



How does Governor Baker's Emergency Order affect families and nannies?

On March 24th, at noon, Governor Baker's Emergency Order took effect, essentially closing all physical locations for non-essential businesses. He also issued an advisory for people to stay at home as much as possible. What does this mean for nannies and families?

Firstly, the advisory to stay at home is not an order or a shelter in place. Nobody will be fined for going outside of their home. That being said, at BNC we are encouraging all families and nannies to practice social distancing in as stringent a manner as possible. Having two parties involved in the relationship means more chances for someone to come in contact with COVID-19 and each party should do their best to keep everybody safe and healthy.

Secondly, there has been a lot of question as to whether or not nannies are considered essential employees. We reached out to the Governor's office for clarification and the state has deemed that nannies ARE considered essential. With that said, we are advising each family and nanny to do what feels comfortable and safe for themselves as individuals. We urge you to have open conversations to see what makes sense for everyone. This is a very trying time and each one of us is having to make sacrifices to keep things running as well as we can.

Next, we want to run through a few common scenarios that families and nannies are coming across...

"We have asked our nanny to stay at home to maintain social distancing."

In this situation, because the nanny is available to work and you have chosen to have them not come, you would be required to honor your written agreement and continue to pay their guaranteed hours. You can ask your nanny to take a reduced or partial salary as a retainer, but it's important to remember that many nannies aren't able to live without full pay. Your other option is to lay them off so that they are able to collect unemployment. With this option, you run the risk that they would not be available to come back to your home when it is time to get back to work. Remember that if you choose to lay off your nanny, any severance amount listed in your contract with the nanny would apply.

"Our nanny has decided they want to stay at home to avoid the risk of being exposed to COVID-19."

This is a similar situation as above and we would give the same advice. If you are hoping your nanny will come back to work eventually, you might consider keeping them on full or partial pay. Talk to your payroll provider about putting your nanny on Sick/Family Leave so that you can be reimbursed for their wages through the Families First Coronavirus Act.



"We want to keep our nanny and they want to keep working but we cannot afford to keep them on full-time because our jobs have also been cut back."

There is the option to partially lay off your nanny. The nanny can keep working a certain amount of hours and still qualify for partial unemployment. You can find more information about that [here](#).

"Our nanny has told us that they are sick and could possibly have COVID-19 (or has already tested positive)."

As of April 2nd, this would fall under the Families First Coronavirus Response Act (FFCRA). You can find more information about that [here](#).

"Our nanny has a child who is now home from school and they told us they can no longer come to work."

This would also fall under the FFCRA.

"Can I ask my nanny to live-in with us until this is over?"

Absolutely, but the nanny can choose to say no. If they do say yes, industry standard is for them to be paid at their same rate and often with an additional stipend to cover the hardship of being out of their own home.

Remember, the FFCRA applies to any nanny who has symptoms of COVID-19, has been diagnosed with COVID-19, or has been advised to stay home because of COVID-19 by a medical professional as well as any nanny who needs to stay home to care for their own children because school has been closed. It also applies to workers staying at home because of a Stay at Home Advisory.

Please remember to be kind and thoughtful toward everyone during this time. It is a challenging situation and we like to assume that everyone is doing the best that they can. The team at Boston Nanny Centre is here to provide guidance and support should you have any additional questions or concerns.