SUPPORTING REMOTE EMPLOYEES: Balancing Family and Work
What’s happened?

- Families have needed to adjust to sudden changes between work and caring for their children or household relatives
- Workplaces are still adjusting to new regulations
- Schedules and responsibilities for parents have shifted to taking on homeschooling, working from home, or dealing with loss of income
- Businesses have needed to shift priorities for employees at all levels of an organization
How Are Businesses Coping?

- Workplaces are forced to be reactive instead of proactive, such as developing policies after government mandates have been posted.
- More flexibility in schedules are a result of shifting priorities and workloads.
- The lines are blurred between personal life and work life at a higher level.
- Challenges to recruiting & retention.
- Trimming of morale/team building/training events and activities.
What Can Organizations Do?

- Collaboration with employees to figure out sensible solutions
- Communicate resources frequently, such as an EAP service, webinars provided, safe activities for families to participate in
- Examine appropriate staffing levels and cross-training
- Clear minimal expectations
- Re-imagining the workday
- Assessing more robust family friendly benefits and how they can fit in, such as a childcare stipend or a flexible spending account
- Supporting programs - “Family Zoom Camp”
We have created materials for businesses who are ready to take internal action to support their employees’ child care needs.

**Child Care Benefits:**
- Business + Child Care HR Pilot
- Child Care Benefits Resource Guide

**Business Profiles:**
- Casella Waste Systems
- The Alchemist
- Seventh Generation
- Bolton Valley Resort

**Materials and Resources to Support Employees**

**Child Care Benefits & Practices to Support Your Employees During COVID-19**

You know child care was a challenge for your employees before COVID-19. Through this pandemic this challenge has intensified.

**WHY?**

- Financial strain
- Increased need for care
- Stress and anxiety

**HOW?**

- Support child care
- Pilot Child Care HR initiative
- Develop child care policies

**HOW CAN YOU HELP?**

- Develop child care policies
- Support child care initiatives
- Provide financial assistance

**Child Care Benefits That Work**

Investing in high-quality child care is good for your employees, your business, and Vermont’s economy.

**WHY?**

- Improve employee productivity
- Improve employee satisfaction
- Improve employee retention

**HOW?**

- Family-friendly culture
- Incentives
- Flexible work arrangements

**Family-Friendly Culture = Flexibility**

- Develop a culture where leadership talks about and supports employees’ child care needs.
- Provide information to your employees about how to find high-quality child care.
- Offer flexible schedules through paid leave, compressed work weeks, or telecommuting.
- Offer after school care for school dismissals or other employees’ availability.
- Offer employee-attended child care with new paid time-off when needed.

**How can you help?**

- Support employee child care needs
- Develop child care policies
- Provide financial assistance

**Child Care Benefits Resource Guide**

Business Profiles:

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Materials and Resources to Support Employees

**FIND OUT HOW WE CAN HELP YOU SUPPORT YOUR EMPLOYEES AND YOUR BUSINESS TODAY.**

Susan Trelfa, Director of Business Services, Vermont Child Care Resource & Referral Agency.

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**LET’S GROW KIDS**

LITTLE KIDS • BIG IMPACT
A Roadmap to Family-Friendly Benefits & Practices

ASSESS
Survey and focus groups to identify needs

DEVELOP
Tailor benefits and practices to the needs of your workforce and business

LAUNCH
Implement new benefits and support employee adaptation

EVALUATE
What is working well and what might need to change?

INVEST
Share your successes and become a champion for high-quality affordable child care!
As a mutual bank, our first duty of care is to our employees. I have seen firsthand the challenges our employees face due to lack of access to affordable child care. It causes them incredible stress and impacts our ability to staff existing positions and to recruit for open ones. We know that our business and our state’s economic future depend on child care.

Dan Yates, President & CEO

Organization: Brattleboro Savings & Loan
Industry: Financial Services
# of Employees: 56
Location: Brattleboro & surrounding area
Child Care Benefit:
- Administration of a Flexible Spending Account for qualifying dependent care expenses
- Flexible schedules for back of office employees whenever possible
- For front of office employees with less flexible schedules, creation of a “floating teller” position to help accommodate child care drop-off/pick-up times and short-term emergencies
- Dedicated and secure nursing/pumping room available to employees and customers
Child care is a crucial issue for our workforce. When our employees’ child care needs are met, we strengthen our own business and we create a legacy of change for Vermont.

MICHAEL SEAVER
People’s United Bank

Let’s Grow Kids
LITTLE KIDS • BIG IMPACT
YOUR QUESTIONS
Resources from this workshop:

- www.LetsGrowKids.org/Business
- www.LetsGrowKids.org/create-child-care-benefits
- www.AdaptivaHR.com

Additional resources to support families:

- www.LetsGrowKids.org/Coronavirus
- www.LetsGrowKids.org/Anti-Racism-Resources

THANK YOU!