

Emergency Child Care

Issue:

When a child care provider option has unexpectedly fallen through, or a child is sick and cannot go to their usual place of care, workers must miss work or scramble to find another option.

Possible Solution:

Provide employees access to sick-child options by purchasing care through a child care center or through an in-home provider. A similar process can be used to purchase spots at emergency child care centers.

Many employees would rather care for their sick child themselves, so consider including this in your PTO parameters.

HR Sample Policy:

In situations where an employee's regular childcare provider is unexpectedly not available either due to the childcare provider's illness or the child's illness, the Company may be able to assist. We have a partnered- service arrangement with a childcare provider who can provide care, in most emergency situations. To be eligible for this service, an employee must sign-up prior to the emergency situation. For more details, please see human resources.



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