

California's Roadmap to Modify the Stay- at-Home Order: Family Friendly Practices for Employers

Release date: **June 5, 2020**

Recommended effective date
no sooner than: **June 12, 2020**

All guidance should be implemented only with county health officer approval following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing, and testing.



OVERVIEW

Child care has long been considered an integral part of California's economy, but the COVID-19 public health emergency has brought to light their interdependence. This relationship was evidenced by many employers opening temporary child care settings to accommodate their workforces within weeks of the health crisis.

As California shifts into an economic recovery phase, and stay-at-home orders are lifted for more businesses and industries, the need for child care will increase accordingly.

Many child care programs that have been closed will reopen, and eventually, temporary employer-sponsored child care settings may transition from emergency care to stable, on-going child care operations.

Employers have been and will continue to be essential partners to the child care industry, and their continued investment in family-friendly workplace policies is critical. Employers, children, parents, and society can benefit from employer-sponsored child care and policies.

Benefits of Family Friendly Practices

Employers <ul style="list-style-type: none">• Strengthens Recruitment• Increases Workplace Diversity• Increases Attendance/Productivity• Improves Employee Retention	Parents <ul style="list-style-type: none">• Reduces poverty• Supports the Well-being of Families• Improves Family Stability
Children <ul style="list-style-type: none">• Enhances Social and Emotional Development• Strengthens Language and Cognitive Skills• Improves Readiness for School• Improves Child Outcomes	Society <ul style="list-style-type: none">• Increases Productivity• Reduces Dependency• Supports Economic Recovery• Enables economic productivity of all <p>Early Intervention and Preventive Care Saves Health Care Costs</p>

Employers juggle multiple challenges including recruiting and retaining a well-trained, productive, high quality workforce. During COVID-19, employers are also faced with how and when to re-open workplaces to keep employees safe and be responsive to their needs in order to ensure continued productivity. As the stay at home orders are lifted, employees will require both child care supports and workplace flexibility. Work-life balance policies will become even more important as the state moves into different phases of COVID response. Suggested family-friendly practices are listed below.



Family-Friendly Practices

- Grant flexible working time arrangements through work from home policies and other measures.
- Support access to affordable and quality child care to ensure that children have access to early learning opportunities to develop the skills they need to reach their full potential and parents are supported to focus on work during work hours, knowing their children are well cared for.
 - Share information about free [child care referrals](#) with employees
 - Survey your employees about their child care needs and offer flexibility where needed through supportive policies.
 - Provide employer sponsored child care onsite or contract for spaces at nearby child care centers and family child care homes.
 - Offer employees flexible spending accounts, or dependent care assistance plans to pay for child care with pre-tax dollars and/or offer direct assistance with child care costs.
 - Provide information to your employees about the California Paid Family Leave program.
 - Raise awareness among consumers and clients of the importance of early childhood development, including through their own social media and other channels.
 - Provide donations, discounts, or in-kind supports to child care programs in the community.
- Promote family-friendly policies with suppliers and other business partners.
- Guarantee access to paid sick leave
- Establish a goal of six months paid parental leave to ensure parents can spend quality time with their children when they need it the most.
- Guarantee that women are not discriminated against based on pregnancy, motherhood or family responsibilities – for example, in relation to employment conditions, wages or career opportunities.
- Enable breastfeeding at work through paid breastfeeding breaks, adequate lactation facilities and a supportive breastfeeding environment in the workplace.

- Beyond legal compliance, promote good working conditions such as wages that reflect the cost of living for families.
- Encourage positive parenting practices with staff – for example, develop training and awareness campaigns to highlight the importance of early childhood development and the critical role of parents in supporting early learning.
- Address the specific challenges faced by migrant and seasonal workers, such as supporting workers to move with their families, and work with governments to support migrant families' ability to obtain identification and other basic services.



Workplace Health and Safety Guidance

California employers are required to establish and implement an Injury and Illness Prevention Program (IIPP) to protect employees from all worksite hazards, including infectious diseases.

[OSHA Guidance for preparing workplaces for COVID-19](#)

[Guidance from CAL/OSHA for child care programs](#)

