



Child Care Approaches and Resources

Supporting our members before, during and after COVID-19

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Presented by Greg Moawad, JD, MBA

Highlights

- Initial vs Long-Term Response
- Child Care Survey Findings
- Child Care Stipend
- Flexible Work Approach



Initial Response

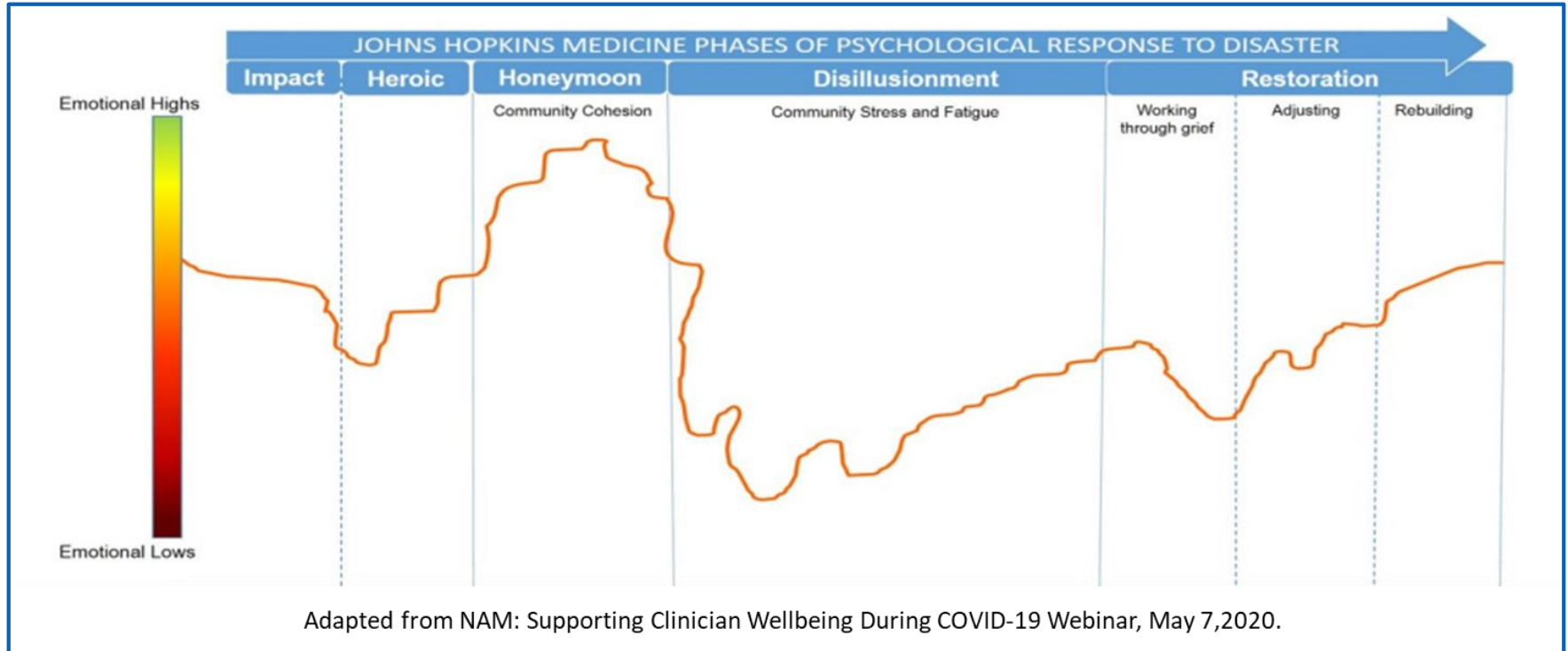
- Committed to keeping all members employed from March 13 – July 3, even for those without work duties
- Set up reduced fee childcare facility
- Provided access to resources to assist parents in finding child care that fit their individual needs
- Established internet hardship allowance to allow members to add or supplement home internet



Initial Response

- Provided 112 hours of additional sick leave for all employees
- Expanded transportation options, including free parking, free Lyft rides, and free bike repairs, to shorten times in commute
- Eliminated the cap on accrued vacation/personal time
- Implemented an Employee Wellness Task Force, and confidential employee wellness resource hotline

Longer Term Response





Longer Term Response

- Sustained heroic efforts by many
- Parental exhaustion, with the very real risk of schools being closed in the fall
- Child Care survey



Child Care Survey

From June 24 – July 3, 2,070 members participated:

- 93% employees (7% students, residents, fellows)
- 56% in healthcare, 23% in research
- 56% teleworking since onset of COVID (40% reporting to campus)
- 1% on leave to cover childcare



Survey Findings

Time burden

- **49%** of adults in household spend >5 hrs/day on childcare since March
 - Women were disproportionately impacted by this change
- **60%** fit in work outside of normal work schedules – i.e. early mornings or late nights

Productivity impact

- **61%** reported *moderate* or *significant* decreased productivity
- **88%** report *some* decrease in productivity

Increased stress

- **66%** reported high increase to stress
- **96%** reported some increase in stress

Financial burden

- **65%** anticipate increased childcare costs compared to pre-COVID
- **64%** considering FTE reduction
- Result: Decreased earnings combined with increased costs



Survey Findings

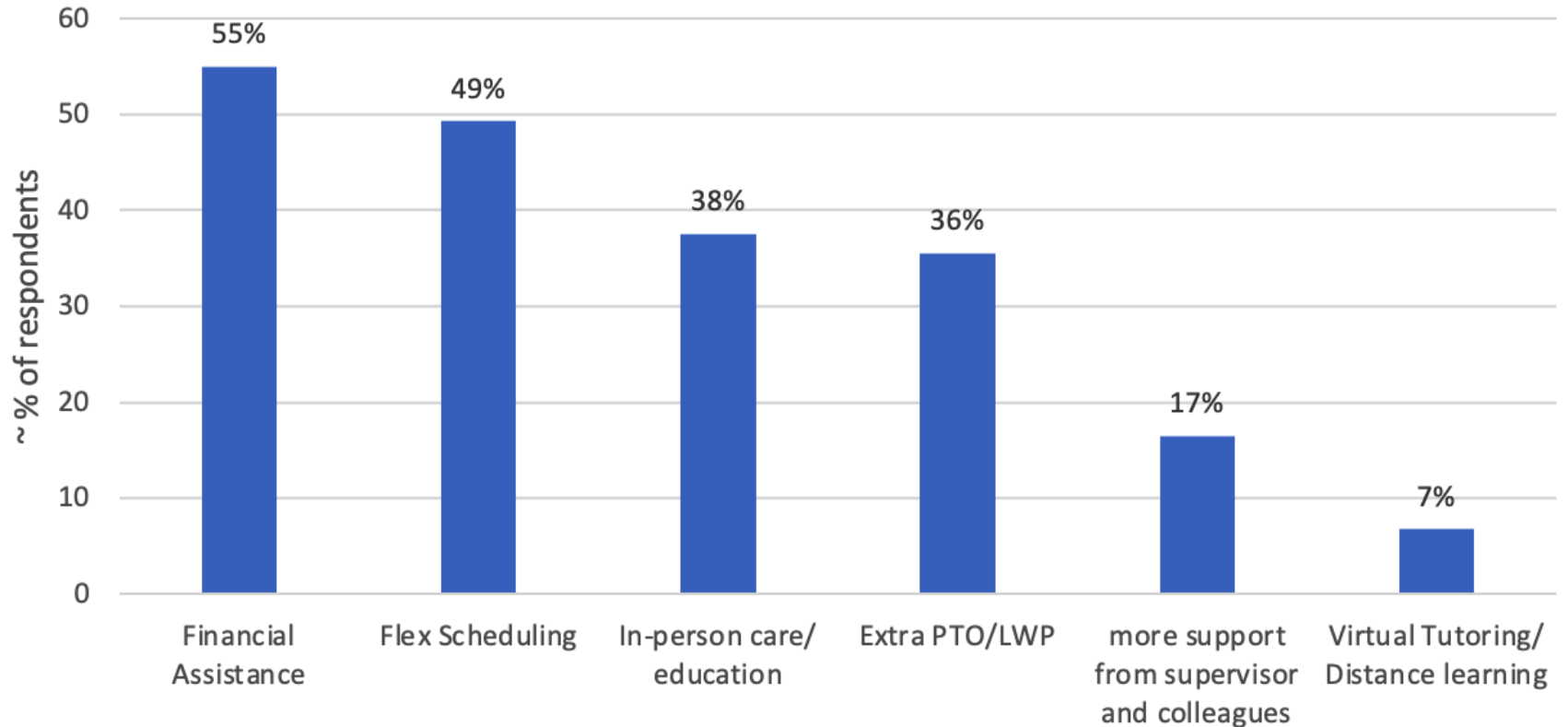
Since COVID-19, has the stress from closed schools/childcare led you consider (multiple answers allowed)

Consider changing jobs	475	37%
Consider taking leave	808	63%
Decreasing your work hours	821	64%
Looking for another job	272	21%
Accepted an additional job	123	10%
Considered leaving the workforce	381	29%

Planning for fall 2020:

- **75%** reported no dependable plan for school/childcare for September 2020
- **80%** reported their children needed some level of supervision (that they do not currently have) for successful schooling from home

What is the most helpful thing OHSU could do to support you as a working parent during COVID?





Child Care Stipend Fund - \$7.5 million

- \$5 million for workers required to be on-site 3+ days per week (\$500-\$1,000/month)
- \$2.5 million for workers telecommuting 3+ days per week (\$250-\$1,000/month)



Supporting a Flexible Work Environment

- Share flexible schedule options, and encourage managers to accommodate them.
- Create a temporary FTE reduction/voluntary layoff program for all AFSCME/unclassified staff/faculty, with full, ongoing healthcare benefits
- Share tips on frameworks to create productive and restorative time, for departments to review and internally assess for implementation



Changing Traditional Workplace Culture

- Increased leadership messaging about the importance of supporting caregivers
- Educate managers regarding turnover risks related to employee childcare issues, and strategies to support employees in need
- Ensure thoughtful consideration of child care issues when updating telework policies and practices
- Support telework arrangements wherever practicable
- Strongly promote flexible work arrangements for all employees



Thank You