

April 15, 2020

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HRMORNING

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With **HRMorning** arriving in your inbox, you will never miss critical stories on labor laws, benefits, retention and onboarding strategies.

HRMorning, part of the Catalyst Media Network, provides the latest HR and benefits and employment law news for HR professionals in the trenches of small-to-medium-sized businesses. Rather than simply regurgitating the day's headlines, **HRMorning** delivers actionable insights, helping HR execs understand what HR trends mean to their business.

Coronavirus compliance: Sick leave guidance for employers

■ *Feds, states proposing emergency policies*

Firms are updating paid sick leave policies as the House introduced a bill that would mandate employers offer paid sick leave to their employees, both in response to the coronavirus (COVID-19) outbreak.

The push for federal paid sick leave legislation is getting stronger, as the quickly-spreading coronavirus has been designated a pandemic, causing concerns that workers who can't afford to stay home will accelerate the spread of the virus at work.

"It's a very difficult tightrope for employers," said Littler attorney Michelle Barrett Falconer. "They

want to take care of their employees, but the outbreak puts them in a very precarious situation and could close a business down."

Federal, state regs

Presently, federal law doesn't require employers to offer paid sick leave, though 12 states and Washington, D.C. have laws on the books. (Maine will join that list in 2021.) Thirty cities and localities, including San Francisco, Chicago and Philadelphia, also

(Please turn to Sick leave ... Page 2)

COMPANY POLICIES

Employers ban vaping, add new cessation programs

While smoking's been banned from most workplaces, many employers are now adding vaping to company tobacco policies.

E-cigarettes pose a health risk, not just for those who vape. Exposure to the secondhand aerosol is unhealthy, particularly for pregnant women and those with asthma, says the National Academies of Sciences, Engineering and Medicine.

What employers can do

Here's how employers have begun to make policy changes:

Ban vaping. "The first step: Add vaping to your workplace 'no smoking' policy," says Dr. Amanda

Graham, VP, Innovations Center within Truth.

Check state laws. New York and New Jersey have banned vaping in the workplace (check your state law at tinyurl.com/vaping600).

Add a cessation program. There are new digital vaping programs available, such as the EX program that helps vapers through texts and live chat, and Pivot, an app that develops a personalized quit plan for users.

Offer incentives. One employer, Generac Power Systems, offers \$60 a month to employees who commit to being tobacco-free or being in the EX program.

Info: tinyurl.com/vape600

Sick leave ...

(continued from Page 1)
have paid sick leave.

Since the virus outbreak, Colorado has acted quickly to temporarily mandate certain employers in the state provide a small amount of paid sick leave to employees with flu-like symptoms while awaiting COVID-19 testing. For 30 days, employers in the leisure, hospitality, food service, child care, education and home healthcare industries must provide up to four days of paid sick leave.

Other states, including Kentucky, have introduced such emergency bills, while Massachusetts has urged employers to offer paid leave to those stricken with the virus.

Arizona's paid sick leave law, which was passed in 2017, could now become significant as the pandemic continues to spread. If a public health emergency's declared, employers with as few as a single worker would be required to pay its employees.

The proposed federal bill is still being revised in the House

before it moves to the Senate.

The latest version of the bill would require employers with less than 500 employees to offer 14 paid sick days to a wide swath of workers affected by the pandemic, including those who are in quarantine or have children whose schools are closed.

And it would guarantee workers with the disease two-thirds of their salary for up to three months.

The bill sets up a mechanism for the feds to reimburse employers who pay workers' wages while they're absent through a tax credit.

What employers should do

Many firms are updating their sick leave policies to keep staff at home to prevent the pandemic from spreading. The Centers for Disease Control and Prevention (CDC) advises firms to "ensure your sick leave policies are flexible and consistent with public health guidance and employees are aware of these policies."

Here are some immediate steps employers can take:

Consider revising sick leave policies. First, ensure company paid sick leave policies are consistent with state and local laws. Then consider extending or expanding sick leave, "perhaps adjusting benefits plans for employees who exceed their sick-day allotment in order to support sick employees who must stay home," says law firm Littler Mendelson.

Employers may not be legally required to pay employees during this pandemic yet, however, choosing not to do so makes it more likely they'll return to work prematurely, potentially infecting other employees.

Add more flexibility. The CDC recommends firms be flexible enough to allow workers who have symptoms or have potentially been exposed to the virus, but can't work from home, to take time off from work.

"You need to be really careful as an employer about thinking short term because this situation is likely to get worse before it gets better," said Falconer.

Info: tinyurl.com/Coronavirus601

SHARPEN YOUR
BENEFITS
JUDGMENT

This feature provides a framework for decision making that helps keep you and your company out of trouble. It describes a recent legal conflict and lets you judge the outcome.

■ **Fired for undisclosed medical condition: ADA violation?**

Benefits Manager Betty Murphy was startled by the vibrating of her cell phone early one morning.

Jim's calling me on my cell phone. That can't be good, thought Betty.

"Hi, Jim," Betty answered.

"Hey, Betty. I'm about to go into court about the Jane McLaughlin case ... " Company Attorney Jim Gannon began.

"Yes, the trainee we terminated because she was having panic attacks," said Betty.

Is it discrimination?

"Right," Jim replied. "What I'm worried about is that anonymous caller who reported that Jane had bipolar disorder, which she didn't."

"While it's true the ADA says qualified employees can't be fired because of a 'perceived disability,'" Betty said, "that isn't the issue here."

She continued, "We were hiring Jane for a security officer position, a high-stress job. Certain conditions – like anxiety and panic attacks – would be a safety concern.

"We would've hired somebody else. Jane wasn't honest with us. She never disclosed those details in her medical history, and we had to let her go," said Betty.

"I'll have to take a closer look at this," Jim said. "If she's a qualified individual under the ADA, we could run into trouble."

Jane sued for disability discrimination, and the company fought to get the case dismissed.

Did it win?

■ *Make your decision, then please turn to Page 6 for the court's ruling.*



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Near-site clinics, kiosks: Firms now bringing health care to employees

While large employers have the funds to staff their own onsite health clinics, small employers are starting to look at other options to bring health care directly to their employees.

Near-site clinics

By offering a near-site clinic, employers can partner with health providers or other local employers to help streamline costs.

Seven employers in the Miami area have joined forces to open the first near-site clinic in the region called Employer Direct Care. All firms share the operating costs of the clinic, where employees go for primary care, prescriptions and diagnostic tests.

In Las Colinas, TX, Crossover Health recently opened a near-site health clinic that offers care to 10,000 employees in the area.

The facility, which provides primary care and behavioral health in person and virtually, gave small firms in the area an affordable option.

In 2019, healthcare firm Cerner launched its first Anuva Health near-

site clinic in Malvern, PA, which is available to local employers.

Anuva clinics provide primary care, urgent care, lab work and pharmacy services, as well as virtual mental health services.

“Close, convenient access to health care brings benefits for both the employees and the employers by minimizing costs,” says Cerner VP Mike Heckman.

Telehealth kiosks

Telemedicine provider American Well has now launched telehealth kiosks at three Blue Cross Blue Shield of Massachusetts offices in the Boston area. The kiosks offer video conferencing with health professionals, as well as tools to measure weight, blood pressure and temperature.

Employees can “have a real-time video visit with a licensed provider who can diagnose, treat and prescribe medication for routine medical conditions,” says Blue Cross’ Director of Media Relations Amy McHugh.

Info: tinyurl.com/clinic601

THE COST OF NONCOMPLIANCE

This regular feature highlights recent case settlements, court awards and fines against companies. It serves as a reminder to keep benefits policies in order.

Rehab suffers \$400K bruise for misclassifying workers

A Pittsburgh adult rehabilitation company misclassified all workers performing direct care as independent contractors.

What happened: Heart II Heart LLC provides residential rehabilitation homes for adults with disabilities.

The company violated FLSA wage and hour regulations when it misclassified 99 hourly workers providing direct care to patients as independent contractors. They should have been employees, who were entitled to overtime.

Result: A U.S. District Court ordered the company and owner Toni Duncan to pay \$365,248 in back wages and damages. DOL also assessed \$34,752 in civil penalties due to the willful nature of the violations.

Info: tinyurl.com/Inocare601

Roofer hammered for \$48K in child labor, OT violations

An Idaho construction company violated child labor and wage and hour regulations.

What happened: A construction company doing business as Signature Roofing in Eagle, ID employed a 16-year-old to do hazardous jobs and let a 17-year-old drive and service a truck larger than allowed under child labor laws.

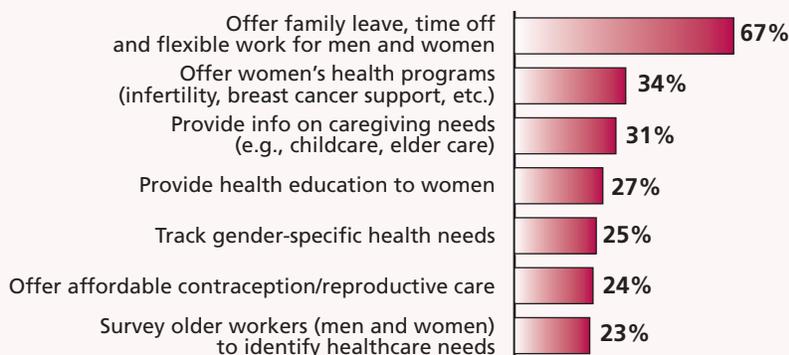
It also incorrectly paid workers on a piece-rate basis, docked pay for breaks and didn’t record hours or pay overtime wages for working more than 40 hours in a workweek.

Result: Signature Roofing will pay \$48,206 to 68 employees for violations of the FLSA’s overtime requirements and \$5,526 in civil penalties for child labor violations.

Info: tinyurl.com/roof601

Can adding more women’s programs close the gender gap?

Employers investing in gender-specific benefits



Source: Mercer’s When Women Thrive 2020 Global Report

Programs targeting women’s unique needs can have a powerful impact on gender equality in the workplace, but only if top leadership’s on board.

Supreme Court ruling means more firms can get sued for high 401(k) fees

While employers aren't bound by the fiduciary rule, which may or may not be brought back by the DOL, many firms are getting sued over excessively high 401(k) fees.

The recent Supreme Court ruling against Intel Corp., alleging the firm breached its fiduciary duties and "over-invested" in alternative investments which carried high fees, has "pretty significant ramifications" for employers, says Groom Law Group attorney Michael Kreps.

The decision's significant because it means more lawsuits challenging the Employee Retirement Income Security Act (ERISA) can be brought forward since there's now a three-year statute of limitations.

In recent years, there's been a wave of such class action lawsuits that've resulted in multimillion-dollar settlement checks to employees at Boeing and Walmart, to name a few.

What employers can do

Employers can take the following steps to protect themselves from these lawsuits:

Monitor fees. It's not that 401(k) plans must offer the lowest cost investment choices, but they must be reasonable and subject to periodic review, at least annually. Employers also need to ask their broker specifically how fees are assessed to their employees.

Adopt electronic delivery of disclosures. Setting up a "click-through" agreement, requiring employees to certify they've "read and understand" the disclosures, will offer protection for firms.

E-delivery makes it easier for firms "to determine whether individuals opened a particular mailing," says Kreps. This is key since opening a disclosure would be considered evidence in favor of starting the three-year window to file a lawsuit.

Consider a multiple-employer plan (MEP). With the passage of the SECURE Act in January 2020, small employers can more easily pool resources to create MEPs, managed by a third party, such as a brokerage firm.

Info: tinyurl.com/401kfees601

Are your communications undermining your culture?

HR communications are an important contributor to your company culture, and a poor communications strategy can damage your reputation with current and prospective employees.

Here are a few indications you might need to re-orient your communications before your culture heads south.

Warning signs

How your employees interact with each other and with leadership is a good measure of the effectiveness of your communications strategy.

Quiet place: Some occupations attract more introverted personalities, and even highly productive workplaces can seem very quiet. But if employees are sitting mute when asked for fresh ideas, it's still on HR pros to re-engage them.

How? Ask an employee to talk about a great telehealth experience or a problem getting insurance information. Or ask for ideas for new benefits tools or how to improve benefits processes.

Chaotic culture: If your benefits meetings are full of chatter and jokes well after start time, you need to get your more extroverted employees to focus. Emphasize the importance of your benefits and the key role they play in your workplace culture.

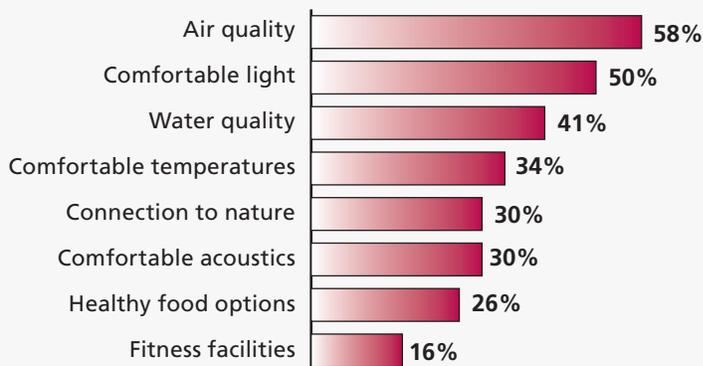
Toxic culture: If the response to your messaging is hostile or dismissive, it's time to look at whether your communication strategy's gotten off track.

You may need to evaluate how well you're conveying the value of your benefits and how often you share information about policies, deadlines, bonus plans and other benefits details.

Info: tinyurl.com/tips601

Do your employees have a 'well' workspace?

Workspace perks that matter to employees



Source: *Future Workplace*

Wellness efforts can pay off, but workers want the basics first – natural light and good ventilation, which can reduce absenteeism by up to four days a year.

Our readers come from a broad range of companies, both large and small. In this regular section, three of them share success stories you can adapt to fit your needs.

1 **Alternative treatment for employees in pain**

We wanted to offer our employees an alternative to pain pills to manage chronic pain. We also wanted to get beyond the cost of bad health and focus on providing a means to good health.

Although adoption of pain alternatives is rare, we decided to embrace the alternatives with open arms. That's why we began offering our staff chiropractic care and acupuncture at a private clinic on our school district's office campus.

Two years ago, we erected a 26,000-square foot clinic that includes an onsite pharmacy and fitness center, and it's run by Cigna, our third party administrator.

Eliminated co-pays

We have about 380 chiropractic and acupuncture visits at the clinic per month, which is great because we want our employees to take advantage of the services.

And to make it more accessible, we eliminated all co-pays for chiropractic and acupuncture visits. Employees pay nothing

out of pocket at each appointment.

Providing access to these services has significantly lowered prescription painkiller usage in our workforce. Our data shows opioid use is now almost nonexistent for those using the clinic.

People love visiting the chiropractor and physical therapist. We're getting great outcomes. It makes more sense to heal people than to medicate folks. That's where our focus is, and it seems to be working.

(David Hines, Executive Director, Benefits, Metro Nashville Public Schools, Nashville, TN)

**REAL
PROBLEMS
REAL
SOLUTIONS**

2 **Turned our superstars into virtual trainers**

Some of our employees were superstars at their jobs. It seemed like anyone could learn a thing or two from watching them perform.

But our employees didn't always interact – so they weren't able to see the people who excelled in action.

That made it difficult to share their skills and know-how on a person-to-person basis.

And having a trainer get the superstar employee's best practices

and try to pass them along wasn't the most effective approach.

Shared their skills on video

So we had to figure out a way to get people who were performing off the charts to share their best practices across divisions and locations.

We asked them to show us exactly what they did on a daily basis ... on camera.

We wanted them to walk and talk through their best practices while a colleague shot the video.

Then we sent these short videos with one skill lesson to all employees in similar roles.

Employees could identify with their colleague and immediately put the tip into practice.

This on-camera approach even stirred up friendly competition to do things better and become the next video superstar.

(Dave Mingle, Global Director, Customer Experience Strategy & Enterprise Experiences, General Motors, Detroit)

3 **This got staff focused, engaged each morning**

There's nothing less motivating for employees than to come into work each and every morning, go straight to their desks and buckle down right away.

While we appreciated the work ethic, we knew this attitude wouldn't help morale in the long run.

We wanted our people to come in every morning happy and energized, ready to take on the day.

So we decided to change up our

morning routine to get our employees out of this rut.

Offered gift cards

Here's what we did: We started gathering everyone at the start of the day for quick engagement sessions.

Typically, we'd go over some fun company history or ask trivia questions.

To encourage our employees to really get into it, we offered gift cards to trivia winners.

This tactic livened up our mornings and got staff to have some fun before

getting to work.

The game is a great way to ease into the day and allows people to socialize with their co-workers.

This makes distractions later in the day less likely, too.

We don't stop at trivia, either. There's always a quarterly morale-boosting event – we do an ice cream social in the summertime and will bring in an omelet chef for breakfast on occasion, too.

(John Johnston, Senior Business Services & HR Manager, Alpha Phi Alpha Fraternity, Baltimore)

FEDERAL LAWS

Coronavirus: Staying safe, compliant

Employers have been quick to take preventive measures – imposing sharp restrictions on travel, canceling conferences and instructing employees to work at home – during the coronavirus outbreak.

But it’s critical for employers to stay compliant in the face of the new illness, especially when it comes to federal employment laws.

Here’s how to put employees’ health first while still protecting your firm.

Federal laws, agencies

CDC: The Centers for Disease Control and Prevention (CDC) advises employers to implement heightened hygienic practices and workplace cleanings. The CDC also recommends employers replace in-person meetings with video or telephone conferences.

The CDC’s list of considerations (tinyurl.com/CDCguide601) also includes using “social distancing” techniques, such as working remotely or 6 feet apart for those who still need to work onsite.

ADA: While the coronavirus is typically a temporary illness and not a “disability” under the ADA, employers need to use caution when

making employee inquiries.

Employers are allowed to ask questions relating to an employee’s exposure to the virus if they pose a “direct threat” under the ADA.

To determine this risk, employers can inquire about the duration of the risk, the severity of the potential harm and the likelihood the harm will occur. If the threat seems imminent, employers can request the employee submit to a medical exam.

EEOC: The agency has issued guidance (tinyurl.com/EEOC601) for employers on the impact of the outbreak, reminding them of steps to be taken to avoid violating the ADA.

It also includes a number of examples employers may find useful as they navigate the coming weeks and months. For example, employers can send employees home if they’re experiencing virus-like symptoms.

HIPAA: The U.S. Department of Health and Human Services released a bulletin (tinyurl.com/HIPAA601) to clarify HIPAA’s privacy rules during the coronavirus outbreak.

The “basic requirements of HIPAA still apply even in a public health emergency,” says Mintz Levin

WHAT BENEFITS EXECS SAID

What’s keeping HR up at night



Source: Human Resource Executive

The war for talent continues to be a struggle for HR. Adding in-house skills development programs for employees – both new and experienced – can be used as recruitment and retention tools.

(Each issue of WNB&C contains a current survey to give benefits officers insight into what their peers nationwide are thinking and doing.)

attorney Kristen Marotta. However, disclosures are allowed for treatment, for public health activities and to prevent a “serious and imminent threat,” says the bulletin.

FMLA: Since employees can’t use their 12 weeks of unpaid FMLA leave unless they have a serious health condition, an employee’s fear of contracting the virus wouldn’t qualify for FMLA. However, they’re permitted to take the leave to care for a family member.

Info: tinyurl.com/COVID601

SHARPEN YOUR JUDGMENT – THE DECISION

(See case on Page 2.)

Yes. The company won when a court dismissed the employee’s case.

Her attorney argued the anonymous phone call the company received – disclosing she had bipolar disorder – changed the way she was treated in the workplace and was the reason she was fired.

According to the ADA, it’s just as illegal for employers to discriminate on the basis of a perceived disability – whether it exists or not – as it is to show bias against someone with an obvious disability.

But the court rejected the case because there wasn’t enough evidence to prove the employer believed the employee had bipolar disorder. The employer conducted an investigation after receiving the phone call and discovered

she had a medical history of anxiety and panic attacks, not bipolar disorder.

The court ruled that a “significant history of anxiety and panic attacks” interfered with her ability to perform the job and was a legitimate reason for dismissal.

Analysis: ADA doesn’t override employee safety

This case shows that while it’s against the law to discriminate against qualified disabled employees, this employee’s anxiety and panic attacks disqualified her from the job.

When the nature of a job disqualifies certain disabled individuals because it would compromise their safety and the safety of others, it generally doesn’t violate the ADA to remove them from that position.

Cite: *Camoia v. City of New York*, U.S. Ct. of App. 2nd Circ., No. 18-3473, 12/13/19. Fictionalized for dramatic effect.

Encouraging employees to volunteer helped connect our global workforce

■ *They dedicate 10 hours a year to community service*

Our company provides services to deaf and hard of hearing people via telephone relay and captioning services, voice-to-text translation and direct human assistance.

Remote workers handle our administrative functions from wherever they want to work (and pretty much whenever, as long as everything keeps running smoothly).

Keeping team connected

The bulk of our employees, however, work in contact centers. Those are located across the globe, so we can provide service to our clients 24 hours of every day.

With workers so widely dispersed, it was tough to keep our team connected and united in our core mission and avoid creating silos among our employees.

Remote workers, with a few exceptions, couldn't participate in celebrations or volunteer opportunities with our call center teams.

And the various call center teams weren't able to easily see when their remote colleagues were doing something fun or inspiring, like cleaning up a park or working at a food bank.

We realized that was a real shame because our call center teams participate regularly in some really great activities.

Outreach programs

They're active in organizing and contributing to events and outreach programs for the deaf and hard of hearing, like #LetUsWork and Sign Vote to help hearing impaired people find jobs and participate more easily in elections.

And they take part in a wide variety of volunteer opportunities in their local communities.

We needed a way to ensure all our employees feel connected to and united by our mission.

That meant we needed a way to let everyone know about the various activities going on across the company. And, even more importantly, we needed to have a chance to cheer each other on.

Our Talent & Culture team came up with a program called "Live Here Give Here." It's a challenge to our employees to dedicate 10 hours a year to community service.

Their activities aren't necessarily anything related specifically to helping people with hearing deficits.

We only ask they focus their activities on efforts to make the world a better place for people in their communities – or even around the world.

Case Study:

WHAT WORKED, WHAT DIDN'T

Great participation

We've had great participation in the "Live Here Give Here" program. Our teams are really enjoying sharing their experiences with each other over the social feed on our in-house HR information platform.

Encouraging employees to share their volunteer work with the rest of the company really made all the difference.

Supporting employees in their volunteer work and helping do good in their local communities was important.

But giving our whole workforce a way to share in what everyone else is doing and connecting all employees across our organization, no matter where they work, had the biggest impact.

(Jonathan Pecora, VP Talent & Culture, Communication Service for the Deaf, Austin, TX)

TEST YOUR KNOWLEDGE

■ **OT violations can be costly: Here's how to avoid them**

Overtime violations often result in FLSA penalties, requiring employers to pay back wages, damages and fines. That can mean hundreds of thousands of dollars. Are you sure you're complying with all wage and hour rules?

Test your knowledge: Decide whether the following statements are *True* or *False*. Then check your responses against the answers below.

1. If a non-exempt employee works 30 hours one week and 50 hours the next, they're not owed overtime pay.
2. When a non-exempt worker does two jobs at different pay rates, employers must average their hourly wage when calculating OT.
3. If firms have a "no overtime" policy, they don't have to pay workers OT if they work any extra hours.

ANSWERS

1. **False.** Hourly and qualifying salaried employees working variable schedules are owed 1.5 times their standard wage if they go over 40 hours in any week. But a proposed DOL fluctuating workweek rule would give employers more flexibility in calculating overtime.
2. **True.** To calculate the weighted average, take total straight-time pay and divide it by the total number of hours worked. For example, \$100 (\$10/hour x 10 hours) + \$480 (\$12/hour x 40 hours) = \$580, divided by 50 hours = \$11.60, the weighted average.
3. **False.** An employer can never withhold overtime pay. However, if an employee fails to obtain authorization to work overtime, an employer can discipline them for violating company policy.
- Info:** tinyurl.com/OTrules602

■ **Answers to the quiz**

Staff can't work now? They can collect unemployment

For employees who miss work because of quarantine or those who choose not to work to avoid exposure, the DOL has issued new guidelines authorizing states to amend their unemployment laws.

The DOL has also asked states to eliminate the waiting week, which gives states time to assess eligibility, to expedite benefits to those employees.

Info: aboutblaw.com/PsM

ACA: Supreme Court takes on, as states add mandates

The ACA seems here to stay. With the removal of the federal penalty for individuals who don't have health insurance, some states have instituted their own individual mandates.

As of Jan. 1, 2020, Rhode Island and California have these new laws, joining New Jersey, Massachusetts, Vermont and Washington, D.C. As a result, employers in these areas will have reporting obligations in addition to the ACA's Employer Mandate.

Even though the ACA is still being challenged in court, benefits pros need to comply with IRS Letter 226J, which is now being issued for the 2017 tax year.

Later this year, the Supreme Court will review ACA's constitutionality.

Info: tinyurl.com/ACA601

Court: FMLA doesn't cover care for sick sibling's kids

While it may seem like a reasonable request for an employee to want to use FMLA leave to care for a sick sister's kids, an Ohio court denied the request.

In *Brede v. Apple Computer*, employee Andrew Brede asked his employer for intermittent FMLA leave to care for his niece and nephew. He was fired shortly after for violating company policy, then filed suit.

Even though he was acting *in loco parentis* (in place of a parent), the

court ruled for the employer.

However, employers may still find themselves challenged with this request, since the DOL issued a ruling in 2015 that "siblings may stand *in loco parentis* to a child under the FMLA," says attorney Jeff Nowak.

Info: tinyurl.com/FMLA601

Firms' incomplete COBRA notices leading to lawsuits

Employers may want to review their COBRA notices to make sure they spell out who the administrator is and how to contact them, as well as next steps to elect coverage and ask for an election form.

That's because there's been a flurry of recent lawsuits alleging this missing info in Florida and New York. These lawsuits can cost firms tens of thousands of dollars and lead to a slew of time-consuming administrative corrections for employers.

The DOL has a model notice available online (tinyurl.com/COBRA601) employers can review to avoid violations.

Info: tinyurl.com/COBRANotice601

Telemedicine: Now's the time to promote this benefit

While many employers have been encouraging employees to use the underutilized telemedicine benefit for the last few years, now may be the time – during the coronavirus outbreak – they may actually do so.

Telehealth could serve "as an effective first step in fighting the virus," says Mary Kay O'Neill, senior consultant at HR consulting firm Mercer. It could be useful for assessing whether an employee needs to get tested for COVID-19.

Also, with the IRS' recent announcement – allowing high deductible health plans to waive deductibles for the virus' testing or treatment – many employees can access telehealth without cost.

Info: tinyurl.com/telemed601

HOT WEBSITES

■ Free coronavirus webinar

EAP provider ComPsych is offering employers a free "Coping with uncertainty about the coronavirus" webinar to specifically address employee anxieties.

Click: tinyurl.com/corona601

■ Put employees to sleep

Offer employees a "virtual sleep clinic" with the SleepCharge app that gives them access to sleep experts who are just one call or click away with personalized care.

Click: fusionhealth.com

■ New & improved Glassdoor

Job site Glassdoor has overhauled its Employer Center with new tools, such as "Candidate Messaging," so firms can send, receive and review candidate messages all in one place.

Click: tinyurl.com/glassdoor601

If you have a benefits-related question, email it to Lynn Cavanaugh at: lcavanaugh@hrmorning.com

LIGHTER SIDE

■ 5 crazy, incredible benefits real companies are offering

How far will a firm go to attract and retain employees? Here's what some firms are offering their staff:

- **Botox injections:** Chesapeake Energy offers a range of medical services onsite.
- **Lunchtime surfing:** Outdoor equipment firm Patagonia even gives workers daily surf reports.
- **Concierge service:** Consumer products firm S.C. Johnson takes care of personal chores, like dry cleaning, post office runs, etc.
- **Yacht trips:** Auto firm JM Family Enterprises offers sea excursions as part of associate recognition.
- **Luggage party:** Freeborn and Peters employees are told to pack a bag, then a lucky few are randomly selected for a trip to Las Vegas.

Click: tinyurl.com/benefits601