

ELDER CARE IS THE NEW CHILD CARE<sup>SM</sup>



CONA ELDER CARE  
EMPLOYEE BENEFIT PROGRAM

**TAWC**  
TOOLS AND ADVICE  
FOR WORKING CAREGIVERS

# THE SOLUTION: CONA ELDER CARE EMPLOYEE BENEFIT PROGRAM

Cona Elder Care Employee Benefit program provides working elder caregivers the tools they need to navigate the elder care landscape while remaining present and productive at work.

Member companies experience increased productivity and profitability by reducing absenteeism, downtime and turnover.

This enhanced benefit package allows you to attract and retain top talent and competitively position your company.

## JOIN THE GROWING LIST OF MEMBER COMPANIES



VISIT [CONAELDERLAW.COM](http://CONAELDERLAW.COM) FOR INFORMATION



“ Is your company offering benefits for the increasing number of employees caring for aging loved ones? ”

“ Is your organization meeting the evolving needs of modern families so that you can attract and retain top talent? ”

Keep your organization competitively positioned by offering creative, cutting-edge voluntary benefits.

**It's time to TAWC about it...**



# ELDER CARE'S IMPACT ON YOUR BUSINESS

## ELDER CARE IS THE NEW CHILD CARE<sup>SM</sup>

As our population ages, we face a two-fold demographic problem: the elderly are living longer (but not necessarily healthier) and people are working longer and retiring later. Employees are struggling to juggle work performance while meeting the demands of caring for aging loved ones. Like the challenges presented by inadequate child care in the 1980s, businesses are negatively impacted by elder caregiving due to absenteeism, decreased productivity, the high cost of turnover and ultimately declining profits.

- Over 65 million Americans provide care for an older adult family member
- Elder caregiving costs employers \$33.6 billion annually in lost productivity
- 60% of elder caregivers have made work-related adjustments due to caregiving responsibilities

## HOW MUCH IS ELDER CARE GIVING COSTING YOUR ORGANIZATION?

- Sporadic attendance and absenteeism
- Poor work quality and missed deadlines
- Leaves of absence
- Termination and turnover
- Recruitment and training costs

*...all draining your bottom line*

## HR RELATES THE MOST WIDELY REPORTED ELDER CAREGIVING ISSUES IN THE WORKPLACE:

- Coordinating elder care services (hiring/interviewing home health aides, securing elder law services, financial services, geriatric care managers)
- Emergency caregiving responsibilities (home health aide late or absent, urgent doctor appointments, transportation needs)
- Hospitalizations
- Choosing a nursing home or rehabilitation center
- Visiting assisted living facilities

CONA ELDER CARE EMPLOYEE BENEFIT PROVIDES THE SOLUTION.

HOME OF THE SUSAN C. SNOWE CAREGIVER RESOURCE CENTER

## MEMBER BENEFITS

- **One-Stop Resource:**

Immediate access to the attorneys at Cona Elder Law, recognized leaders in Elder Law, for both preventative planning and crisis assistance.

- **Emergency Elder Care:**

Exclusive access to on-call and on-demand emergency home health aides and care companions via a dedicated 24-hour toll-free number.

- **Preferred Provider List:**

Exclusive access to a pre-screened and vetted list of elder care providers in such industries as assisted living, home care, financial planning, reverse mortgages, senior housing, geriatric care management, adult day care, long-term care insurance and more.

- **Group Legal Services:**

Members are entitled to a 10% discount on all Elder Law and Estate Planning legal services provided by top-rated Cona Elder Law attorneys.

- **On-site Seminar Series:**

Cona Elder Law provides a seminar series for working elder caregivers at your location. Membership includes elder care overview sessions annually and customized topic sessions up to once per month. Your staff can attend some or all of the sessions on topics such as:

- Caregiver Support and Resources
- Asset Protection Planning
- Medicaid Eligibility
- Crisis Planning: Preserving Assets
- Medicaid Home Care Benefits
- Medicaid Nursing Home Benefits
- Estate Planning
- Veterans Benefits
- Wills and Trusts
- Guardianships
- Probate/Estate Administration





## ABOUT CONA ELDER LAW

Cona Elder Law is recognized as the leading Elder Law firm on Long Island. The firm is known for its passionate advocacy and expertise in:

- Asset Protection
- Estate Planning
- Medicaid Planning
- Estate Administration
- Guardianships
- Estate Litigation



225 BROADHOLLOW ROAD  
SUITE 200  
MELVILLE, NEW YORK 11747  
TEL: 631.390.5000  
ELDER@CONALAW.COM  
WWW.CONAELDERLAW.COM

