



Houston Partner Discusses How Employers Can Aid Working Parents

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Kevin Troutman was quoted in a *Law360* article about the importance of employers offering flexible solutions as COVID-19-related school closures once again complicate schedules for working parents.

"When we talk about flexibility," Kevin said, "that includes things like can the job be done remotely, but also includes things like can schedules be altered, can the employee's workday be changed? Other arrangements, such as dropping the 9-to-5 schedule and letting employees put in their hours at a time that's convenient for them or encouraging collaboration to ensure coverage, can help," he added.

Kevin also explains that employers can choose to provide COVID-19-related paid time off, even when it isn't required.

"Employers that provide COVID-19 leave should make sure they know whether state or local laws require them to pay it out when an employee leaves the company," he said. "Not all jurisdictions require a payout, and mandates typically cover sick leave that must be used for medical reasons but not paid time off that can be used for any purpose."

Read the full article in [Law360](#) (subscription required).

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