

# ELDER CARE

A summary of support services  
and benefits available to  
UC faculty and staff.

A collaborative effort between:

Human Resources

REACH—Employee Assistance Program

College of Nursing, Center for Aging with Dignity



## **Common Employed Caregiver Challenges**

Findings from the 2008 UC employee Elder Care survey confirm the following:

- Loved ones' needs often can't wait until after work hours.
- Loved ones often need personal care assistance and help with independent living activities.
- Loved ones want to know they matter and often want a hand to hold, an ear to hear, and a heart to understand.
- Adult children often worry about their loved ones well-being, health and safety when they are at work.
- Adult children like to be available by phone to check-in and provide reassurance.
- Adult children often find it difficult to meet the needs of family, job and community in times of crisis and when the demands of caregiving become regular and often.
- Medical professionals call when they are available, not necessarily when it's convenient for the adult child to talk.

## **UC Elder Care Collaborative**

This Elder Care booklet was developed as part of a collaborative effort between:

### **Human Resources**

*Website:* [www.uc.edu/hr](http://www.uc.edu/hr)

*Phone:* (513) 556-6381

### **REACH—Employee Assistance Program**

*Website:* [www.uc.edu/uhs/reach](http://www.uc.edu/uhs/reach)

*Phone:* (513) 556-2506 (main campus), 556-1380 (Clermont), 556-1222 (Raymond Walters)

### **Center for Aging with Dignity—College of Nursing**

*Website:* [www.CareAdvocate.org](http://www.CareAdvocate.org)

*Phone:* (513) 558-2428

Greetings,

Caring for an elderly parent, spouse or loved one often presents many challenges and opportunities. The physical, emotional, and financial demands of caregiving can result in increased stress and reduced satisfaction with work and caregiving.

The results of a recent UC Elder Care survey indicated that there are an *increasing* number of employees caring for an elderly parent, spouse or loved one. In response to the survey, Human Resources, REACH and the College of Nursing are collaborating to provide the personalized services, education and benefits that UC employees need and want.

There are a number of support services and benefits available to help UC employees who are caring for an elderly parent, spouse or loved one. For your convenience, we have compiled the following information in this booklet:

- REACH Programs and Services
- Your Care Advocate Resources
- Benefits & Leave of Absence options
- Community Resources

Best Wishes,

*The Elder Care Collaborative Team*

## **REACH Programs & Services**

### *“Help is within Reach”*

REACH offers assistance, information and short-term counseling to help UC employees and their dependents dealing with a variety of circumstances. Employees are permitted to schedule appointments during work hours. Early morning and evening appointments are also available. REACH services are provided at no cost.

#### **Assistance**

If elder care has you feeling overwhelmed, REACH can help you develop a plan of care based on an assessment of need.

#### **Information**

Whether you are facing a crisis or giving consideration to issues you are likely to face as loved ones age or become ill, REACH can help. REACH offers the following:

- *Information/Referrals*—If you want information about community services/resources or need assistance with referrals (e.g., in-home services, transportation, home safety, assisted living, medical specialists, emergency response monitoring), we can help.
- *Lunch and Learns*—We host monthly presentations. If you are unable to participate we can provide an audio CD and copies of the handouts.

#### **Counseling**

Caregivers need support, almost as much as the elders they are caring for. REACH can provide short-term counseling to help support you and offer ways to take care of yourself and your family. We provide individual and group sessions for caregivers to share their stories, discuss their frustrations, and get the guidance and support they need.

## **Center for Aging with Dignity**

### **College of Nursing**

#### **Publications**

The Center offers various information available for download at—[www.CareAdvocate.org](http://www.CareAdvocate.org).

- *Your Care Advocate* publications for caregivers and older adults include:
  - *Getting Started*—A list of organizations and websites we have found to offer credible and accurate health-related information.
  - *Aging*—The five part series is written to help people understand the aging process including what's normal and what's not.
  - *Caregiving*—The six part series offers insight and suggestions to help caregivers along their journey.
  - *Driving*—The seven part series shares perspectives, suggestions and strategies to help people assess and address possible driving concerns.
  - *Grieving*—The six part series provides hope for family members dealing with losses due to illness, injury and death.
- *Gero Gems* is a monthly newsletter produced by the Center. While it is written for professionals in health care and social services, family caregivers may also find the information to be helpful.

#### **Presentations & Workshop**

The staff at the Center for Aging with Dignity facilitates many of the Lunch and Learn programs offered by REACH.

## **Human Resources Benefits Overview**

For additional information about any of the benefits listed below, contact the Human Resource Service Center at (513) 556-6381.

### **Family and Medical Leave Act (FMLA)**

The FMLA is federal legislation that entitles eligible employees to take an unpaid leave of absence from work for up to 12 weeks to respond to qualifying events affecting individual and family needs.

Employees who have worked at least 1,250 hours and completed their first year of employment with the University are eligible. Eligible employees can take a FMLA leave of absence to care for your spouse, child, or parent (*not an in-law*) who has a serious health condition.

A written request should be signed by you and submitted to your dean, director, department head, or supervisor. You must also submit a Certification of Health Care Provider form (*available on-line at [www.uc.edu/hr/forms](http://www.uc.edu/hr/forms)*) to University Health Services.

### **Sick Leave**

Eligible employees accrue Sick Leave as outlined in the Human Resource Policies and Procedure Manual; Policy Number 21-01. Accrued sick leave may be used for such things as a medical or dental examination or treatment of the employee or a member of the employee's immediate family. Immediate family members include spouses, parents, in-laws, and grandparents. All uses of sick leave are subject to supervisory approval.

## **Human Resources cont'd**

### **Vacation**

University employees accrue vacation according to the terms of their employment. Vacation accrual schedules and procedures can be found in the "Personnel Policies and Procedures Manual" and/or applicable collective bargaining agreements. Vacation requests should be made to the employee's immediate supervisor.

### **Dependent Day Care Account**

Eligible employees can participate in the Dependent Day Care Account if they have a qualified dependent, are actively working and have a disabled spouse/tax dependent that can't care for him/her self. The spouse or other dependent who is unable to care for him/her self, must spend at least eight hours a day in the employee's home. Employees can contribute up to \$5,000 annually.

### **Long Term Care Insurance**

The University of Cincinnati offers a Long Term Care Insurance plan (underwritten by the Mutual of Omaha) to eligible employees. Employees who do not enroll when first eligible can enroll themselves, their spouses, parents and parent-in-law in this plan as a 'late applicant', subject to evidence of insurability. Late applicants must be less than age 80 when coverage becomes effective. Questions regarding the plan can be directed to Mutual of Omaha's customer service number at (800) 877-1052.

## Community Elder Care Resources

Area Agencies on Aging—*They offer a variety of programs and services for family caregivers and people age 60 and older.*

- OH—Council on Aging of SW Ohio  
*Website:* [www.help4seniors.org](http://www.help4seniors.org).  
*Phone:* (513) 721-1025
- KY—Northern Kentucky Area Development District  
*Website:* [www.nkadd.org/AgingServices](http://www.nkadd.org/AgingServices)  
*Phone:* (859) 283-1885
- IN—Lifetime Resources  
*Website:* [www.lifetime-resources.org](http://www.lifetime-resources.org)  
*Phone:* (812) 432-6200

Alzheimer's Association—*They offer programs and support for people facing cognitive challenges.* (513) 345-8446.  
[www.alz.org/cincinnati](http://www.alz.org/cincinnati), 24-hour Helpline—(800) 272-3900.

Caregiver Assistance Network—*They offer support groups throughout the Tri-State and helpline* (513) 929-4483.  
[www.catholiccharitiesswo.org/programs/caregiver.html](http://www.catholiccharitiesswo.org/programs/caregiver.html).

ElderCare Locator—*Referrals to agencies and services across the U.S.* (800) 677-1116. [www.eldercare.gov](http://www.eldercare.gov).

UC Elder Care Resources—*see page 2.*

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