

Supporting Carer-Workers: Checklist for Collective Agreements and Organisational Policies

Your organizational policy and/or collective agreement should include the following:

- ✓ Provide training on carer-workers to all governing bodies and staff.
- ✓ Provide leaves of absence (paid, flexible, and without loss of position or seniority) for carer-workers to engage in caregiving responsibilities. These leaves should include, but are not limited to: personal emergency leave, family responsibility leave, and bereavement leave.
- ✓ Ensure that retention and promotion policies do not penalize carer-workers.
- ✓ Ensure that carer-worker benefits provided by your organization or union do not discriminate, and are available to carer-workers regardless of the relationship between the carer and their care recipient. 2SLGBTQ+ carer-workers and their families should have entitlements equal to other workers. Qualifying rules like proof of relationship and length of cohabitation must not discriminate.
- ✓ Require management, working together with workers, to create an organizational culture that supports and appreciates workers who also have caregiving responsibilities and encourages them to identify as carer-workers.
- ✓ Require awareness training for line managers, supervisors, and team leaders that provides information on carer-workers and their responsibilities, available resources, and legal requirements.
- ✓ Require the provision of benefit programs, family-friendly organization programs, employee assistance programs, etc.
- ✓ Ensure that insurance and benefits provided to employees include coverage for respite care, caregiving expenses, and nursing or personal support worker care.

For more information, please consult the FREE Carer Organizational Standard at www.csagroup.org/article/b701-17/ OR VISIT <https://ghw.mcmaster.ca/>.