

WELCOME CAREGIVERS In The Workforce

SESSION 1





Nadine Walter

DHS Aging Services
Community Engagement
and Coalitions Unit



OKLAHOMA
Human Services



HOUSEKEEPING ITEMS



- Participants will be muted to keep down background noise.



- Participants can put any questions or comments in Q&A feature.
- Q&A inbox will be monitored.



- The sessions are being recorded.
- So relax and enjoy!
- Participants will be able to access the recordings at www.OKCares.org.

HOUSEKEEPING ITEMS



- There will be opportunities to win Walmart gift cards throughout the sessions.
- Participants will need to be on the Zoom presentation to win.

TAKE SURVEY



- Participants will have an opportunity to complete session evaluations. Participants can be included in a \$50 Walmart gift card drawing upon completion of an evaluation.

THANK YOU!



JUSTIN BROWN

Director
Oklahoma Department of
Human Services

Secretary
Human Services & Early
Childhood Initiatives

Prize

DRAWING





**SHOW YOUR
EMPLOYEES
THAT YOU
CARE LIKE
THEY DO.**

Presenter :
Sean Voskuhl

AARP Oklahoma
State Director

[AARP.ORG/CAREGIVING](https://aarp.org/caregiving)



Contact:
Mashell Sourjohn

Associate State Director of Community
Outreach
msourjohn@aarp.org | 405.757.8600

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OKCares

Understanding Your Rights and Knowing What's Available in the Workplace



TENA JOLLEY | HR Consultant | 580-320-7721



Tena Jolley - Founder and Chief Executive Officer of Apela Strategic Solutions. She is Native American and a citizen of the Choctaw Tribe. Tena has a Master's degree in both Human Resources Administration and Public Health, Healthcare Administration and Policy. Apela Strategic Solutions is a full-service Human Resources and Benefits consulting firm with more than 25 years of professional experience. Apela is the Choctaw word for help, it's from that servant's heart that Apela was founded in 2018.



Caregiving in 2020

The Strain, The Pain, The Emotional
Drain

***Understanding your rights &
what's available in the workplace***



Caregiving in the U.S 2020 report of unpaid family caregivers

Today, more than one in five Americans (21.3 %) are caregivers, having provided care to an adult or child with special needs at some time in the past 12 months. This totals an estimated 53 million adults in the United States, up from the estimated 43.5 million caregivers in 2015.

As individuals, families, and communities continue to confront the novel coronavirus, we are reminded how much we need our family, friends and co-workers.

Federally Mandated Leave

Family Medical Leave Act (FMLA) is a leave law offering certain workers to take *unpaid* leave for up to 12 weeks per year, without losing job security or health benefits, to care for a spouse, child or parent who has a serious health condition. FMLA does not cover leave taken to care for in-laws.

You are covered under FMLA if:

- you work in the public sector, or for a company or organization that employs at least 50 people who work within 75 miles of your work site.
- you have worked for your employer for at least 1,250 hours in the last 12 months – about 24 hours a week.

Federal Leave Response to COVID-19

Emergency Paid Sick Leave Act provides two weeks (or 80 hours) of leave for employees who are unable to return to work (or telework) for any of the following COVID-19 related reasons.

1. Employee is subject to Federal, State, or local quarantine or isolation order.
2. Employee has been advised by health care provider to self-quarantine.
3. Employee is experiencing symptoms of the virus and seeking medical diagnosis;
4. Caring for an individual who is subject to, or advised by a healthcare provider to self-quarantine;
5. The employee is caring for a child due to school, place of care, or childcare provider is closed or unavailable due to COVID-19
6. Employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.

Federal Leave Response to COVID-19

Emergency Family and Medical Leave Expansion Act (EFMLA), which amends the federal Family and Medical Leave Act (FMLA) and provides up to 12 weeks of job-protected leave to an employee if the employee is unable to work, or telework, due to need to care for a minor child if the child's school or place of care has been closed or is unavailable due to a public health emergency.

Employees are eligible for the leave if they have been employed for at least 30 days prior to the date leave is to begin.

Oklahoma

- Oklahoma has no mandatory benefits law, employers are not required to provide employees with either paid or unpaid vacation, sick, paid time off, or bereavement leave.
- However, savvy businesses understand that they are completely reliant on their employees to be successful and look for ways to enhance loyalty & longevity through their discretionary benefits.

Discretionary Benefits

- **Catastrophic Leave or Voluntary Leave Transfer** programs allows the continuation of salary and benefits for an eligible employee who has a catastrophic need and has exhausted all available leave. It allows employees to donate earned paid leave credits to those employees.
- **Elder care or long-term care** insurance pays for the cost of a nursing home and other kinds of elder care such as in-home nursing care.
- **Health Care Advocacy** typically utilize phone-based counseling to assist employees and their families in getting professional medical advice on treatment protocol and advice on the best and most cost-efficient facilities to obtain care.

Discretionary Benefits

- **Paid Family Leave** is a mandated benefit that covers caregivers of a seriously ill parent, child, spouse, or registered domestic partner, as well as new parents. In the US, employers who offer PFL are the exception rather than the rule. California and only a handful of other states currently offer PFL.
- **Legal Insurance** benefits are the types of coverage that members of a group legal plan have access to. Plans often include counsel and legal representation to help you find advice for many situations that come up.
- **Telemedicine** can reduce the time, energy, and cost of in-person doctor appointments and help avoid putting the caregiver's job or earning potential at risk.
- **Flex schedules and Telecommuting** are leading the way as a new work/life balance in the workplace and 87% of organizations have experienced improved employee satisfaction.
- **Self Health Management** programs are designed to encourage caregivers to get regular check-ups, use preventive services and engage in self-care to maintain their health.

Discretionary Benefits

An **Employee Assistance Program (EAP)** is a voluntary employer-sponsored program and while their offerings are generally very broad, most EAP services either directly or indirectly address issues that helps employees navigate stressful life circumstances such as:

- Mental health

- Stress

- Depression

- Substance abuse

- Financial concerns

- Family issues

- Well being

- Legal matters

EAP services staff professionals who can initially assist customers and who also know how and when best to refer customers to other professionals for longer-term support.

A close-up photograph of several hands of different skin tones gently cupping a single, glossy red heart. The hands are positioned around the heart, with fingers and thumbs visible, creating a sense of care and protection. The background is a soft, out-of-focus grey.

General Caregiving

www.caregiving.org/resources/general-caregiving/

The National Alliance for Caregiving partners with other caregiving associations and groups to provide additional resources to help family caregivers address and cope with the challenges of caring for a loved one.



Who We Serve

Families that have a child with special needs:
Birth to age 21

- Help families raising a child with special needs and professionals with resource navigation.
- Work with Community Coalitions to address gaps in services.
- Provide Respite Vouchers to Family Caregivers



Statewide

405- 271- 2710

sooner- success@ouhsc. edu

[https: //soonersuccess. ouhsc. edu/](https://soonersuccess.ouhsc.edu/)

Prize

DRAWING



Celebrating Employed Family Caregivers

ATHENA CAPTAIN



Caregiver of
a Child with
Special
Needs

JOANNA PARKER



Caregiver of an
Individual Over
60 Years Old

BRIAN SUTTON

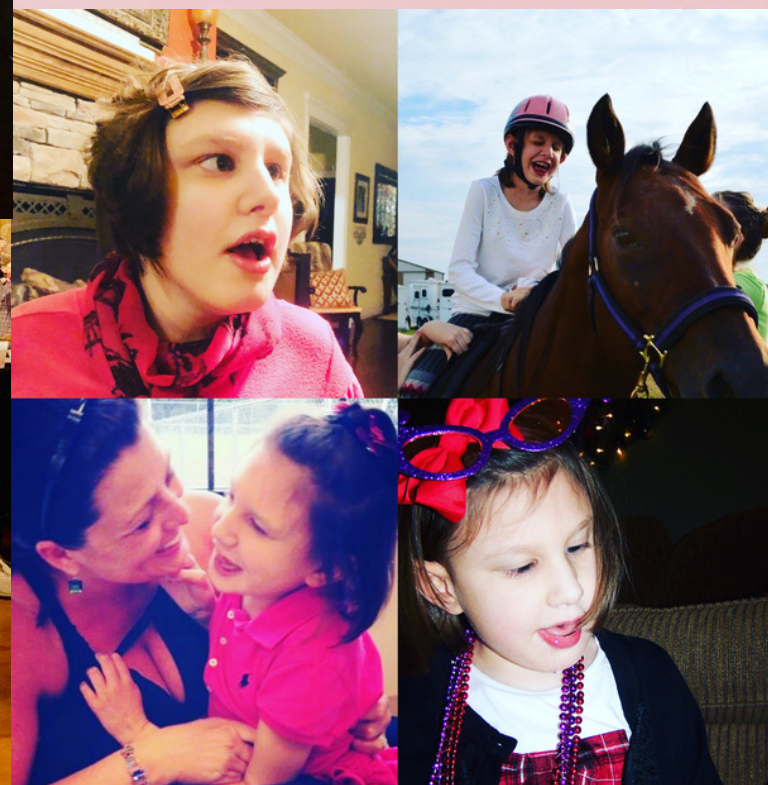


Caregiver for
a Sibling with
a Disability



CAREGIVING CHALLENGES AND SOLUTIONS

I AM a caregiver
to my beautiful
child!



CELEBRATING CAREGIVERS!

JOANNA

EMPLOYED CAREGIVER FOR 60+ LOVED ONE

PARKER



BRIAN SUTTON

Occupied Adult Caregiver for a Sibling with a Disability



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Supporting the Caregiver in the Workplace



SARAH RAHHAL, LCSW
CEO, SUNBEAM FAMILY SERVICES



Sunbeam
FAMILY SERVICES

405 -609-6551

Seniorservices@sunbeamfamilyservices.org



Caregivers are superheroes!



Sunbeam's policies to support caregivers in the workplace.

- Vacation Accrual and Sick Days
- Family and Medical Leave Act
- Support from Human Resources
- Kindness and compassion – important values and continuous effort to cultivate in agency culture



Our goal is to be inclusive, responsive and to support employee well-being.

- Employee Assistance Program
- Telehealth
- Annual Employee Survey



Self-care is vital to the employee's success.

- 56% of caregivers report their work supervisor is aware of their caregiving responsibilities.
- Caregivers often neglect their own care.
- Caregivers can feel isolated, embarrassed, often overwhelmed.
- Recognize capacity.

Supporting the Caregiver in the Workplace



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CEO, SUNBEAM FAMILY SERVICES



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OKCares



THE OKLAHOMA CAREGIVER COALITION
CELEBRATES YOU AND YOUR ENDLESS
EFFORTS!

Make choices that support
you... Re-energize and
Rejuvenate Mind, Body, and
Soul
Start Today!



Thank You For Attending!

Win \$50 Walmart Card

Complete conference Evaluation - (eval will be
emailed to you)

Stay on this zoom presentation to see our valued
sponsors + more resources



Thank You for Attending **Session 1**

Come Back! Session 2 Starts @ 1 PM

