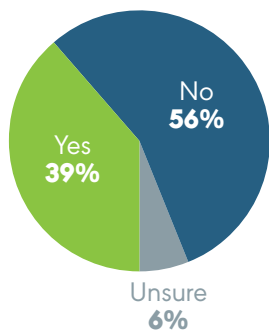


# COVID-19 BEST PRACTICES:

## Disaster Relief Funds

As the public health crisis continues across the U.S., we surveyed our community of experts to share how they are providing support for their employees during this time.

**Has your organization set up/activated any type of disaster relief fund to offer employee support for COVID-19?**



### THE SPECIFICS

*"We have a created a company funded emergency assistance program offering one-time grants of \$2,500."*

*"We have support for employees with sick leave allowances and benefit support."*

*"Pandemic Leave—10 days"*

*"Emergency Assistance Support for Employees (EASE) program—examples of situations qualifying for financial assistance from the JHHS EASE fund include, but are not limited to:*

- Medical emergency not covered by health insurance if COVID-19 related
- Local health authority guidance
- Child/elder care support if COVID-19 related
- Support of dependent education during the COVID-19 crisis for grades K-12 (e.g., homeschooling—proposal to either support hardware or internet costs)
- Meals for employees—two programs (if COVID-19 related)
  - Meals for Heroes (meals available for employee—family of four)
  - Employee Food Bank (groceries/staples available for employee pickup, sized for family of four)"

*"We've set up an extra 5 days of Emergency Paid Time Off for all colleagues; 10 days of Recovery Leave (so that they don't have to go through Short Term Disability); 10 days of Quarantine Leave (for anyone who has been exposed to someone who has tested positive or is presumed positive whether at work or outside of work)."*

*"We utilized a vendor E4E to set up a 503(c) fund that we call the Associate Relief Fund. This was funded mostly by company donations and also allows for employee donations. Currently the fund is used to support our "front line" employees working in retail operations. They complete an application and if approved are awarded one standard amount. The fund will eventually be used for natural disasters and personal hardships with a more in-depth application process, tenure eligibility and supporting documentation. Amounts will vary based on the situation."*

*"We are able to use the vacation donation program."*

*"We do have a matching fund that we use for employee hardships for which fundraising is done."*

Looking for more best practices and guidance around managing employee issues related to COVID-19?

Visit the [HR Acuity COVID-19 resource center](#).