

# He's a vocal, adventurous hound dog

STAFF REPORT

Meet Austin. He is a seven-year-old bluetick coonhound weighing 75 pounds. This boy is hound through and through. He is very vocal. And if he's not on a leash, he may well decide to go on an adventure. Austin is a smart and curious boy and well-trained. He is well-mannered in the home. He has lived with adults & teenagers as well as large and small-breed dogs. Austin is a very friendly and playful dog who will make a great addition to a family fond of hiking and other physical activity.

Meet Riley. He is a four-year-old domestic shorthair weighing 10 pounds. Riley is a shy cat. He has a sweet disposition and likes to be petted. But he is a quiet cat. He can be playful at times but mostly he just likes to hang out. Riley has lived with adults and other cats. He will enjoy being with people who understand that cats often have independent personalities and he will be perfect for someone who prefers to have a pet that doesn't need constant attention.

Adoptable pets are available for introductions at Suncoast Humane Society, 6781 San Casa Drive, in Englewood; as well as at feline satellite adoption centers in Englewood, North Port, Port Charlotte and Venice. Visit Humane.org to find out how you can adopt, volunteer or help.



PHOTOS PROVIDED BY INGRID SIMKE

Austin, above, and Riley, below, are available for adoption at Suncoast Humane Society.



# Employer support for caregiving employees

*"There are only four kinds of people in this world. Those who have been caregivers, those who are caregivers, those who will be caregivers and those who will need caregivers." — Former First Lady Rosalynn Carter.*

The U.S. Department of Labor estimated that in 2010, 54 percent of workforce employees provided eldercare for a parent or parents and that nearly two-thirds of caregivers experienced conflict between demands at home and demands from employers.

Today's employed Baby Boomers are the caregiver generation for their parents. They are finding themselves juggling care responsibilities around their employment obligations. Sometimes employees find they have no option but to take leave from work or use sick time to meet their caregiving demands.

A report by AARP describes the toll employers feel it is taking on their employees:

"Companies are also seeing the emotional and physical toll that caregiving takes on their workers. In one study, 75 percent of employees caring for adults reported negative health consequences, including depression, stress, panic attacks, headaches, loss of energy and sleep, weight loss, and physical pain. Businesses suffer, too, by having to pay high health insurance costs and in lost productivity. That doesn't count the promotions or assignments workers turn down that require travel or relocation away from aging relatives."



Caring for Seniors

Jaime Daniels

Businesses that don't offer benefits or address eldercare wind up paying for them. A study by the MetLife Market Mature Institute and the National Alliance for Caregiving states that U.S. companies pay between \$17.1 billion and \$33.6 billion annually, depending on the level of caregiving involved, in lost productivity. That equals \$2,110 for every full-time worker who cares for an adult.

Eldercare cost businesses:

- \$6.6 billion to replace employees (9 percent left either to take early retirement or quit).

- Nearly \$7 billion in workday interruptions (coming in late, leaving early, taking time off during the day, or spending work time on eldercare matters).

- \$4.3 billion in absenteeism.

Typically, human resource departments work with employees on many issues that may affect their work productivity. There are programs for drug and alcohol abuse, domestic violence, illness, absenteeism and child care. But rarely do we see help with senior care issues provided.

AARP followed several companies who are providing help with eldercare issues and what they are doing for their employees.

- Freddie Mac has a free eldercare consultant.

- Verizon Wireless offers seminars on eldercare issues.

- At the Atlanta law firm Alston & Bird LLP, workers can donate vacation time to colleagues who have used up theirs, to care for family members.

A growing number of companies nationwide are directing their HR departments to provide resources, education and group help for caregiving issues. Let us here at Assisted Living Locators be the solution you need. Employers, employees and eldercare service providers working together can make parent or senior caregiving a workable solution for all.

Assisted Living Locators is a no-cost, advocacy, referral and placement service for families dealing with difficult eldercare decisions. We have been helping families to evaluate senior care choices for well over a decade nationwide. We are locally owned and operated, serving Manatee, Sarasota, Charlotte and north Lee County families, based out of Venice. Our goal is to help families effectively and efficiently navigate the seemingly endless choices in senior care and resources.

If you are an employee leasing or human resource professional looking to improve productivity, reduce absenteeism and add a valuable resource to your menu of employee benefits, we can help. Call 941-479-3500, send an email to JDaniels@AssistedLivingLocators.com or visit AssistedLivingManasota.com and LIKE us on Facebook.

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