



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

The leading service to keep benefits managers up to date

March 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.

Benefit Pros poised to help lead through future change

■ Adoption of new mindset

Human resources has always been an important spoke on the business wheel. But helping employees during the pandemic adjust to working remotely – supporting them with physical and mental well-being resources – and/or creating policies and procedures to keep onsite workers safe, pushed Benefits Pros out into the spotlight.

Now, a full year into the pandemic, when most firms seem to have a handle on things, HR pros have the opportunity to adopt a new mindset and extend their influence to include business issues, says the 2020 Deloitte Global Human Capital Trends report.

This past year has proved Benefit Pros can do much more than standardize and enforce workforce issues. You can help “orchestrate work” across an organization.

Due to this, executives now have added confidence in Benefit Pros ability to help lead firms through future change.

Biggest influence

The report showed HR had the biggest impact on:

- protecting workers' health and safety

(Please turn to Future change ... Page 2)

FEDERAL BILL

Will you be giving minimum wagers a raise soon?

If your firm employs any workers who make the minimum wage, take this as a warning: Democrats in the House and Senate reintroduced the bill to raise the U.S. minimum wage to \$15 per hour.

The last time the minimum wage was increased was 2009.

Possible changes

The Raise the Wage Act of 2021 would:

- increase the pay floor gradually to \$15 an hour nationwide by 2025
- tie future increases to median wage growth
- ensure tipped workers are paid the full federal minimum wage

by phasing out the subminimum wage for tipped workers

- pay teen workers at least the full federal minimum wage by phasing out subminimum wage for youth workers, and
- end subminimum wage certificates for workers with disabilities.

Preparations

There's no time like the present to prepare for the possibility of a new minimum wage.

Take a good look at your expenses and budget now, and figure out how this might affect them in the near future.

Info: tinyurl.com/MinWage621

Future change ...

(continued from Page 1)

- increasing communication with the workforce, and
- promoting worker well-being.

Wait. Isn't that what Benefits Pros have always done?

Yes, but now that they have this new found confidence from Executives, they have to keep it and ask where do we go from here?

The answer is to change your mindset, according to the report. Move from a "functional mindset" to an "impact mindset" that expands their influence from:

- process to mission
- the worker to the human, and
- managing workers to re-imagine work-related challenges.

Unlock potential

COVID-19 has made leaders more aware of the fact they need to focus more on work transformation and re-imagining how work is accomplished.

Benefits Pros were a big part in that.

Now it's time to change how HR and businesses look at work, teams and capabilities.

One way to do this is partner with employees to pinpoint opportunities in their roles and new ways of tackling their tasks. This can only be done

Move from functional to impact mindset.

if HR is aligned with the business agenda.

Lead through example

It's a partnership where HR works closely with leaders throughout the organization, asking for help and guidance in the revamping of work and employee roles.

By doing this, Benefit Pros can act as models for "integrative thinking" and not just someone employees go to for answer about their benefit and compensation issues.

It's important, however, to do this while keeping executives focused on the well-being of their employees. Even if we get back to "business as usual" in some form, executives can't forget how intricately well-being is tied to employees' work and lives.

Some executives are already forgetting. Case in point, when asked what the top factors are to make remote work sustainable, offering new well-being resources was eighth on the list, according to the report. The top factor was introducing digital collaboration platforms.

In our new COVID-19 world, everyone is stepping up and taking on new roles in their firms. This is HR's time to embrace their new role. Not just for expanding business practices, but to help guide firms toward broader economic and human goals.

Info: tinyurl.com/19keo04w

S HARPEN 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.

■ Stress, medical issues: Was employee wrongfully fired?

"This is the revision of the remote work policy you wanted to see," said Benefits Manager Betty Murphy to CEO Connor Potts, handing it to him. "And we ... " She looked up to see his eyes glazed over. "Connor?"

Connor snapped to. "What? Oh, sorry. I should've rescheduled our meeting. I have a lot on my mind," he said. "I just found out early today the manager we let go the other month is suing us."

'Stressful work environment'

"You mean Luke?" Betty asked.

Connor nodded. "Yes. After I became Luke's direct supervisor, we had a meeting that didn't go so well. He got so upset that he ended up calling his doctor."

"Oh, wow," Betty said.

"Yeah," Connor said. "Then I got that email from Luke saying due to a stressful work environment and other medical issues, his doctor wanted him to take sick leave for a few days."

"I remember," said Betty. "And we terminated him soon after that."

"You got it," Connor confirmed. "And now he's suing us, saying we should've realized he was ill and told him how to take FMLA leave."

Betty sighed. "But mentioning medical issues isn't enough to qualify for FMLA leave."

"Really?" asked Connor. "I hope the court agrees with you."

When Luke sued Betty's company, the company fought back. 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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How Biden’s COVID-19 Executive Order will protect employees’ health

Before being sworn into the presidency, President Biden promised stricter COVID-19 health and safety guidelines – and he’s already taking steps to make good on that promise.

Recently, President Biden signed an Executive Order that directed OSHA to issue additional COVID-19 safety guidelines to employers within just two weeks. (See related story on Page 8.)

Here are the specifics of what Biden’s Executive Order requires.

Examine current guidance

The Secretary of Labor (along with OSHA) must consider whether emergency temporary standards are necessary with regards to masks in the workplace.

Current OSHA standards and guidelines must also be reviewed to see if there are any short- or long-term adjustments that could better keep employees healthy and safe. If so, those must be put into place ASAP.

Biden’s Order also instructs OSHA to focus on enforcement efforts and

determine which COVID-19 violations put employees at risk the most. Once identified, OSHA must come up with a plan to curb these violations.

OSHA is also required to collaborate with the DOL to focus on communicating COVID-19 safety procedures to communities hit the hardest by the pandemic. Part of this includes a multilingual outreach campaign.

Review plans in place

The Secretary of Labor also must coordinate with states that already have OSHA-approved safety plans in place to ensure workers are adequately protected from COVID-19 – and plans are consistent with temporary emergency guidelines.

For states without plans in place already, the Secretary of Labor must work with local and state governments to boost protections for public sector workers. This includes collaborating with the Secretaries of Labor, Health and Human Services, and more.

Cite: tinyurl.com/Biden621

\$ 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.

■ Shaving money off overtime pay costs supplier \$53,841

Beauty supplier wasn’t so classy when it paid workers in cash at straight time rates for overtime to cheat workers out of their hard-earned money.

What happened: Classy Girl Beauty Supply in Fort Lauderdale, FL, only paid its employees via payroll for their first 40 hours of work. The company paid workers for overtime in cash at straight time rates and not time-and-one-half workers’ regular rates of pay, thereby, committing minimum wage and overtime violations.

The company committed additional violations when it paid some employees with unrecorded cash for all of their hours, including overtime, at straight time rates.

Result: Classy Girl Beauty Supply must pay \$53,841 in back wages to 10 employees.

Info: tinyurl.com/beautysupplier621

■ Contractor hid certain costs, violating H-2B visa program

Landscaping contractor dug itself a deep hole by not disclosing rent, vehicle insurance and uniform deductions in job advertisements, which violated the H-2B visa program.

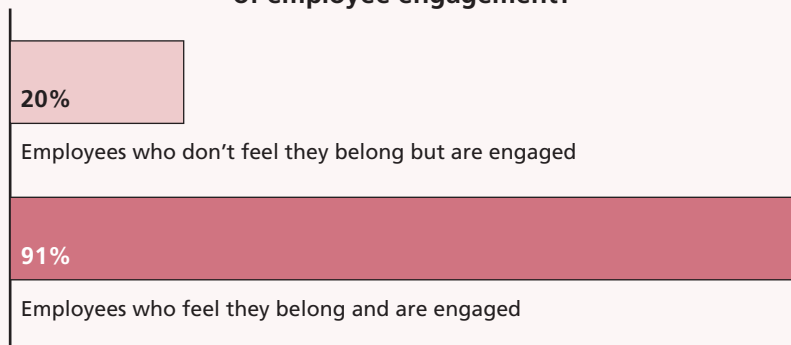
What happened: Merkle Lawn Care Inc. – based in Wilder, KY – charged employees rent on a weekly basis in excess of fair market value. The company also charged employees on a weekly basis for uniforms bearing the company’s name.

Result: Not only does Merkle Lawn Care Inc. have to pay 42 employees \$20,502 in back wages for violating labor provisions of the H-2B visa program, it also has to pay a civil penalty of \$10,335.

Info: tinyurl.com/LawnCare621

Engagement = Belonging

What is the strongest driver of employee engagement?



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

Factors that drove employee engagement in 2020: sense of belonging and pride in the company for trying to make a positive impact on the world.

Is commute time compensable? DOL answers question for 2 scenarios

Flexibility was the name of the game for getting work done in 2020. And Benefit Pros had to deal with some confusing situations, like whether travel time is compensable under FLSA when employees split their work time between the office and home in alternating days or the same day.

To help clear up any confusion, the DOL provided answers to this situation for two scenarios.

Both cases revolve around an employee, who works 8:00 a.m. to 4:30 p.m. and has a one-hour commute to and from her office.

Scenarios

1. The employee has a parent/teacher conference from 1:30 p.m. to 2:15 p.m. and, with permission, leaves the office at 1:00 p.m. to drive 30 minutes to the school. Afterward, she drives 30 minutes home and starts working right away or one to two hours later. Is the commuting time to and from the school compensable?
2. This time the employee has an 8:30 a.m. to 9:15 a.m. doctor's

appointment and works from home from 5:00 a.m. to 6:00 a.m., then stops to do personal chores and leaves for her appointment at 8:00 a.m. She leaves her appointment at 9:15 a.m. and gets to her office at 9:30 a.m. She leaves work at the normal time and commutes home. No work is done once she is at home. Is the commute time from her home to the appointment, from the appointment to the office and from the office to home – where she first began working – compensable?

Answers

The answer to both scenarios is no.

In the first scenario, the travel time isn't compensable because the employee is off duty or engaged in normal commuting.

In scenario two, she's off duty at 6:00 a.m. and her time remains non-compensable until she reaches the office and starts working again. Her commute home at the end of her workday is considered normal commuting and non-compensable.

Info: tinyurl.com/OpLtrDOL621

How to get people to open up more with best practices

Your employees – and even colleagues – have some great tricks up their sleeves. And they don't share those.

Why don't people share their best practices so everyone can do their jobs better?

For one, many employees don't realize the hack or efficiency they use is something that could benefit the team.

Another reason: They don't have the communication platform to talk about the ways they get the job done more efficiently.

That's why you want to help employees and colleagues spread the word on their best practices.

Help spread the word

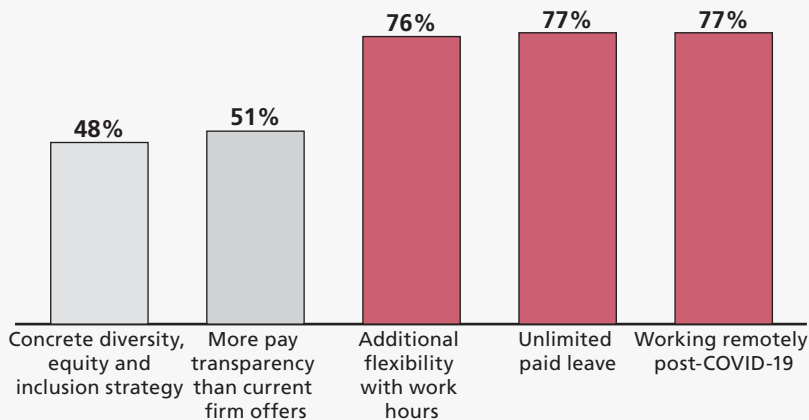
Try these tips from Mitch Ditkoff, a management consultant and president of Idea Champions:

- **Make it clear.** Many people don't recognize personal best practices. Help them quantify one – for instance, what helped you reduce processing time, eliminate a step, get an answer faster, improve work quality, etc.?
- **Create a best-practice practice.** Ask benefits employees who are good at particular tasks how they do it. Also, encourage employees to note things they successfully do differently. Then create time in a regular benefits meeting for everyone to share an idea. Or, if they're shy about speaking up, ask them to tell you about it, and you can use it in training or send it in an email.
- **Schedule it.** Make best-practice sharing a part of your agenda. Add it to a monthly meeting, regular Slack discussion, weekly email roundup, etc. Have employees take turns sharing important ideas or links to information that helps them do their jobs better.

Source: [Ideachampions.com](https://www.ideachampions.com)

Employee temptations

What benefit offers would get employees to jump ship?



Source: 2021 Compensation and Culture Report by Beqom

Many people are grateful to have a job during the pandemic. But don't rest on your laurels. Many are willing to jump ship if the right benefits are offered.

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 Spreadsheets helped to get paperwork finished

Our company applied for a Paycheck Protection Program (PPP) loan from the Small Business Administration (SBA).

So that nobody else would have to set aside time to fill out that important paperwork and submit it on time, I took full responsibility for getting it done.

But at the same time, I don't like to get behind on my work. So I needed to map out a timeline for completing the PPP application and forgiveness

forms – including the required documentation of eligible expenses.

Project spreadsheets

When we got approved, I started tracking expenses in a spreadsheet, including:

- employee salaries/wages
- vacation pay
- parental, family, medical and sick leave pay, and
- health benefits.

In addition, using a project management spreadsheet template

was useful for keeping track of the paperwork submission deadlines.

Before it was time to send in the loan forgiveness application, I had the PPP ledger balanced so the SBA would know the money had been appropriately spent.

When we transitioned to a new HSA provider this year, a spreadsheet was helpful for tracking all the paperwork involved with that, too.

(Roberta Bromlow, accounting manager, Providence Anchorage Anesthesia Medical Group, Anchorage, AK)

**REAL
PROBLEMS
REAL
SOLUTIONS**

2 Mitigated pending big cost increase for firm

Too many, high-cost health insurance claims can have a negative impact, especially on companies that go the route of a self-funded group health plan.

Self-funded organizations have more control over their employee plans, but assume more financial risk in the process.

At one point, we were facing a significant stop loss premium increase because of employees that had serious

and chronic medical conditions.

We needed to get in touch with the insurance carrier to take a closer look at the specific causes for what could potentially turn into a pain-point expense.

Analyzed risk

Putting our heads together, we discovered that the issue triggering the increase concerned two employees in particular.

What the insurance carrier wasn't

aware of was that one of them, unfortunately, had passed away. The other was going to be eligible

for Medicare coverage enrollment later in the year, lightening the health care load for the company.

Bringing those important details to their attention made a big difference. We were able to negotiate down what was about to become an unnecessary ongoing cost.

(Matt Fowler, vice-president, Wilkinson Benefits Strategies, Boys Town, NE)

3 Policies must pass the 'remote work test' now

Like most companies, the pandemic forced us to rebuild for a remote workforce.

And a big part of that was taking a step back to re-evaluate our policies.

For them to be effective, we had to switch to a remote mindset.

'At-home approved'

Now, every new policy and practice needs to pass the "Will this work for remote work?" test.

The same goes for established policies and practices. We look at how to adapt them for working from home (or eliminate them).

For example, during the pandemic, one of our favorite new hire traditions had fallen by the wayside.

Before the pandemic hit, we typically put together a group of employees from across functions who started around the same time.

They did general in-person training together and interacted quite a bit. They shared their new employee experiences, which helped them get

engaged and make connections.

But for remote work, we had to shift the program for new employees who might not set foot in an office.

So, we get groups together over video and help them do same kind of training and experience-sharing.

Ensuring all our policies and practices lend to a remote work environment has helped keep everyone engaged and effective.

(Sameer Chowdhri, Global Head, Workplace for HR, FaceBook, Menlo Park, CA)

PANDEMIC SUPPORT

Help women workers: 4 best practices

The coronavirus pandemic hit a lot of employers and employees hard – but studies have found women workers are disproportionately negatively impacted.

Between service job layoffs and the absence of child care options, millions of women have been driven out of the workforce to stay home with the kids.

Employment experts say this mass exodus will hold consequences for women’s long-term career prospects and hurt the quest for equal pay.

Diversity is key

A lot of employers might be unsure what to do about this, but it’s important not to just stand idly by as women exit the workplace.

If your company is seen as male-dominated, it can open itself up to gender discrimination claims. It’s crucial for companies to act now and think of tangible ways to address this issue before it’s too late.

Here are four best practices to ensure your company is supporting women and offering them the tools they need to succeed right now.

1. Evaluate worker’s output; don’t worry about attendance. When

working remotely, women tend to have family responsibilities fall on them more than men. So while your male employees may be able to work uninterrupted all day, female workers may have to get up during meetings to attend to their children.

Don’t hold it against your female workers if they can’t attend every Zoom meeting or if they work odd hours. Focus on the work they’re producing instead of availability.

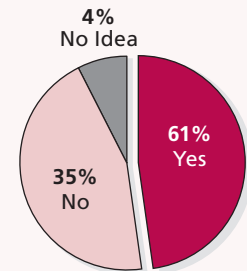
2. Conduct exit interviews. The best way to understand what’s pushing women out the door is to ask them. Encourage your people to be frank about why they’re leaving. To be more proactive, conduct anonymous surveys before people start to leave.

3. Consider a virus leave policy. While leave offered under the Families First Coronavirus Response Act expired, employers can still offer COVID-19-specific leave for their employees. Twelve weeks of paid leave to help care for family members can be incredibly helpful for women balancing home and work responsibilities.

4. Recognize the problem is with the system, not the women. It’s important that the responsibility isn’t

WHAT BENEFITS EXECS SAID

Do you contact every declined candidate?



Source: CareerArc.com

You want to make sure your job candidates have a good experience, because those who don’t often take to social media to share their negative ones.

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

placed on women workers to figure out how to help themselves. The system is what’s broken – not the way women are handling this.

Instead of wasting time trying to train your employees on time management, form policies and practices designed to support them in the way they need. Women want to be able to balance their jobs with childcare responsibilities – and it’s up to you to help them do so before they’re forced to leave.

Cite: tinyurl.com/helpwomen621

SHARPEN YOUR JUDGMENT – THE DECISION

(See case on Page 2.)

Yes, the company won when an appeals court dismissed Luke’s case.

Luke argued that he informed his supervisor about his medical problems from his stressful work situation. The company should have acknowledged he was ill and told him how to correctly take FMLA leave.

But the court didn’t agree. It said Luke’s email to his supervisor about his doctor and his “medical issues” didn’t provide enough evidence to determine if he qualified for FMLA leave. In other words, briefly alluding to medical issues or mentioning the doctor’s suggestion to take sick leave wasn’t enough, the court ruled.

Luke had to provide “sufficient information” for his employer to reasonably determine whether FMLA may

apply to his leave request. According to the court, “calling in ‘sick’ without providing more information will not be considered sufficient notice to trigger an employer’s obligations under FMLA.”

Analysis: Know the process

As the coronavirus pandemic rages on, requests for sick days or FMLA leave may rise.

That’s why it’s essential for supervisors and managers, who may be dealing with these requests more frequently than before, to get proper training from human resources on how to handle them.

And remind them to turn to HR with any and all requests – or possible requests – for FMLA.

Cite: *Gardiner v. City of Philadelphia*, D.C. No. 2:18-cv-00904, U.S. D.C. Eastern District of Pennsylvania, 4/23/20. Dramatized for effect.

How we boosted retention, morale for staff with grueling schedules

■ *We ask our employees how we can do better*

We have a very unique department at our company and were facing a big problem.

One of the positions we have requires staff to work shifts that are longer than the normal workday.

That kind of schedule itself is extremely hard on employees. And because of it, the job naturally has a high turnover rate.

Besides retention issues, it was hard for our employees to be happy and engaged at work when they were putting in such long days.

Not to mention they had to watch other departments – which work typical eight-hour days – leave and get home in time for dinner.

We knew something had to change if we wanted a chance at retaining more employees and building morale.

First steps

Before we took action with our current employees, we decided to be proactive with future hires.

We made sure our job description clearly stated the long hours required.

Consistent effort to do better.

We'd remind candidates in their interviews, and then once more when we were making the final job offer.

Complete transparency about the demands of the position was the first step in tackling this issue – we needed to ensure that new people coming on really understood what the grueling schedule would be like.

Next, we turned our focus to

our current employees.

We started off with a big group meeting and reminded them of:

- the important role their department plays in the company's success
- the appreciation we have for the challenges they face when it comes to their long schedules, and
- the annual bonus structure in place to reward them for their hard work.

We then moved on to asking the employees what we could do to increase their satisfaction.

Case Study:

WHAT WORKED, WHAT DIDN'T

Staff suggestions

Our employees were happy to share their ideas, and we immediately met with management to discuss how we could implement them.

Here are a few things we ended up doing:

- started a catered lunch once a month for them
- gave employees praise and special recognition at company events, and
- began posting vacant positions internally first, so staff in this department had the chance to transfer to a less demanding job.

Continuous communication

All of these changes definitely helped boost morale and retention for employees in this department.

Of course, this is an ongoing issue due to the nature of the work, so we continuously ask our employees how we can do better in weekly meetings.

We also stay in contact with other companies that have a department like ours and bounce ideas off each other. It's a consistent effort to do better.

(Barb Irving, HR director, Mooseheart Child City and School, Mooseheart, IL)

TEST YOUR KNOWLEDGE

■ Study reveals how people feel about vaccine, return to work

Some companies have returned or are considering returning to the office now that COVID-19 vaccines are being given.

Do you know how most people feel about this? Test your knowledge: Decide whether the following statements are *True* or *False*. Then check your responses against the answers below.

1. Having employers require the vaccine as a return-to-work requirement is one of the top two things that make them feel safe.
2. Some people would consider leaving their employers if they were required to be vaccinated.
3. Essential workers feel more comfortable and safe at work than those who work from home.
4. Encouraging employees to get vaccinated works better than requiring it.

ANSWERS

- **Answers to the quiz**
1. *False*. Requiring vaccines came in fourth (27.2%). The top three factors that make employees feel safe returning to work are mask wearing (56.5%), social distancing (53.5%), and frequent cleaning and sanitizing (39.4%).
 2. *True*. Over half of the people (53%) said firms shouldn't require workers be vaccinated to return to work, and 43% said they would consider leaving if their firm did so.
 3. *True*. Researchers reason that essential workers feel this way because they've seen first hand that you can work in a facility with the existing safety precautions and remain safe.
 4. *True*. Fifty-three percent said they'd get it if it was available, 56% said they'd get it if their firm encouraged them to do so and 60% said they'd get it if there was a monetary incentive of \$100.

Independent contractor rule finalized, then frozen

There's recently been some back and forth regarding the DOL's big worker classification rule. Previously, the DOL had proposed a new rule for determining if a worker is an independent contractor (IC) or an employee under the Fair Labor Standards Act (*see* WNB&C 2/15/21).

It uses an economic reality test, looking primarily at whether a worker is in business for themselves or is economically dependent on a company.

In early January 2021, under the Trump administration, the rule was finalized in the Federal Register with an effective date of March 8, 2021.

But later in January 2021, under the new Biden administration, the rule was frozen (i.e., the effective date is stalled and it's indefinitely on hold).

It's uncertain whether the rule will be allowed to take effect or if it will be challenged under Biden's new DOL.

As always, we'll keep you posted, so you can prepare and stay in line with any and all IC rules.

Info: tinyurl.com/t92p9ayz

COVID-19 vaccine: Get it first, show you're OK

If you want the majority of your employees to get the COVID-19 vaccine, don't just assume if you provide it they will get it.

Case in point: Despite holding vaccination clinics at every Maryland nursing home, only 58% of the doses provided to staff and residents were administered as of Jan. 26th, according to Maryland health officials.

The reason?

"Online misinformation about the vaccine and historical mistrust of the medical system of which they are a part," reported *The Washington Post*.

We can learn from what some of these facilities did to improve their vaccination rate during the second clinic.

Webinars, big staff meetings and

general FAQ documents didn't work. So they made their campaigns personal with one-on-one conversations and messages that addressed their fears.

They also had executives and trusted staff leaders get the vaccine first, so those who were leery could see they were "healthy" after the vaccine.

Info: tinyurl.com/WshPstVac621

Issued prematurely: DOL withdrawals tip pool letter

Hold on! Earlier this month, the DOL's Wage and Hour Division announced that as of March 1, 2021, employers would have the option to open up tip pools to employees who don't usually receive tips (*see* WNB&C 2/1/21).

But on Jan. 26, 2021, the DOL withdrew that Opinion Letter and two others, saying they "were issued prematurely because they are based on rules that have not gone into effect." It also said they should not be relied upon as "statements of agency policy."

With the new administration in office, there likely will be more changes coming, and we'll keep you posted.

Info: tinyurl.com/OpLtWd621

COVID-19: Stronger OSHA workplace guidance

Last week President Biden tasked OSHA with creating stronger guidance for employers to improve COVID-19 exposure safety.

Here's OSHA's new guidelines:

- conduct a hazard assessment
- identify control measures to limit the spread of the virus
- don't punish employees as a way to encourage potentially infected workers to remain home
- communicate COVID-19 policies and procedures to English and non-English speaking workers, and
- create protections from retaliation for workers who raise concerns.

Info: tinyurl.com/Guidance621

HOT APPS & WEBSITES

■ Time saving app for managers

Boost productivity with this all-in-one app. ClickUp manages projects, people and everything in between. It offers global and manual tracking from your desktop, phone or Chrome browser.

Click: clickup.com

■ COVID-19 vaccine: The facts

Do you have employees who have concerns about getting the COVID-19 vaccine? The world-renowned Mayo Clinic has answers to many questions.

Click: tinyurl.com/ly29o26lw

■ App helps user meet goals

Help employees accomplish daily goals. Streaks is a to-do list that helps form good habits. It allows users to track up to 12 tasks each day and the goal is to build streaks.

Click: tinyurl.com/1uf3bf44

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

LIGHTER SIDE

■ The new 'business casual' revealed in survey

Thanks to the pandemic, business casual has taken on a new meaning since many companies shifted employees to working remotely.

And many employees aren't afraid to reveal they've taken to a much more casual look.

In a CouponFollow survey, people admitted to these behaviors:

- 22% put a bra on only for video calls and 9% never put one on
- only 82% shower daily (12% only for video calls)
- 10% never change out of their pajamas
- 17% will only put pants on for video calls, and
- 29% have worked at home naked.

Info: tinyurl.com/dress494