



What's New in **BENEFITS & I** **COMPENSATION**

The leading service to keep benefits managers up to date

February 1, 2021

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HRMORNING

Keep Up To Date with the Latest HR News

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

HRMorning, part of the SuccessFuel 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.

How a Biden presidency could affect your workplace

■ Higher minimum wage, equal pay and more

The new presidency will likely bring changes since President Biden has different priorities than former President Trump. Experts predict executive orders and updated enforcement of current laws very soon.

For employers, here's how it might affect them, according to HR expert and author of the *Evil HR Lady* blog Suzanne Lucas.

Minimum wage

President Biden has made it clear he supports a federal minimum wage of \$15 an hour. While he faces a difficult

road to make that happen, several states have plans to gradually increase the minimum wage every year until it reaches \$15.

Florida most recently voted to reach a \$15 minimum wage by 2026. Other states with similar plans include:

- California by 2022/2023
- Connecticut by 2023
- Illinois by 2025
- Maryland by 2025
- Massachusetts by 2023

(Please turn to Biden ... Page 2)

VACCINATION

EEOC offers guidance on requiring COVID-19 vaccine

The FDA issued an emergency use authorization for two COVID-19 vaccines in the U.S., so the question of whether you will require staff to get the vaccine becomes very real.

New guidance from the EEOC may help you tackle this decision.

Medical examination?

Here are some of the questions the EEOC answered in its recent update:

1. Is the administration of a COVID-19 vaccine to an employee by an employer a "medical examination" for purposes of the ADA?

No, because it isn't a procedure

or test done to uncover info about an employee's physical or mental impairment or health.

2. Can firms safely ask workers to show proof of vaccination?

Yes, because it's not a disability-related question and won't likely uncover disability info.

3. If an employer requires staff to get vaccinated, what should it do in the case of a refusal?

Employers can exclude workers from the worksite, but that doesn't mean they can terminate them.

For more updates, check out tinyurl.com/Requirevaccine619

Biden ...

(continued from Page 1)

- New Jersey by 2024, and
- New York (timetables vary by region).

More equal pay protections

President Biden also supports the Paycheck Fairness Act, which would strengthen protections against pay disparities based on gender. Current laws prohibit pay discrepancies based on gender but allow discrepancies based on any other factor.

The Paycheck Fairness Act would tighten up protections and only allow pay differences based on concrete factors, such as education, training or experience.

NLRB changes

The members of the National Labor Relations Board (NLRB) – which the president appoints – serve five-year terms. The changes here will happen more gradually, but one person will be replaced each year by President Biden.

Under ex-President Trump, the NLRB made many pro-business decisions, but under the new administration, you can expect decisions to switch back to pro-employee and pro-union.

Sexual harassment focus

The Be Heard in the Workplace Act is a proposed law aiming to increase protections against sexual harassment at work. It's likely to change as it makes its way through Congress, but here are some highlights:

- It increases the amount of time an employee has to file a harassment claim from less than six months to more than four years.
- It places restrictions on nondisclosure agreements.
- It would federally mandate all businesses to hold sexual harassment training sessions.

Coronavirus response

President Biden has been clear that his first priority is getting the

First priority: Pandemic control.

coronavirus pandemic under control. Because of this, employers may see stricter safety and sanitation guidelines from OSHA.

The Biden administration also wants to double the number of OSHA investigators, as well as provide “restart packages,” which will help companies cover the costs of PPE and other safety precautions.

Retail stores and restaurants will likely be impacted the most, due to tighter restrictions on in-person business. While ex-President Trump's goal was to keep businesses going, President Biden's focus will be on containing the virus.

Employers may also see higher penalties for COVID-19 safety violations.

Info: tinyurl.com/PresBiden619

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.

■ Retaliation claim: Employee says she wasn't harassed

“Hi, Jim,” Benefits Manager Betty Murphy said as she saw the company attorney walking down the hall. “What's wrong? You don't look happy at all.”

“We're being sued for retaliation,” Jim said with a sigh. “May Finnegan claimed she got fired because of the incident that happened with Randy.”

“What?” Betty exclaimed. “May herself said that wasn't harassment. How can we retaliate against someone who swore she wasn't sexually harassed?”

No harassment occurred

“So what really happened?” asked Jim.

“One of our employees witnessed a strange encounter between May and Randy,” Betty replied. “Apparently, he grabbed her hand and held on to it, looking at her engagement ring and asking questions about her romantic life.”

“I see,” Jim said with a frown.

“While May said it was a bit uncomfortable, she also said it didn't feel like harassment,” Betty explained. “I started to investigate the encounter, but May wanted to drop it, so we did. She was later fired for performance issues. End of story.”

“Well, since May didn't claim to be harassed, it'll be hard to prove retaliation,” Jim said. “Looks like we have a pretty good case here. We'll definitely fight this.”

When May sued for retaliation, 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.*

HR MORNING'S
What's New in **BENEFITS & COMPENSATION**

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3 keys to taking your mental health support benefits to the next level

The coronavirus pandemic has underscored how beneficial it is to have mental healthcare resources for your employees to keep stress, anxiety and burnout under control.

But is your workforce getting the most out of your firm’s investment in their well-being? Here are some ways to enhance those mental health benefits programs.

Expand access

An employee assistance program (EAP) offers support services to participating staff. Employees and their families can request assessments, referrals and counseling.

Because EAPs are a voluntary benefit, it can be offered to your part-time employees, an employee’s family members or employees covered by a family member’s health plan.

Create incentives

According to a Workplace Options survey, more than half of Americans incorrectly believe that mental health care isn’t covered by their health plan. An effective way to clear up

this misunderstanding is employee engagement campaigns and incentives.

One example is a wellness challenge where employees receive points for completing a series of tasks on a wellness portal. The one with the most points wins something like a trial subscription to online counseling provider Talkspace.

Ask questions

It’s a good idea for Benefits and HR to meet and find honest answers to these questions:

- Are your employees aware they can access mental health services via telehealth?
- Do they have appropriate time off available to get to their appointments?
- Do they feel confident there won’t be repercussions for using mental healthcare services?
- Does your customized benefits package have so many vendors involved that employees aren’t aware there’s mental health care?

Info: bit.ly/mentalhealth619

Focus areas for the year

2021 HR challenges

What are the top five HR initiatives for the next 12 months?



Source: *The New World of Work Report* by Latticer

As companies continue to work remotely, communication will be key to keep employees productive, engaged and happy.

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.

■ Tire retailer nailed, bypassed recordkeeping requirements

A tire retailer in Pageland, SC, failed to record its employees’ actual time worked, violating federal recordkeeping requirements.

What happened: The Department of Labor’s Wage and Hour Division investigated Pageland Tire Country Inc. and found that instead of paying some employees for the hours they actually worked, the company paid them for their scheduled hours only. Some employees came in before their starting time and some stayed late.

Result: Pageland Tire Country Inc. will pay one salaried employee and eight hourly employees \$33,397 in back wages.

Info: tinyurl.com/lrkr619

■ Worker denied leave to care for child during pandemic

An employee was denied paid leave to care for their child during the pandemic.

What happened: Burrows Millworks Inc. – dba Burrows Cabinets – provided 80 hours of leave under the Emergency Paid Sick Leave Act (EPSLA) provision when its employee requested paid leave to care for their child after their school closed due to the coronavirus pandemic. However, the Taylor, TX, cabinet manufacturer denied the employee additional leave under Emergency Family and Medical Leave Expansion Act (EFMLEA) provisions of the Families First Coronavirus Response Act (FFCRA) that provides up to 10 weeks of paid leave at two-thirds an employee’s regular rate of pay.

Result: Burrows Millworks Inc. has to pay the employee \$3,736 in back wages for wrongly denying leave under EFMLEA provisions of FFCRA.

Info: tinyurl.com/paidleave619

DOL regs will allow nontipped workers to share in tip pool money

As of March 1, 2021, employers will have the option to open up tip pools to employees who don't usually receive tips.

An impending DOL final rule intended to protect employee tips will allow employers who don't apply tip credits toward their minimum wage obligation to implement tip pools.

It's a reversal of 2011 federal regulations that prohibited tip pools that included nontipped employees, even if employers paid all workers minimum wage.

What it could mean for you

According to a Q&A accompanying the rule (bit.ly/DOLQA619), one example of a valid tip pool is requiring restaurant servers to share tips with back of house workers like cooks and dishwashers, provided all employees are paid minimum wage.

However, under those circumstances, the employer wouldn't be allowed to apply the credit for tips earned by workers toward the \$7.25 an hour minimum wage obligation.

The new rule also sets related

recordkeeping requirements, sets deadlines for tip pool payouts and formally implements a 2018 FLSA amendment that forbids managers and employers from taking gratuities meant for employees.

If an employer is caught unlawfully keeping employees' tips, there's a maximum penalty of \$1,100.

What do workers want?

DOL Wage and Hour Administrator Cheryl Stanton, said in a statement that tip sharing may incentivize previously excluded workers and "reduce wage disparities among all workers who contribute to customers' experience."

If your workforce has employees that rely on tips for income, now may be a good time to poll your tipped and nontipped employees on how they'd feel about a tip pool. Make sure you clearly explain how a tip pool works.

It's also important to consider what impact a tip pool would have on complying with state or federal minimum wage requirements.

Info: bit.ly/tips619

Effective communication while wearing a mask

The pandemic has brought new work challenges for benefits professionals. One is communicating while wearing a mask.

Of course people can still hear voices through masks, but they're missing out on key facial expressions that help convey sincerity and tone.

Keys to get your point across

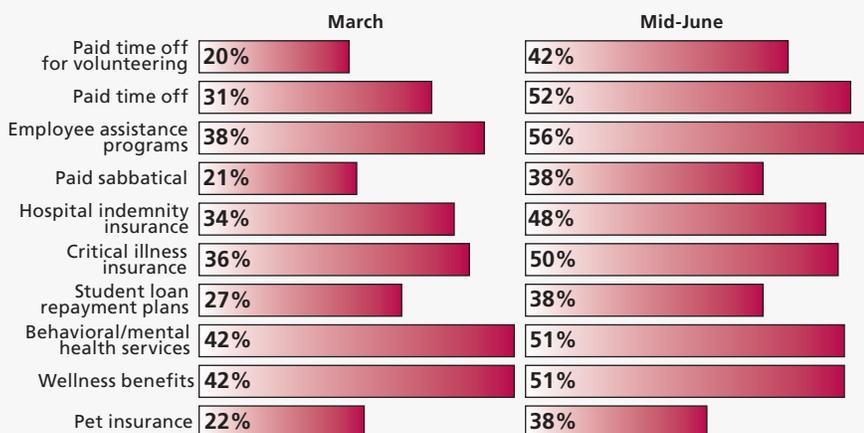
Here are some *Harvard Business Review* keys to successful masked communication:

- **Avoid clear masks.** Some think transparent masks are the key here, but they tend to fog up easily, which is more distracting.
- **Practice your "mask voice."** While speaking with a face covering, it's important to remember four things: pause, accentuate, volume and emotion. Give people the chance to jump in, and slightly exaggerate both volume and tone.
- **Be an active listener.** Nodding or the occasional "Mm-hmm" lets people know you hear them. If they seem upset, confirm this by stating, "So what I'm hearing is ..."
- **Use body language.** This is so important in conveying tone, though you don't want to overdo it. Experts say to increase your amount of gestures by about 10% and smile. They won't see it through your mask, but your eyes will look more friendly.
- **Speak up, speak clearly.** There's no need to shout, but you may want to raise your voice slightly to accommodate the mask. Also, be conscious of how fast you're talking. Slow down, enunciate and make sure the person you're speaking with understands you.
- **Mirror the other person.** To some extent, mirroring happens naturally. But making a conscious effort to do it has been shown to help build rapport.

Info: tinyurl.com/ComMask619

2021 benefit trends

What benefits do employees value most, now?



Source: *The Hartford's Future of Benefits Study*

Now's the time to reach out to employees and find out why they had a change in attitude about benefits. It'll help build trust and show you care.

WHAT WORKED FOR OTHER COMPANIES

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 We expanded benefits to include mental health

When the pandemic first hit, our operations were severely interrupted.

All of our employees became remote overnight, and we knew that balancing work, home life and the stress of the pandemic was going to be a lot.

We were right to worry: 53% of adults have experienced a negative impact on their mental health due to the pandemic. We didn't want our employees to feel this way.

Our company is always looking for

ways to make it a great place to work, so we overhauled our benefits.

Virtual webinars

Mostly, we wanted each employee to feel welcomed and valued at work. So we expanded our benefits package to include education, wellness, family planning and recognition initiatives. A big part of our new wellness plan was focused on mental health.

We began offering free virtual and in-person counseling.

We're also debuting mental health awareness webinars, which help

employees identify mental health symptoms and offer support.

With all these tools available (and with a lot of them accessible virtually), it's easier than ever for employees to get the mental health support they need.

We've had great feedback from our employees, who are eager to take advantage of the new wellness benefits. Plus, we're more appealing to new talent – and benefits like this make us a great place to work.

(Sue Petersen, VP of HR, Noodles & Company, Broomfield, CO)

**REAL
PROBLEMS
REAL
SOLUTIONS**

2 Fixed hiring process for hourly workers

Whether it's the method or time frame, there's a big difference between hiring hourly and salaried employees.

With hourly workers, there's often pressure to fill a post quickly. But you also want to make the best hire.

That's easier said than done. The short time frame can pressure managers into hasty decisions.

And when a new hire fails in the first month or two, the process starts all over again. This was happening to

us, and we knew there had to be a better way.

What data matters?

We used a new system that had many advantages, such as automating tedious tasks. But there were also pitfalls – our automated system was mimicking our past hiring methods and mistakes.

To reprogram it successfully, we looked at the post-hire data from our best new workers.

We examined what kind of experience and characteristics our

most successful hires had, and asked the system to look for that.

One data point we found to be significant was how close a worker's home was to our company. The further away the hire lived, the less likely they were to stick around.

By seeing what data truly mattered, we were able to be more confident in our hires instead of just hoping it worked out.

(Jim Buchanan, CEO, Cadient Talent, as presented at the ERE 2020 Digital Conference)

3 Boosted engagement with remote workforce

To engage employees, we've had daily, weekly and monthly events – plus a huge annual retreat. Now, we don't even see each other at all.

Like many organizations, when the pandemic began, we moved to a remote work environment.

We quickly figured out how to get work done and keep operations running. But we realized staffers were losing engagement and motivation.

We knew we had to make

communication and interaction an even bigger priority while we were all dispersed.

3 unique efforts

In terms of boosting engagement, here's what's worked so far:

1. We use daily group rendezvous on Slack to check status and discuss any concerns.
2. We host weekly one-on-one video chats between employees and their direct bosses to go over projects, check on resources and just stay in the loop.

3. We have a monthly all-hands-on-video meeting. Leaders share current company performance metrics, department highlights and a "show and tell" on something unique we're working on.

Fortunately, these remote meetings haven't overwhelmed employees.

Instead, they've been the right mix of interaction to keep people engaged, informed and motivated.

(Thibaud Clement, CEO, Loomly, Los Angeles)

SAFETY REGS

States beef up COVID-19 requirements

In the absence of specific workplace coronavirus emergency standards from OSHA, 14 states have expanded employer safety regs on their own.

Ranging from enforceable guidelines to multiple-page emergency temporary standards, here's who's adopted comprehensive safety protections as of Dec. 31, 2020:

- California (bit.ly/ca619)
- Illinois (bit.ly/IL619)
- Kentucky (bit.ly/ky619)
- Massachusetts (bit.ly/Mass619)
- Michigan (bit.ly/MI619)
- Minnesota (bit.ly/Minn619)
- Nevada (bit.ly/nv619)
- New Jersey (bit.ly/nj619)
- New York (bit.ly/ny619)
- Oregon (bit.ly/or619)
- Pennsylvania (bit.ly/pa619)
- Rhode Island (bit.ly/rhodeisland619)
- Virginia (bit.ly/va619), and
- Washington (bit.ly/wa619).

Required or recommended?

While some states under federal OSHA's oversight are still figuring out how to enforce worker coronavirus

safety protections, states like Michigan, Nevada and Oregon have assigned enforcement to their state occupational safety and health agencies.

In other states, monitoring and inspection are handled by health departments, labor departments or the attorney general's office.

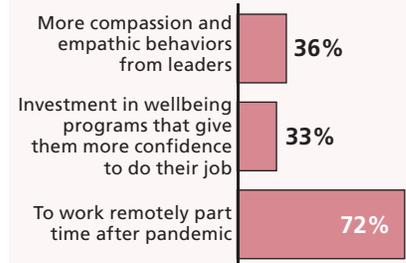
Many states with executive orders from their governors require employers to:

- ensure physical distancing of 6 feet between employees, their co-workers and customers
- provide face masks (or additional PPE, if necessary) to employees when maintaining 6-foot social distance isn't possible
- require customers to wear face masks
- improve ventilation
- provide employees with regular access to hand washing facilities with soap
- have hand sanitizer readily available for workers
- require deep cleaning after any COVID-19 cases are discovered in the workplace, and

WHAT BENEFITS EXECS SAID

Employees thrive when their well-being is supported

What do employees want from HR leaders?



Source: PwC U.S. CFO Pulse survey

Happy employees are productive employees. Listen to what people want and work with them to find the resources needed to do their job confidently.

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

- notify workers when cases are found.

Compliance check

Some cities, such as Raleigh, NC, and counties, such as Montgomery County, MD, have implemented pandemic safety regs of their own.

If it's been awhile since you checked with public health authorities at the state or local level for any updated mandates that may affect your firm, now's a good time to double-check.

Info: bit.ly/covidstate619

SHARPEN YOUR JUDGMENT – THE DECISION

(See case on Page 2.)

No. A district court initially sided with the company, but an appeals court reversed that decision and ruled in favor of May, allowing her case to continue.

The company argued that May didn't engage in a protected activity, since she never claimed that sexual harassment occurred – in fact, she denied it. Therefore, her firing couldn't have been retaliation for her part in the harassment investigation.

Circuit court disagreed

A circuit court said the fact that May denied sexual harassment occurred is irrelevant. The reason: she still took part in a sexual harassment investigation, which is a protected activity. Therefore, retaliation is still possible,

despite the outcome of the investigation.

"The plaintiff's description of the behavior and participation in the investigation could support a retaliation claim under Title VII," the court said.

Analysis: There are many types of protected activity

This case acts as a reminder that there's a wide range of protected activities employees can engage in. So keep the big picture in mind when investigating cases.

According to EEOC guidance, if a worker is involved in a complaint about discrimination or harassment, or requests an accommodation, they have engaged in protected activity. This means employers must proceed with caution and be mindful of the timing of terminations.

Cite: Archuleta v. Corrections Corp. of America, U.S. Crt. of App. 9th Circ., No. 19-27546, 11/13/20. Dramatized for effect.

Social justice issues shined spotlight on our diversity efforts

CEO took a stand and led by example

The past year has been tough on everyone because of the pandemic, and back in the spring, things got worse as racial tensions boiled over.

After all of the nationwide protests, we realized that as a company, we couldn't remain silent on the issue. It felt wrong to not address it and continue on with business as usual while employees could be struggling with it.

Our CEO decided to take a public stance on the issue, making it clear we were strongly against racial injustice. He also shared with our employees personal steps he was taking to fight racism.

We knew it was important to have this message come from the top. Our CEO wanted to lead by example.

D&I council

After that, we announced we'd be overhauling our diversity efforts. We wanted to promote a culture of inclusion to both our current employees and future ones.

So, we formed a diversity and inclusion (D&I) council. It would be comprised of employees from every

Our CEO wanted to lead by example.

area of the organization. They'd come up with D&I company goals and work to make them a part of the culture.

We wanted to be sure the employees on this council wanted to be a part of it. So, we asked our department managers for recommendations on who would be the best fit.

Upon reaching out to these nominees, we found every single one wanted to be a part of the council.

They were excited for the opportunity and passionate about improving companywide diversity efforts.

Implementing strategies

With our D&I council officially forming back in June, it first focused on three main strategies to guide its plan for the rest of the year:

- increased diversity in hiring
- resource groups for minority employees, and
- promoting an overall culture of inclusion.

While the council came up with these ideas, we had "diversity champions" at every site in charge of executing ideas.

Honest conversations

While most of our employees were on board with these efforts, it wasn't all smooth sailing. We had a few people who felt uncomfortable that racial injustice had become a topic discussed so prominently at work.

To tackle this, we encouraged them to have an open dialogue with their managers, who would help educate them on why this was necessary.

After having these talks, many got on board with our efforts. It also helped to have colleagues share personal experiences with hesitant employees about why this topic was so important to discuss.

It's too soon to see a ton of results yet, but we've already had so many prospective employees tell us how much they appreciate our diversity and inclusion stance.

(Tami Wolownik, Head of HR, Siemens Mobility, Atlanta)

Case Study:

WHAT WORKED, WHAT DIDN'T

TEST YOUR KNOWLEDGE

Don't get tripped up: Benefits that give pros problems

Handling employee benefits is a big job and a vital one. But benefits aren't always black and white, which can cause a lot of confusion.

Test your benefits knowledge, and decide whether the following statements are *True* or *False*. Then check your responses against the answers below.

1. The biggest challenge benefit pros have with the Fair Labor Standards Act (FLSA) is overtime compensation.
2. The Employee Retirement Income Security Act (ERISA) is problematic because the implementation requirements offer a lot of options for interpretation.
3. The problem benefit pros have with off-the-clock policies is they make them too specific, which creates issues when trying to fit employee in specific scenarios.

ANSWERS

- Answers to the quiz**
1. **True.** Two tests (duties and salary) are used to determine if an employee is eligible for overtime pay. If they meet the thresholds for both, they're considered exempt from overtime pay. However, the duties test has three primary classifications of workers, and each classification has its own set of requirements that must all be met to be deemed exempt. If anything is questionable, the employee should be classified as nonexempt.
 2. **False.** While firms aren't required under ERISA to provide pension plans, those that do must follow the implementation requirements by the book.
 3. **False.** Problems occur when firms don't have specific policies that clearly define work hours – a big issue now during the pandemic.
- Info: tinyurl.com/mistakes619*

Can employees take FFCRA leave after the deadline?

With the new year comes the expiration of the Families First Coronavirus Response Act's (FFCRA) paid sick leave and expanded family and medical leave.

You're probably going to have employees asking if they can take advantage of their leave entitlement in 2021, if they didn't use it in 2020.

The DOL's Wage and Hour Division recently answered this question (tinyurl.com/ExtLeave619).

No. Employers aren't required to provide employees with FFCRA leave after Dec. 31, 2020.

However, firms may voluntarily provide employees with such leave. If they do, the Consolidated Appropriations Act, 2021, extended employer tax credits for paid sick leave and expanded family and medical leave voluntarily until March 31, 2021.

Info: tinyurl.com/ExtLeave619

Hiring trends: Out with the old and in with the new

It's no secret COVID-19 has changed how just about everyone does business, including hiring practices.

Here are a few hiring trends that are falling by the wayside and others that are taking their places:

Out: One-size-fits-many job titles and descriptions.

In: Tightly written job titles and descriptions. They help job seekers find what's relevant to them faster. People don't want to read paragraph after paragraph about your perfect candidate. Provide a quality job description that includes an overview of responsibility, relevant hard and soft skills, and work setup.

Out: Broad-based hiring sites.

In: Niche job sites that specialize in specific groups land you with a better quality of candidates, albeit a smaller pool. Check out SmartRecruiters's list of the 50 best niche job sites (tinyurl.com/NicheBoards619).

Out: In-person interviews.

In: Online interviews. This gives a better sense of how the person would work virtually and allows more people to participate in the interview.

Info: tinyurl.com/RecruitTrends619

2021: Standard mileage rates released by IRS

The IRS released the 2021 optional standard mileage rates for calculating the deductible costs of operating a vehicle for business, charitable, medical or moving purposes.

The rates as of Jan. 1, 2021 for cars, vans, pickups or panel trucks are:

- 56 cents per mile for business use (down 1.5 cents from 2020)
- 14 cents per mile in service of charitable organizations, (unchanged from 2020), and
- 16 cents per mile for medical or moving purposes for qualified active duty members of the Armed Forces (down 1 cent from 2020).

Under the Tax Cuts and Jobs Act, firms can't claim miscellaneous itemized deduction for unreimbursed employee travel expenses.

Info: tinyurl.com/MileageRate619

Communicate even better with this 2-word phrase

If you have employees struggling to understand company benefits and policies, the words "Tell me" can help get to the bottom of their confusion.

This phrase gets you answers that are completely from the other person's point of view and shows what they prioritize, explains negotiation expert Alexandra Carter.

Here are some prompts to try:

- "Tell me what you need."
- "Tell me what you think the issue is and how we might contain it."
- "Tell me more about how you came to that conclusion."
- "Tell me how you'd approach this."

Info: tinyurl.com/TellMe619

HOT WEBSITES

■ Redesigning Wellness Podcast

In her podcast, Jen Arnold and other experts in various specialties delve into corporate health and what type of wellness programs engage employees.

Click: tinyurl.com/JJAPodcast619

■ Health check app for staff

Now that the holidays are over, wouldn't it be nice to make work fun for your employees? Go Remote provides firms with one-hour access to games and more for a fee.

Click: tinyurl.com/remotefun619

■ App for financial fitness

Let's face it, when your staff is worried about finances, they're not 100% focused on their jobs. FinGym offers personalized one-on-one coaching, webinars and more.

Click: tinyurl.com/FinFit619

If you have a benefits-related question, email it to Renee Cocchi at: rcocchi@HRMorning.com

LIGHTER SIDE

■ Goodbye and good riddance to the insanity that was 2020

Few people are sad the books have closed on 2020. Before we move on, let's look at some of the weirdest HR stories shared on [Ranker.com](https://www.ranker.com):

- An interview candidate showed up wearing sweats. He told the HR person he didn't need the job because of all the illegal money he was making, but wanted it so the IRS didn't get suspicious.
- A man who failed his drug test said it wasn't his fault. His excuse: He stuck his head out the window while driving to work and was hit in the face with a bag of cocaine which he accidentally inhaled.
- During a virtual interview, a man shared his screen while having a porn site open. When HR said something, he made it full screen before deleting it.