

Remote work opportunities prioritize the health and safety of workers, limit the spread of COVID-19, and allow us to continue to provide necessary services and support to our business partners across the agency. However, we also know that this decision has unquestionably made work more challenging for parents who are grappling with working from home, while also caring for their children who are home due to closures of schools and childcare facilities.

All workers face different challenges while adjusting to remote work. However, many of these challenges are amplified for workers who are parents or guardians of young children. Caring for young children who require near-constant supervision while also trying to complete work tasks is like taking on two jobs simultaneously. For single parents, the challenge of this dual role is magnified even further.

With the most recent announcements about school this fall, we know that many of you may be wondering how you are going to continue this difficult balancing act.

Here are some ways agencies may support you during this time:

- Enhance flexible scheduling by allowing you to work around school hours or around your spouse's schedule so you can share the childcare.
- Extend grace and practice patience because this is affecting all parents and it is a lot for people to manage.
- Welcome guest appearances from children and pets on video calls.
- Encourage frequent communication and check-ins with managers to ensure tools and resources are available to continue to work effectively.
- Encourage time off as employees need it and as allowed per our bargaining units, policy, state and federal law.
- Create temporary but productive work opportunities that can be performed remotely. Think outside of designated job titles and identify productive work that can be performed on a temporary basis remotely. Clear communication reserving all rights to modify or discontinue programs is critically important.
- Rotate schedules.
- Modify schedules (i.e. 4 hrs. a week, 4 hrs. Leave without Pay (LWOP)) with end date at the discretion of the agency.
- Agree upon set days off during the week.

SUPPORTING CAREGIVERS DURING A PANDEMIC

Helpful Resources



CDC COVID-19 Checklist: Planning for Virtual or At-Home Learning

<https://www.cdc.gov/coronavirus/2019-ncov/community/pdf/Back-to-School-Planning-for-Virtual-or-At-Home-Learning.pdf>

Early Learning Division COVID-19 Resources for Families

<https://oregonearlylearning.com/COVID-19-Resources/For-Families>

ODE's COVID-19 Resources for Special Education

<https://www.oregon.gov/ode/students-and-family/SpecialEducation/Pages/covid19forspecialeducation.aspx>

OHA – COVID-19 Resources: Supporting Families Prenatally to Age 5 -

<https://www.oregon.gov/oha/PH/HEALTHYPEOPLEFAMILIES/DATAREPORTS/Pages/COVID-19-Resources.aspx>

ODE's COVID-19 Resources

<https://www.oregon.gov/ode/students-and-family/healthsafety/Pages/COVID19.aspx>

ODE's Mental Health and Social Support for Students and Families

https://www.oregon.gov/ode/educator-resources/standards/Pages/Mental_Health_Students_Families.aspx

Find Child Care Oregon – Oregon Department of Education, Early Learning Division

<https://oregonearlylearning.com/parents-families/find-child-care-programs/>

211 Childcare Resources and Referrals

<https://www.211info.org/family>

Employee Assistance Program (EAP)

<https://www.oregon.gov/oha/PEBB/Pages/EAP.aspx>

CDC COVID-19: Stress and Coping

<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/stress-coping/index.html>

Lines for Life: Suicide prevention organization with specific resources for youth, military personnel and their families, and those affected by substance abuse problems. Visit www.linesforlife.org or call one of their helplines.

- Suicide Lifeline: 1-800-273-8255, 1-888-628-9454 for Spanish
- Alcohol and Drug Helpline: 1-800-923-4357
- Military Helpline: 1-888-457-4838
- Youthline: 1-877-968-8491 or text teen2teen to 839863

Resources by County: Visit OHA's crisis lines page to find local crisis services in your county.

<https://www.oregon.gov/oha/PH/PREVENTIONWELLNESS/SAFELIVING/SUICIDEPREVENTION/Pages/crisislines.aspx>

Domestic Violence and Sexual Assault: Visit www.ocadsv.org/find-help for resources in Oregon or call the National Domestic Violence Hotline at 1-800-799-SAFE (7233).