

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 our extroverted employees, those whose homes are not conducive to having a workspace or who are taking care of adult family members in the home.

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

- Enhance flexible scheduling by allowing employees to work to fit the needs of their home life.
- Extend grace and practice patience because this is affecting all parents and it is a lot for people to manage.
- Welcome guest appearances from family members and pets on video calls.
- Encourage frequent communication and check-ins with your managers to ensure you have the tools and resources 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.

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>

CDC COVID-19 Guidance for Older Adults

<https://www.cdc.gov/aging/covid19-guidance.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).