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University Human Resources

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

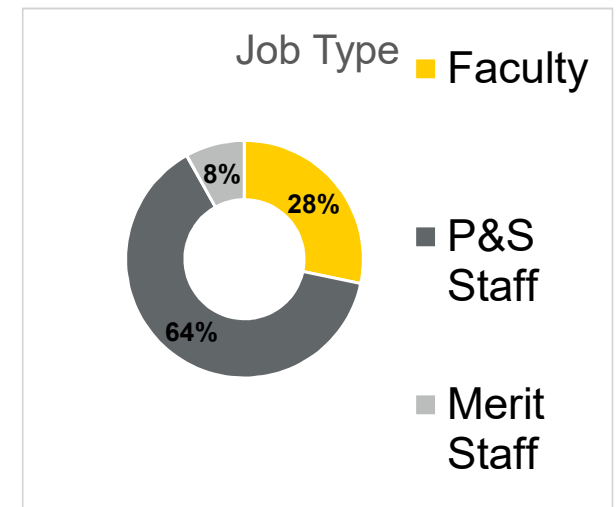
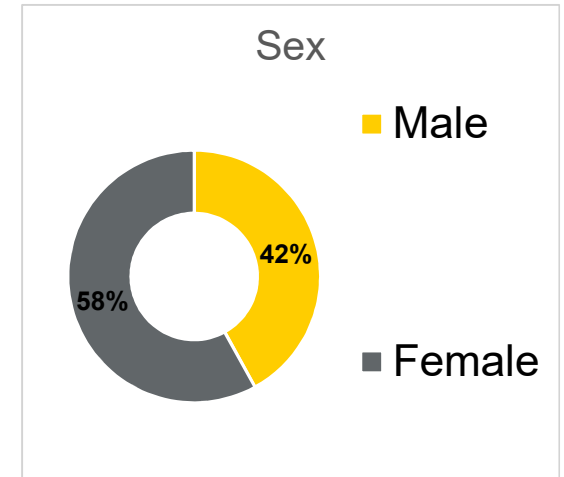
Diana Kremzar, MPH, CHES

Director, Family Services, University Human Resources

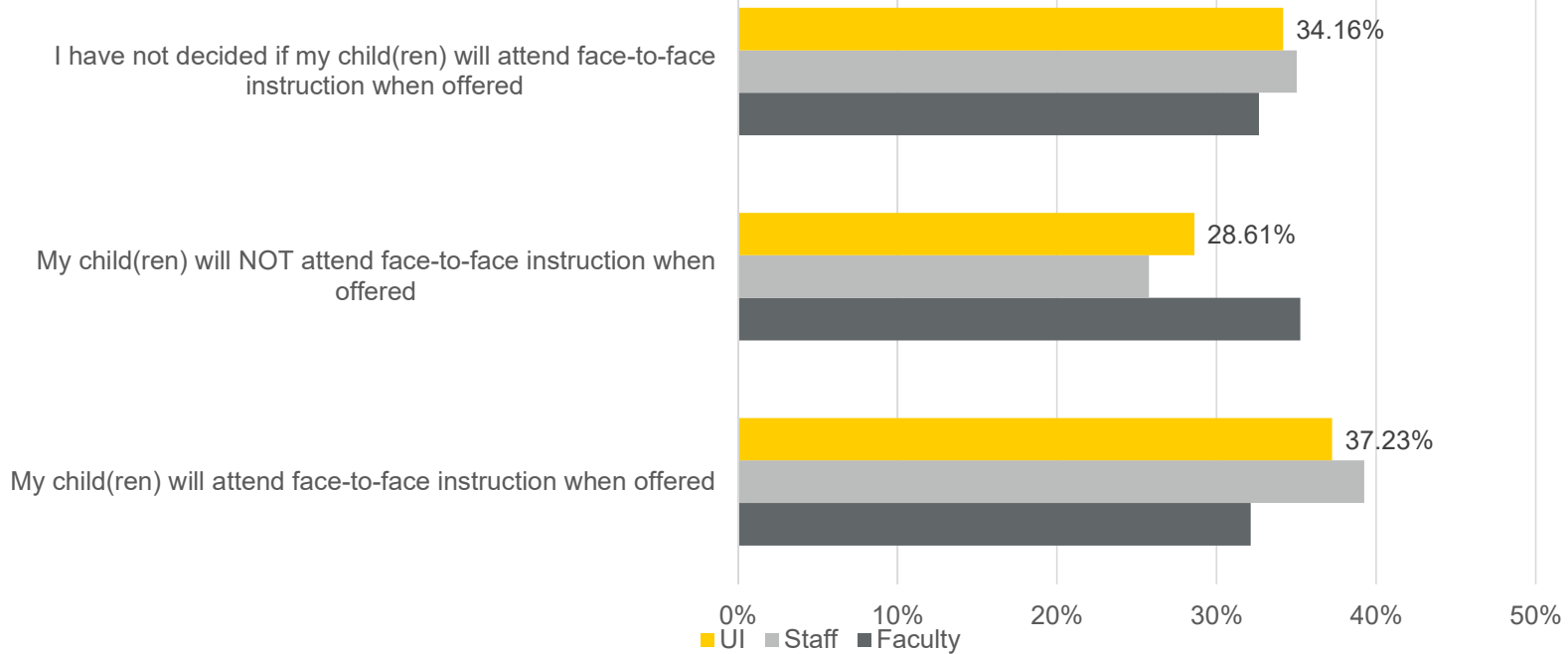
Staff Council Update, September 9, 2020

Child Care Needs Survey

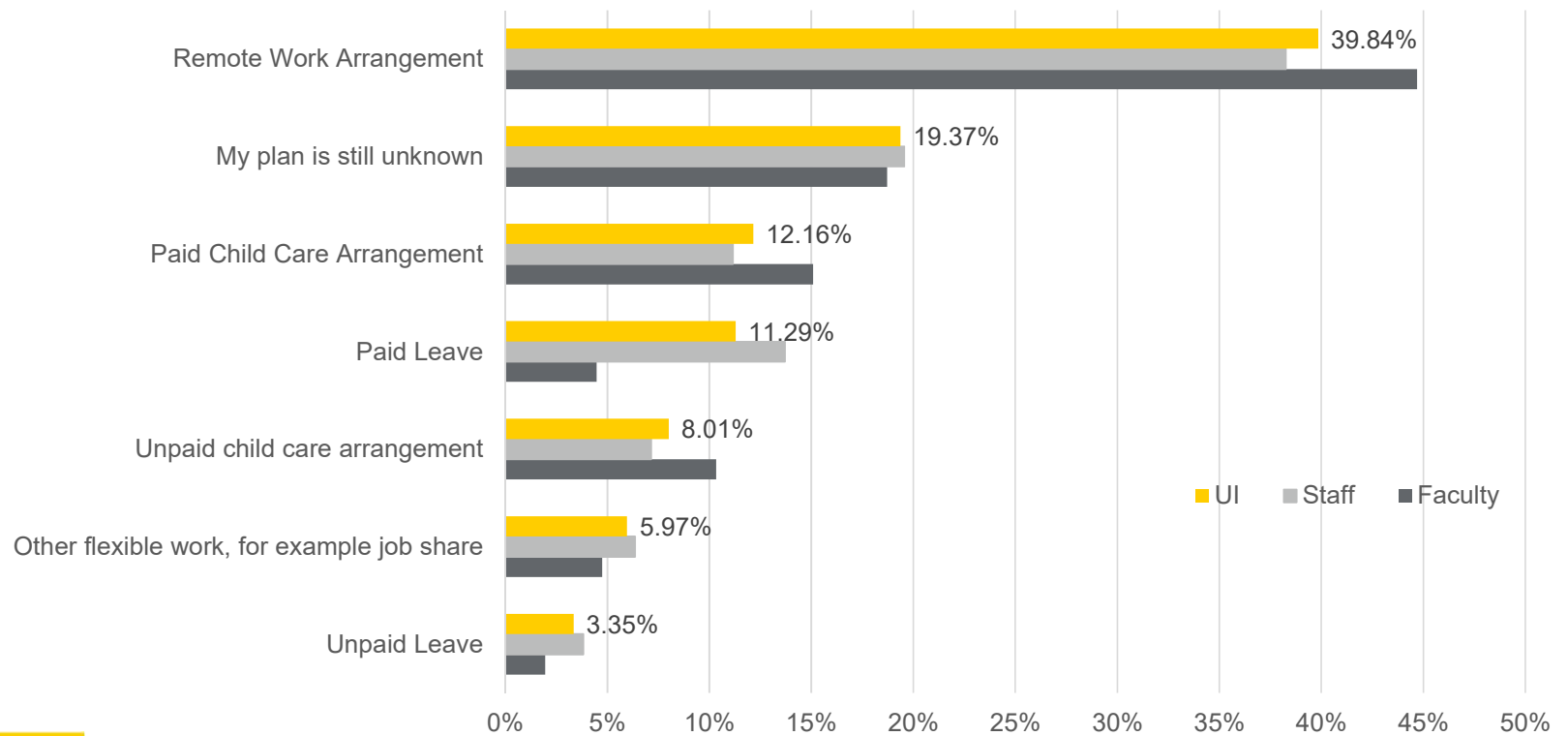
- Administered to 1,204 faculty and staff with at least one dependent aged 5-14.99 years old
- UI Health Care and CCOM not included
- Open July 30-August 5, 2020
- N = 690 (57% response rate)



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):

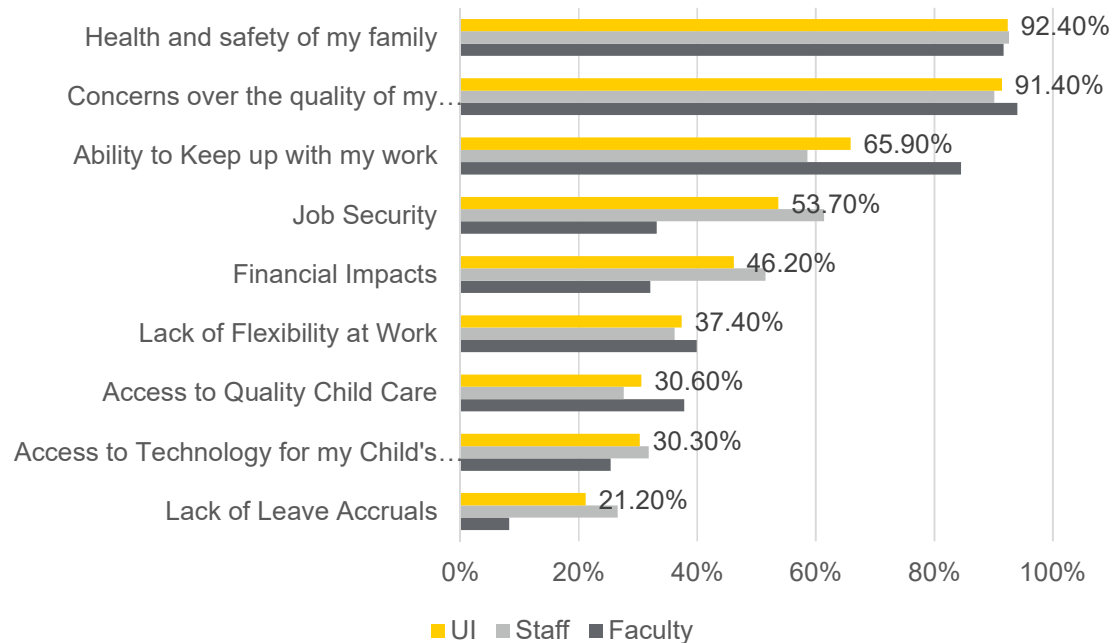


Q2 - Please select the options below that best describe resources your family will utilize this fall to accommodate the alternative learning scenarios impacted by the COVID-19 pandemic (select all that apply):

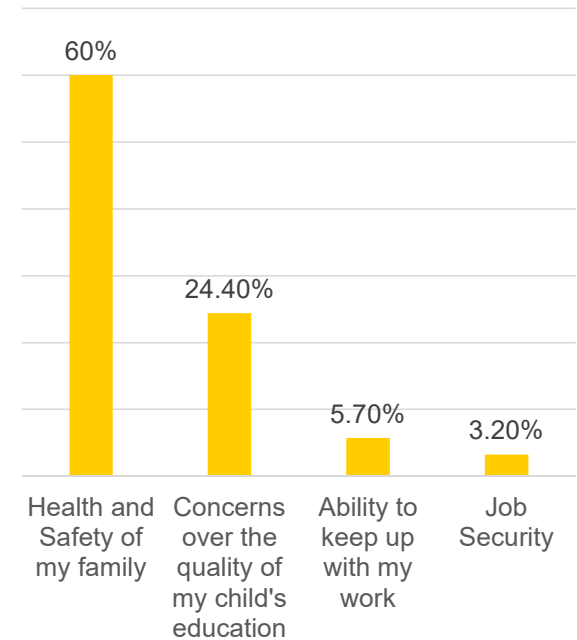


Q3: Concerns regarding alternative learning arrangement for my child(ren) include (please rank from 1 to 5 with 1 being your top choice):

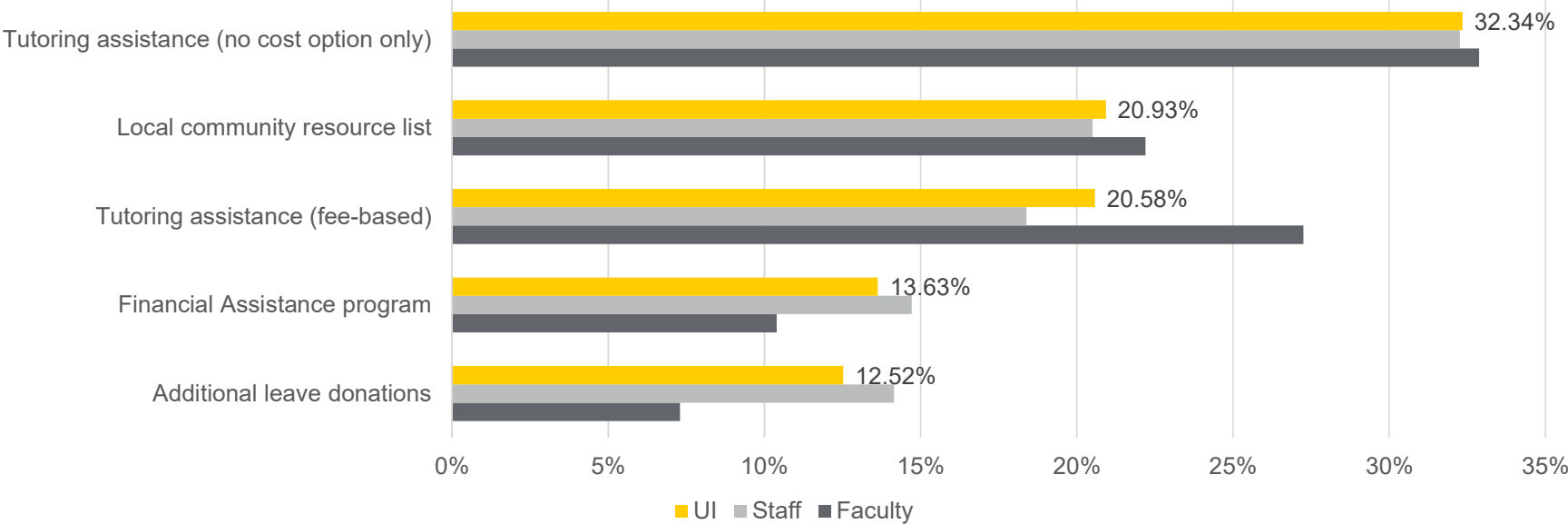
Total Counts of Top Five Selections



Top Choices (#1)



Q4: If available, I would use the following program/services (select all that apply):



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

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>



Other Types of Workplace Flexibility

hr.uiowa.edu/well-being/family-services/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

COVID-19 Leave Options for Parents & Caregivers

<https://hr.uiowa.edu/news/2020/08/back-school-leave-options-parents-and-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>

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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



LivWell Seniors
SENIOR LIVING SOLUTIONS

FY21 Employee Flu Vaccination Campaign

→ Sept. 21 – Dec. 4, 2020

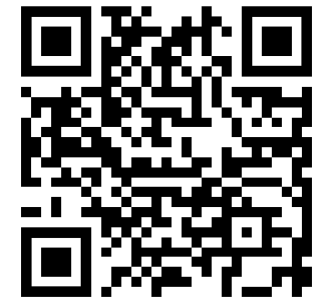
- UI regular full-time and part-time (50 percent or greater) faculty and staff are eligible for a free vaccine. All UI Health Care employees and volunteers are eligible.

→ 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



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