

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

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EMPLOYERS, EMPLOYEES AND ELDER CARE**

I. SURVEYS, STUDIES, AND GENERAL DISCUSSIONS

Akabas, Sheila H. and Viola Pirie. *Employed caregivers of elderly parents: a manual for discussion leaders*. New York, NY 10025. Columbia University School of Social Work. Industrial Social Welfare Center (622 West 113th St.). 1984. 24 pp. \$3.50, paper.

This interesting manual describes material presented at a workshop where caregivers shared personal experiences with the dual-role, acquired information on stages to expect and resources to draw upon, and learned how increasing certain skills might ease their burden.

Elder care—a growing concern. Lincolnshire, IL 60015. Hewitt Associates (100 Half Day Rd.). 1987. 7 pp. \$10.00, paper.

Because employees who are also caregivers of elderly relatives are vulnerable to a high degree of stress that can lead to absenteeism, tardiness, demoralization, and poor job performance, several companies are experimenting with elder care as both a formal and informal benefit. Types of assistance offered are quite varied and innovative and may include: information on available resources and community services; flexible hours and scheduling; long-term care coverage; flexible spending accounts for dependent care; and company-sponsored daycare centers. Seven case studies on various company initiatives are presented. Employers may also wish to procure a program kit called *Caregivers in the Workplace* from the American Association for Retired Persons (1909 K. St., N.W., Washington, DC 20049) as a vehicle for developing their own elder care programs.

Enright, Robert and Lynn Friss. *Employed caregivers of brain-impaired adults: an assessment of the dual role*. San Francisco, CA 94102. Family Survival Project (44 Page St., Suite 600). 1987. 96 pp. \$10.00, paper.

The joint demands of caregiving and employment for family members caring for brain-impaired adults are examined in this report. This study develops a profile of employed caregivers, examines the social and psychological impact of the dual role, and discusses the impact of caregiving on employment.

Exploding the myths: caregiving in America: a study by the Subcommittee on Human Services of the Select Committee on Aging, House of Representatives, One Hundredth Congress, First Session. Comm. Pub. No. 99-611. Washington, DC 20402. Superintendent of Documents. U.S. Government Printing Office. 1987. 81 pp. Stock No. 052-070-06342-4. \$2.50, paper.

This excellent report provides a comprehensive overview of informal (unpaid) caregiving by families, neighbors, and friends to impaired elderly persons, a long tradition of care increasingly threatened as family structures change, the population ages, more women enter the labor force, and the demand for the cost of community care rises. The national data discussed are drawn from the Informal Caregivers Survey, a component of the larger 1982 *Long-Term Care Survey* conducted by the Department of Health and Human Services. Another GPO document, *Directory of adult care centers*

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** Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

(1980, 162 pp., Stock No. 017-062-00124-3, \$6.00, paper) while dated, may be of help to caregivers and their employers. Arranged by state, it lists programs that provide adult daycare services, and includes information on the nature of the programs, funding sources, and average daily census.

Friedman, Dana E. "Eldercare: the employee benefit of the 1990s?" *Across the Board* (The Conference Board, 845 Third Ave., New York, NY 10022), June 1986. pp. 45-51. \$4.50.

Friedman is well-known for her publications on employer support to working parents. In this article, she offers an eclectic and penetrating overview of elder care. She quotes experts and practitioners, summarizes several key studies and projects, and discusses the costs and benefits to corporations which offer elder care information and services to employees. Friedman has also produced for the Board *A briefing book on families at work: managing related issues* (1986, various pagings, on request) and *Conference Board Report no. 897, Family-supportive policies: the corporate decision making process.* (1987, 47 pp. \$45.00).

Gibeau, Janice L., Jeane W. Anastas, and Pamela J. Larson. *Breadwinners and caregivers / Adult day health services as an employee benefit: supporting workers who have elderly dependents.* Washington, DC 20024. National Association of Area Agencies on Aging (600 Maryland Ave. S.W., Suite 208). 1986 and 1987. In three parts. 15 pp., 26 pp., 21 pp. \$10.00 each, paper.

These three reports ("Executive summary of the phase one interviews" [August 1986], "Summary of Wang interviews" [January 1987], and "Interviews with working women: a comparison of the two samples" [January 1987]) are based on a broader effort to examine the role of employers, employee benefits, and other workplace factors which impact positively or negatively on workers who are also caregivers. The following questions are explored: (1) To what extent are these women serving as caregivers while they are working full-time? (2) What family and community supports do working caregivers rely upon in caring for their dependent elderly family members? (3) Is there evidence of conflict between work and caregiving responsibilities? (4) What supports do working caregivers find within the work setting? (5) Does the availability of fringe benefits influence the ability of the worker to care for the elderly? (6) What additional benefits would they find helpful? Detailed findings are presented. The authors summarize the salient points of this study and suggest ways in which employers can help employees who care for the elderly in a directly related article entitled "Breadwinners, caregivers, and employers: new alliances in an aging America" in *Employee Benefits Journal* (September 1987, pp. 6-10, \$10.00).

HRN. *Employees with elderly dependents benefit from corporate and government support.* Philadelphia, PA 19103 (1926 Arch St.). 1984. [10 pp.]. (HRN Stakeholder Issues and Strategies). \$15.00, paper.

This report looks at the issue of caregivers and the elderly with emphasis on institutionalized adult day care and the changes in public and corporate policy that support caregivers.

Issues for an aging America: employees and Eldercare. A briefing book. Prepared for the National Conference on "Issues for an Aging America . . . June 17, 1987." Co-sponsored by The Conference Board, the University of Bridgeport, and the U.S. Administration on Aging. Edited by Michael A. Creedon. Bridgeport, CT 06601. University of Bridgeport, Center for the Study of Aging. 1987. 48 pp. Information on request.

Brief summaries of fifteen corporate initiatives are provided as well as terse descriptions of the services and activities of seventeen resource centers which assist in the development of elder care programs. Findings based on a survey conducted by the Center for the Study of Aging on the relationship between caregiving for older relatives and employment, using People's Bank, Pitney Bowes, and Remington Products as a laboratory, offer important insights into the character and problems of caregivers and far-reaching

implications for the effective design of supportive employer-sponsored programs.

“Special report: caregivers in the workplace.” *Employee Health and Fitness* (American Health Consultants, 67 Peachtree Park Drive, N.E., Atlanta, GA 30309), May 1987. pp. 49-56. \$11.00.

Employers are offered advice and resources for helping employees who care for aging relatives or friends.

Warshaw, Leon J. and others. *Employer-support services for employee caregivers*. New York, NY 10017-6763. New York Business Group on Health (622 3rd Avenue, 34th floor). 1987. 32 pp. \$10.00, paper.

This descriptive study assesses: the degree to which a small group of companies in the Greater New York area have identified the needs of employees who care for incapacitated family members; the extent to which these companies feel some responsibility for the personal and family problems of these workers; and the extent to which these companies have established related policies or programs. The survey indicates that while all companies feel a degree of responsibility and nearly half can identify members of their workforce as fitting into the caregiver category, few have developed special assistance provisions for them. The size of the companies and the composition of their labor pools, significantly affect corporate awareness, attitudes, and behavior regarding the needs of employee caregivers.

2. LONG-TERM CARE INSURANCE

Combined Jewish Philanthropies of Greater Boston. *Solving the puzzle: a consumer's guide to long-term care insurance*. Boston, MA 02111. (One Lincoln Plaza). 1987. 18 pp. On request.

This succinct and very clearly-written guide effectively introduces its readers to long-term care insurance: what it is, what it costs, how little coverage is now provided by Medicare, and what kinds of private insurance coverage are available. Life care communities are also discussed.

National Conference of State Legislatures. *What legislators need to know about long-term care insurance*. Washington, DC 20001. (444 North Capitol St., N.W., Suite 500). 1987. \$10.00, paper.

This booklet discusses the potential importance to states of long-term care insurance, describes general policy characteristics, and summarizes state actions to both regulate and promote long-term care insurance.

Polich, Cynthia L., Laura Himes Iversen, and Charles N. Oberg. *Who will pay? The employer's role in financing health care for the elderly*. Excelsior, MN 55331-0458. Interstudy. Center for Aging and Long Term Care (P.O. Box 458, 5715 Christmas Lake Rd.). 1987. 26 + pp. \$30.00, paper.

The authors examine the current and potential role of employers in financing health and long-term care benefits for retirees and older workers. They present an overview of the present responsibility of employers for retiree and working aged health benefits, an exploration of employers' attempts to control the cost of these benefits, & a discussion of the major issues concerning employer-based retiree health care, and recommendations for the appropriate role of employers in this area.

Public attitudes about contingency planning for long-term care needs. Pasadena, CA 91101. Beverly Foundation. (99 South Oakland Ave., Suite 227). 1986. 32 pp. On request.

This fascinating report on the attitudes of older adults toward contingency planning for long-term care has implications for public and private education programs that address care and financing alternatives. Some of the findings are disturbing, suggesting: a general lack of preparation for potential long-term care needs spurred on by feelings of powerlessness and bewilderment over the issue; an overall negative perception of long-term care; and a view that continued reliance on current levels of government funding such

as Medicare and Medicaid and on supplemental insurance policies are likely to remain the only options available for dealing with such needs.

3. SELECTED COMPANY DOCUMENTS

Champion International Corporation. *Caring for the elderly*. Stamford, CT 06921. (One Champion Plaza). 1987. 24 pp. \$1.00, paper.

This pamphlet informs adult caregivers about resources and options for responding to the needs of frail relatives. Several brief paragraphs on aspects of legal powers, finances and health care costs, decision-making, types of care, and nursing home care precede the appended list of additional information sources.

Northeast Utilities system employee caregiver survey: report of findings. By Joseph H. Hodgson, Jr. Bristol, CT 06010. Connecticut Community Care. (719 Middle St.). 1987. [Various pagings]. Final report, \$12.00, paper.

This report outlines results of a survey administered in 1987 to 2000 non-union Northeast Utilities employees in Connecticut and Massachusetts. Results are compared to the 1985 Travelers Employee Caregiver Survey (cited below), as both used the same questionnaire. Another useful publication from Connecticut Community Care is *Families who care for older relatives—the problems—the solutions*. (1987. 34 pp. \$9.95, paper.)

Pepsico, Inc. *Eldercare: a resource guide*. By Michael A. Creedon and Donna L. Wagner. Produced by the Center for the Study of Aging, University of Bridgeport for Pepsico, Inc. Purchase, NY 10577. Pepsico, Inc. (Anderson Hill Rd.). 67 pp. On request.

The first section on Normal Aging reveals the documented physical changes occurring throughout everyone's later life. Commonly held myths associated with psychological and emotional development as one ages are dispelled with hard facts. In the second section, Physical and Mental Health, problems most often confronting the elderly are described along with information regarding problem-solving. The last section, Finding Help, describes specific programs designed to assist the elderly pursue healthy, productive and financially secure lives.

Southwestern Bell Telephone. *Caregiving: the challenge of elder care*. St. Louis, MO 63101. (1010 Pine St.). 1987. Various pagings. \$187.50 nonprofit organizations; \$512.50 Corporations, with additional copy sent to a nonprofit organization of the corporation's choosing.

Designed to help caregivers resolve the problems, stresses and concerns associated with their tasks, this special package consists of a videotape, audiotape, and manual. The videotape documentary acknowledges the feelings, needs, and frustrations of caregivers and offers information for professionals. The manual is a three-part text offering sections for professionals dealing with the caregiver; community groups, churches or synagogues; and employers of caregivers. Entitled "I care," the audiotape provides practical caregiving advice.

The Travelers Corporation. *The Travelers' older American's program*. Hartford, CT 06183-1060. (One Tower Square). 1985+. Brochure, various pagings. On request.

A glossy brochure contains posters, news releases, reprints, fact sheets, and a copy of *The Travelers' employee caregivers survey: a survey of caregiving responsibilities of Travelers' employees for older Americans*. A detailed survey was mailed to 136 Travelers' Home Office employees aged 30 or above who were acting as caregivers for an impaired relative or friend aged 55 or over. The results of this effort are summarized, and data shed light on such factors as age and sex of caregivers, the number of people cared for and their relationship to the caregiver, living arrangements, precursors of the need for care, caregivers' perceptions of the health of those receiving care, caregivers' responsibilities, time devoted by caregivers, utilization of outside help, and incidence of stress and need for information.