assistance program
- 12.52% Additional leave donations
Local School Scenarios

→ 100% On-Site School
→ 100% Virtual
→ Hybrid Model

All schools provide the option for parents to choose a 100% virtual option
Child Care + Remote Work Tools

**Just-in-time Child Care webpage**
- Child Care Referral & Volunteer Resources
- Tutoring Resources
- Back-up or Occasional Child Care Resources

[hr.uiowa.edu/well-being/family-services/child-care/just-time-child-care-resources](http://hr.uiowa.edu/well-being/family-services/child-care/just-time-child-care-resources)

**Remote Work Arrangements**
- Best practices for staff
- Best practices for supervisors
- Flexible Work Agreement form
- Working, Learning, and Leading Remotely

[https://hr.uiowa.edu/well-being/family-services/workplace-flexibility](https://hr.uiowa.edu/well-being/family-services/workplace-flexibility)
### Other Types of Workplace Flexibility

- **Flex Time**: Begin and end work at non-standard times. Works the same number of hours each week.
- **Compressed Work Weeks**: Works full-time hours in less than a 5-day work week.
- **Job Sharing**: Rearranging job responsibilities amongst employees. Two people share the responsibilities of 1 position.
- **Reduced Hours**: Decrease hours worked to a less than full-time position.

[hr.uiowa.edu/well-being/family-services/workplace-flexibility](hr.uiowa.edu/well-being/family-services/workplace-flexibility)
COVID-19 Leave Options for Parents & Caregivers

NEW: Expansion of Catastrophic Leave

New changes to the Catastrophic Leave Program provide additional support to employee parents of children ages 18 or under who are impacted by:

- COVID-19-related school or child care closures
- Hybrid or virtual learning, as required by school district
- Hybrid or virtual learning, as opted by employee
- Medical need to keep child(ren) at home from school or childcare: Medical needs may include having a child or other household member who is at high risk for severe illness according to CDC guidelines, or the need to quarantine if identified by public health as a contact to COVID-19.

https://hr.uiowa.edu/benefits/time/catastrophic-leave
COVID-19 Leave Options

Paid leave options available for parents to care for children during school closures, virtual learning, and illness related to the COVID-19 pandemic include:

- Emergency Paid Sick Leave: Up to 80 hours (prorated for part-time employees)
- Emergency Family and Medical Leave Act (FMLA) leave: Up to 10 weeks
- Board of Regents paid sick leave: Up to 80 hours (prorated for part-time employees)
- Family Caregiving Leave: Through exhaustion of sick leave
- Vacation
- **NEW!** Expansion of Catastrophic Leave: No cap on donation hours that can be received

*Note: Some leaves may not apply for UI Health Care employees.*
Caregiving for Aging Loved Ones

Contact a Senior Resource Specialist at 319-250-1577 or info@livwellseniors.com

livwellseniors.com
FY21 Employee Flu Vaccination Campaign

→ Sept. 21 – Dec. 4, 2020
  • UI regular full-time and part-time (50 percent or greater) faculty and staff are eligible for a free vaccine. All UI Health Care employees and volunteers are eligible.
→ Use ReadySet to complete the short flu survey: uehc.link/MyReadySet or QR code
→ Employee vaccination dates TBD
→ Other locations:
  • University Employee Health Clinic
  • UI QuickCare
  • UI Urgent Care
  • Primary care provider