



What is the Employer's Role in Supporting Working Parents During the COVID-19 Pandemic?

We all understand that the COVID-19 pandemic is interrupting lives at work and at home. As regulations on social distancing become stricter, schools and childcare centers are beginning to close, leaving working parents with an extraordinary challenge. HRI wants to provide as much information and guidance we can during this time. Below, we have sourced a variety of ways employers can support working parents. Please be aware that solutions will vary by locality and individual situations, so flexibility and empathy are essential.

Leave and Flexible Scheduling:

- Stay knowledgeable on developing laws: [Find HRI's Overview of the H.R. 6201 Law Here](#)
- Provide paid leave and short-term disability (STD) benefits
- Provide generous unpaid (job-protected) time off
- Allow employees to work flexible schedules
- Allow parents to work a compressed work week (i.e., 4 10-hour days)
- Relax policies and procedures (i.e., tardiness policies, core hours, etc.)

Childcare:

- Temporarily offer a childcare funding; reimbursement or loan for informal childcare solutions (i.e., nanny)

Communication and Performance:

- Managers should be clearly and regularly communicating priorities and deadlines
- Provide managers and supervisors with training on communication and supporting employees through credited company or outsourced webinars

Recommendations for Parents:

- Keep high-importance documents readily available (i.e., birth certificates, immunization records, emergency contacts)
- Share ways to keep kids busy (i.e., crafts, yoga/meditation for kids, interactive digital learning, etc.); discourage playdates while social distancing is enforced
- Inform employees of available community services

Well-being Benefits:

- Communicate to your employees about significant resources that help support their physical, mental, and/or financial well-being (i.e., Employee Assistance Programs (EAP), meditation apps, nutritional support, etc.)
- Provide ways to support the well-being of teleworkers (i.e., Zoom video meetings, Instant Messaging apps, encourage breaks for walks, etc.)

Recommendations from Centers for Disease Control and Prevention (CDC)

- [CDC Guidance for School & Childcare](#)
- [CDC Interim Guidance for Businesses and Employers](#)