



*For Seniors, People with Disabilities,
and Attendants/Caregivers:*

Protecting ALL of Us

During the COVID Pandemic & Beyond

Hand in Hand - Senior & Disability Action

Goals

- Offer guidance and specific actions to take to stay safe and protect care recipients, families & workers during the coronavirus pandemic.
- Provide information on rights and responsibilities of employing a home attendant/caregiver.
- Offer guidance on how to develop a positive and productive relationship with a worker.
- Identify policy demands and actions we can take to support home care employers and workers.

A Brief History of Domestic Work & Hand in Hand

Challenges in this crisis

- Attendants/caregivers who can't come to work or don't feel safe coming
- Attendants who take public transportation
- Self-isolating / reducing risk of exposure
- Protective equipment
- How to pay attendants or make sure they get paid if they can't/don't come to work

Recommendations

- General precautions: washing hands, try not to touch face or hands, wipe down everything at beginning and end of shift
- Provide gloves, soap, and hand sanitizer
- Self-isolate as much as possible
- Limit the time you spend with someone
- Talk through the issues!
- Sick pay
- Self-isolate with a worker
- Take action if you're feeling sick.



Clear Expectations

Tip #1: Clear expectations start at the hiring process

Tip #2: Make a work agreement together now & update it as work changes

- Clear roles and expectations, including hygiene and safety protocol

Tip #3: Regular check-ins and an open door

Tip #4: Provide and invite feedback; focus on problem-solving together

Tip #5: Appreciate them; communicate with respect



Fair Pay

Tip #1: Pay a living wage

Tip #2: Pay for overtime

Tip #3: Pay reliably

Tip #4: If you don't control wages, advocate for higher pay!



Paid Time Off

Tip #1: Provide paid sick days

Tip #2: Provide meal and rest breaks

Tip #3: If you don't control paid time off, advocate for it or find other ways to show your appreciation of the person you employ.

Get Support

- Mutual Aid Networks: SDA/Bay Resistance, Disability Justice Culture Club, and others
- Back-up home care registries
- Be creative about who can fill in
- Clarify urgent needs
- Social Connection: Friendship Line, phone buddies, book readings/films, exercise classes, etc.

Policy Responses

- Publicly-funded home care: flexibility in who can be a provider, overtime hours, phone reassessments
- Sick leave
- Wages
- Concerns about congregate settings → more support for individuals and families?

Taking Action

Individual level:

- Make a plan with your workers/family members/caregivers to stay safe during the pandemic and beyond
- Share our Coronavirus best practices advice with friends who employ attendants
- For those who can, take the pledge to continue to pay your employees through this public health crisis
- Plan which practices you want to continue after the pandemic

Taking Action

Community level:

- Support a mutual aid effort for community members
- Contribute to the [national emergency](#) fund for domestic workers

Policy level:

- Work on policies to support attendants and attendant employers
- Join campaign to stop policies that ration care and deprioritize seniors and people with disabilities
- Protect people in nursing homes & other care facilities



jessica@sdaction.org
www.sdaction.org

info@domesticemployers.org
www.domesticemployers.org



Questions?
Suggestions?
