



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

The leading service to keep benefits managers up to date

October 1, 2021

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HRMORNING

Keep Up To Date with the Latest HR News

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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.

2022 priorities for health, leave and fringe benefits

■ Good-faith compliance efforts are important

2022 is just around the corner. That means you're planning for your health, fringe and leave benefits for the new year now.

And while the pandemic has made this challenging, policy changes from the Biden administration are making it even more confusing. Why?

There are a number of proposed reforms that would affect health and leave programs. And the administration isn't done. It continues to plow ahead with its health policy agenda through regs and executive action.

While regulators are trying to provide guidance on changes that

have already taken place, like the new transparency in coverage reg set to take effect Jan. 1, 2022, they're having a tough time keeping up.

So where does that leave employers?

Scrambling to show good-faith compliance, even though they don't have all the answers yet.

Priorities for 2022

Here are the Top 5 compliance priorities for planning 2022 health, leave and fringe benefits from Mercer.

1. COVID-19 issues: The pandemic and the issues it's brought with it aren't going anywhere soon, so for

*(Please turn to **Priorities ... Page 2**)*

FINANCIAL OUTLOOK

Firms plan to increase benefits offerings this year

Over 90% of businesses plan to increase at least one benefit in the next year, a recent survey found.

Small- to medium-sized firms are increasing their focus on "key employee well-being initiatives." They're finding these benefits help them cope with the pandemic fluctuations and make their firms more competitive.

In fact, 82% of businesses expect to keep improving over the coming year, found the Principal Financial Well-Being Index.

Where's the focus?

The focus on increasing benefits is due to how they want to present them to the outside world.

Currently, 65% of firms are looking to improve their digital access to benefits for employees. Reasons given in the study: 71% said to help employees understand their benefits better, 62% said online onboarding, and 40% said to reduce paper.

Financial wellness and retirement plans are two other areas of focus.

While nearly 70% of employers said financial wellness programs are important, only 62% of them offered financial wellness benefit programs. And more than 80% of businesses said retirement plan offerings are vital to attracting and retaining talent.

Info: bit.ly/IncreaseBenefits635

Priorities ...

(continued from Page 1)

now and for 2022 planning, firms should review the continuing coverage mandates and various COVID-19 relief programs. Another priority is communicating with plan participants about pandemic-related benefits and group health plan deadlines.

Employers can continue benefit enhancements beyond coverage period or go back to prepandemic terms. Just make sure to document and communicate what you're doing with plan participants.

2. Workplace safety: Things to consider here are will you encourage or mandate vaccines, and will you have all employees return to the worksite, stay remote or a hybrid of both.

It's also important to monitor local conditions, and have a contingency plan in place as pandemic conditions change. Your employees need to know that your operating plan for 2022 prioritizes their safety, health, diversity and inclusion.

3. Transparency: Along with the final transparency in coverage rules for group health plans, you also need to prepare for new transparency requirements under the 2021 Consolidated Appropriations Act (ACC) effective for plans beginning

Prioritize employees' safety, health, diversity and inclusion.

on or after Jan. 1, 2022. While CCA's transparency requirement guidance is coming, it's on you – plan sponsors – to make good-faith efforts to comply until they're available. It's also important to review price disclosures and comply with the final hospital transparency regulation.

4. Surprise billing: On Jan. 1, 2022 the No Surprises Act takes effect. It provides comprehensive patient protections against surprise medical bills. While Part I of the interim final rule has been released, be on the look out for additional regs later this year and in 2022. When they're released review the new law and rules, confer with third-party administrators and carriers, and prepare to comply. Deadlines will be tight. Make sure to include new disclosures in plan documents and EOBs.

5. Gender and family planning issues in benefits: When it comes to diversity, equity and inclusion (DEI) goals, it's no longer enough to be compliant with the law. While improving your family planning benefits efforts is important, you also have to consider federal tax rules, ACA mandates and state laws when designing plans that include fertility, adoption and surrogacy benefits.

For even more priorities, go to bit.ly/Compliance635

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.

■ Leave denied: Is it gender discrimination?

"I need more leave. I can't make it any clearer," said employee Bruce Hinton over the phone. "I'm not recovered, and I want an extension."

Benefits Manager Betty Murphy mentally calculated what she knew: Bruce asked for medical leave five months ago, after he'd been out unexpectedly for a month. They granted him six month's medical leave, which included one retroactive.

"I don't know Bruce," said Betty. "Your department really needs you here. Your teammates and supervisor are struggling."

Derogatory comments

"I can't believe you'd even bring up my supervisor," Bruce said, his demeanor gaining a hostile edge.

"After that guy made those awful comments about being transgender," he continued. "Sounds like this company has a problem with my identity more than my medical leave."

"You never filed an official complaint on those alleged comments," said Betty. "But, I'll tell you what. I'll check on an extension. If we can't do it, we'll follow up to talk about something that will work."

The company denied Bruce's extension, and the only follow up he did was file a gender discrimination suit.

The company fought the case. 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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Payback can easily reach the millions for threats, cheating and deceit

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

CT bakery owner allegedly threatens employees

What happened: The DOL started an investigation of Danbury, CT's Padaminas NY Bakery II LLC and owner Pedro Coelho for potential FLSA violations. On two different occasions, the DOL alleged Coelho threatened his employees with being fired and reporting them to immigration authorities if they cooperated with the DOL.

What people did: The DOL obtained a consent preliminary injunction that prohibits the defendants from:

- terminating or threatening to terminate any employee
- reporting or threatening to report employees to immigration
- blacklisting any employee or former employee, and
- making any employee's working conditions less favorable.

Result: The investigation is ongoing.

Info: bit.ly/Bakery635

Contractor has to pay for subcontractor's violations

What happened: The Christman Company, the prime contractor responsible for construction of the Grand Rapids Home for Veterans project, hired Staffing Solutions Inc. of Grand Rapids, MI, to provide workers for the project. The subcontractor certified it paid 18 carpenters the required \$18.14 in prevailing wages and \$4.59 in fringe benefits per hour.

What people did: The DOL investigated and found that Staffing Solutions actually paid less per hour and failed to provide fringe benefits.

Result: Due to the Davis Bacon and

Related Act, which mandates that prime contractors make sure their subcontractors comply with the law, the Christman Company had to pay the subcontracted carpenters \$26,671 in back wages and benefits.

Info: bit.ly/Contractor635

Liquor store owner pays \$71K for cheating workers

What happened: The operator of two Athens, GA, tobacco and liquor stores was paying workers less than their normal hourly rate for OT.

What people did: The DOL investigated Nu Age Horizon LLC – operator of Westside Bottle Shop and Northside Bottle Shop. It found the employer failed to pay workers time-and-a-half their regular rates of pay for OT hours. In fact, it paid workers for OT hours at rates even lower than their regular rates of pay, often in unrecorded cash.

Result: Nu Age Horizon has to pay \$71,467 in back wages to 56 workers.

Info: bit.ly/Liquor635

Defense contractor owes \$1.7M in back wages

What happened: D2 Government Solutions LLC – formerly operating as Onvoi LLC – failed to pay required fringe benefits to employees.

What people did: A DOL investigation revealed the employer erroneously paid employees as word processors instead of ID clerks, which require a higher rate of pay. A vague position description led to an unintentional classification error that affected employees at 30 U.S. Department of Defense locations in 21 states.

Result: The defense contractor will be shelling out \$1,705,441 in back wages and fringe benefits to 81 employees.

Info: bit.ly/Defense635

■ Employees want companies to offer pet insurance benefit

It's no secret that a lot of people adopted furry friends during the coronavirus pandemic. And while they bring needed companionship, pets also bring high medical bills.

Forty-five percent of pet owners will spend the same amount or more on their animal's health care than their own, according to a survey conducted by financial firm Lendedu.

On average, caring for a healthy pet can cost between \$700 and \$2,000 a year. If the pet has any health issues, that cost increases exponentially.

Only about 15% of employers offer pet insurance as a benefit for its employees, but it's a perk that's in high demand now more than ever.

4 reasons to offer

Pet insurance can cover anything from wellness exams to shots to care for chronic conditions.

Here are four compelling reasons for employers to consider providing pet insurance benefits, from insurance provider Nationwide:

1. Helps employees focus at work. Workers would be much less stressed if they weren't worrying about the financial burden of pet care, meaning they'd be able to focus more on their jobs. And stress-free, happy employees stick around.

2. Encourages pet ownership. Anyone on the fence about adopting a furry friend would be encouraged to do so with this benefit. And people with pets tend to have less anxiety and lower blood pressure.

3. Shows the company cares. This benefit shows your people you care and want them to have fulfilling home lives as well as work lives.

4. Gives you a competitive edge. Offering a unique, coveted benefit like pet insurance will give you that extra edge when recruiting. If a candidate is torn between two offers, the pet insurance could be the deciding factor.

Cite: bit.ly/pets635

Student loan repayment programs great attraction, retention benefit

What's a benefit that's sure to attract and retain a large pool of employees?

Answer: Student loan debt repayment.

At this very moment, you more than likely have a large portion of employees who have varying levels of student loan debt. And many probably have significant debt.

The problem with that is it keeps most of these employees from participating in your retirement plan. Look at it from their perspective: Pay on a significant financial burden they have now, or pay for their retirement which is decades away.

Having a student loan repayment program as part of your employee benefit portfolio helps employees address this issue, AND provides you with a huge opportunity to attract and retain the cream of the crop.

CARES Act

What you might not know is you have help.

In March of 2020, the Coronavirus

Aid, Relief and Economic Security (CARES) Act, passed a student loan provision. It allows employers to make up to \$5,250 in student loan payments for an employee within a year.

And regardless of where the payment goes – directly to the employee or student loan servicing entity – it's considered tax-free to the employee and employers don't have to pay payroll taxes on the money.

This provision was set to expire at the end of 2020. But now it's been extended through the end of 2025.

Customize program

Including a student loan repayment program in your voluntary benefits package, allows you to customize it to your specific demographics and budget.

Your firm can also choose the amount it can contribute to the program, and the type of program it wants to provide – fixed contributions, matching contributions, consolidating loans or refinancing the loan.

Info: bit.ly/StudentLoanDebt635

The dangerous side of telling people how to communicate

You want your benefits staff to communicate well with colleagues and customers.

But should you tell them exactly what they can – or can't – say? Here's a lesson from a company that told employees what NOT to say.

Basecamp CEO Jason Fied wrote in a company blog post "No more societal and political discussions ..."

It caused some praise, more outcry and resignations, and lots of banter outside the company.

Most communication experts agreed there are better ways to handle what employees talk about. Some keys are be:

- **Careful.** Leaders want to be careful about limiting what employees discuss or how they communicate. The National Labor Relations Act protects some types of speech. At the same time, there's no right to free speech in private workplaces.
- **Respectful.** Take time to listen to and consider others' views. Allow space and opportunities to share insights. Ask for clarification and data to better understand – not question – others' thinking.
- **Calculated.** It's critical to control emotions when talking about sensitive subjects. Avoid impulsive or emotional responses.
- **Timely.** Most subjects and issues pass as others rise. Employees want to avoid rehashing things that can't be changed. It wastes time, thought and goodwill.
- **Fluid.** Accept where colleagues stand as much as you want to be respected for where you stand.
- **Agreeable.** Recognize sticking points – and agree to disagree. It's OK to have different views on issues. Its not OK to only see yours as the right one.

Sources: bit.ly/3xzGizU; bit.ly/3hqyRVY

Employee Retention

Why are employees looking for new jobs?

	What employees say	What employers think
Money	#1	#1
Benefits	#2	#4
Advancement	#3	#3
Flexibility	#4	#2

Source: PwC US Pulse Survey: Next in Work; bit.ly/PwC635

Eighty-eight percent of executives surveyed said they're experiencing a higher-than-normal turnover rate. This chart shows why that may be happening.

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 Helped employees most affected in pandemic

Like a lot of other companies, all of our employees were impacted by the pandemic – from what we had to do with our business to what they had to deal with at home.

We wanted to help all of our people through it, while ensuring our business continued to serve our community and customers.

When that happened, we thought some employees might be hit harder than others.

In our case, it was the people on

the front line who worked with customers the most.

They were sent home like everyone else to stay safe. But they worked longer hours than most in our company.

They also faced more stressful situations than other employees, which created a work-life imbalance.

Experts on hand

So the first thing we did was give them a cash bonus to show our appreciation.

Then we hosted calls with different medical

and psychological experts who could answer their questions and handle their concerns.

On a more personal level, some of us executives held weekly seminars to address topics ranging from the virus to the company's condition.

It helped put our most vulnerable employees at a bit more ease.

We were able to give them resources and outlets to get through the trying times.

(Margaret Keane, CEO, Synchrony, Stamford, CT)

**REAL
PROBLEMS
REAL
SOLUTIONS**

2 How we get best-fit job candidates

Nowadays, hiring is tougher than ever. Good candidates are nearly everywhere – and so are jobs they'd love to have.

We were competing with many other firms for “cream of the crop” candidates.

So our No. 1 priority was standing out in their job searches as a company they would want to work for.

And we wanted to find best-fit new employees – people who would be

successful in their role with us.

Time for a change

To do that, we changed from posting traditional job descriptions that focused on past experience and future job duties.

Instead, we focused more on outcomes we expected in the first year on the job.

That way, candidates could get a solid idea of whether it's a role that would challenge and entice them, and one they could see themselves

succeeding in.

Another benefit: Good candidates who might've eliminated themselves

from a position because they didn't have certain experiences, but had the interest and ambition to reach higher, were more likely to take the time to apply.

This has helped us find and hire more best-fit candidates even as the job market tightens.

(Caitlyn Metteer, Manager of Recruiting, Lever, San Francisco)

3 Took the first step to become more inclusive

Diversity, Equity and Inclusion (DEI) is the new “company improvement” firms are focusing on these days.

Just about everywhere you turn, you hear about it. And while some organizations use it as a buzz word, some companies, like ours, really wanted to make improvements.

As leaders, the best source on how to expand DEI is often the company's Employee Resource Groups (ERGs) –

or whatever you call employee groups that connect, support and work together on common interests.

In our case, we turned to our LGBTQIA+ community for help when it came to building a stronger DEI plan and better health care.

Already having the conversation

They were already talking about what was important to them. So we asked them to share their thoughts with our leadership.

Their insight helped lead us to change all of our employee handbooks

to include inclusive language. Now anyone who reads them can identify themselves within the pages.

Plus, we were able to align our medical plan with international guidelines and recommendations that make us a more inclusive organization.

(Zeno Peterson-Scott, Lead Trainer, The Phluid Project, spoke at Spring Health's webinar, “Beyond the Binary: Honoring Gender Expansive Communities at Work”)

WORK/LIFE BALANCE

Helping your employees disconnect

When the pandemic first started and millions of employees were sent home, regular working hours went out the window.

With no separation between work and home, it was impossible for employees not to notice every email or notification – and feel obligated to respond, no matter the time.

But this is a recipe for burnout, and it's important for employers to address it and set boundaries.

3-step approach

Here's how you can help ensure your employees aren't overworking themselves while working from home, according to leadership coach Lisa Schmidt.

1. Have personal talks with everyone. You could make a blanket statement encouraging employees to disconnect, but it'd be much more effective if you spoke to employees on a personal level.

See what's on their plate specifically, and discuss the workload with the employee. Ask if the company's current goals and objectives for the employees are reasonable, and see what other home responsibilities they're juggling. Ask

how much time they're spending on the job, and make personalized suggestions to help ease the load.

2. Emphasize a healthy balance. Tell the employee how important it is to find the right balance, and work with them to come up with some kind of schedule. Pick designated work hours, or agree on a set of daily tasks.

Make sure employees know if a colleague sends an email at midnight, they aren't obligated to respond until their work hours begin the next day.

3. Recognize their hard work. Reassure the employee that you know it's a difficult time, and thank them for their hard work. Be sure to make yourself available to them to discuss any future work/life balance issues.

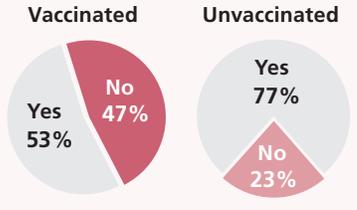
Additional ideas

Even after these talks, it could be hard to get people to break their overworking habits. Here are a few other ideas, presented by HR leaders on *Namely* blog:

- create a policy prohibiting work emails between 5 p.m. and 9 a.m.
- ban emailing employees during their vacations
- encourage employees to take breaks

Herd Immunity

Do your employees feel less stressed returning to the office with herd immunity (70%+ vaccinated)?



Group	Yes	No
Vaccinated	53%	47%
Unvaccinated	77%	23%

Source: *Perceptyx.com*

Benefits pros need to know which employees aren't vaccinated to watch for peer pressure. Reason: 45% of folks who do their jobs in a physical workplace have felt peer pressure to remove their masks.

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

- during the work day and pursue hobbies
- lead by example and don't perform any work outside of normal work hours, and
 - encourage employees to remove work communication apps from personal devices.
- Info:** bit.ly/disconnect635, bit.ly/moretips635

SHARPEN YOUR JUDGMENT – THE DECISION

(See case on Page 2.)

Yes. The company won when the court dismissed the suit.

An attorney for the employee claimed he suffered gender discrimination because he was transgender. His boss's negative comments about transgenders proved there was a culture of bias. And the medical leave extension denial was further proof, the attorney said.

The company's attorney argued there was no proof of gender discrimination or that any non-transgender employee with a similar job and supervisor, who engaged in the same conduct as he did, received more favorable treatment.

Therefore, the employee didn't suffer any adverse employment actions. He simply requested a leave

extension, and it couldn't be granted because the company had business to conduct, and it was difficult to do without an employee in his position.

The court agreed: The employee was granted fair and deserved leave. But he didn't provide facts sufficient to support an inference of transgender discrimination. So he didn't suffer any discrimination.

Everyone treated the same

The key to this win: The employee couldn't prove that any cisgender employee in a similar situation was treated differently, specifically more favorably, than him.

Managers want to follow existing policies to handle requests consistently. If something is done for one employee, document it and treat all other employees the same.

Cite: *Olivarez v. T-Mobile USA*, No. 20-20463, USDistrict Court for the Southern District of Texas, 5/12/21. Note: Dramatized for effect.

Revamped tuition assistance program to train workers for hard-to-fill jobs

■ Program success proved by retention, promotion rates

A few years ago, our tuition assistance benefits program was overextended and over budget, resulting in significantly fewer employees receiving financial assistance for educational pursuits.

We knew we needed to strategically allocate the funds we did have for tuition assistance.

First, we focused on getting employees properly trained for hard-to-fill positions at our facilities.

With clear goals in mind, we partnered with an educational technology services provider and their accredited online university to launch a pilot program.

First year

During the first year, we only enrolled six students in the program. The biggest obstacle was the program was too narrowly focused.

So we expanded it to all locations and broadened our focus to include more jobs. The program took off.

Our Full Tuition Grant is open to every full-time employee who's been employed for at least a year. Each summer, we select up to 60 students to help advance their careers at no cost.

To date, more than 140 employees have used a grant to pursue a bachelor's or master's degree.

Retention, promotion rates

The most obvious metric of success is the graduation rate, and we're very pleased there: More than 100 employees have completed degrees through the university, including 32 employees who graduated this fall.

But the larger measure of success is the retention and promotion rates of all program participants.

Each year, we review our full list of

graduates, check on their employment status and see if they have been promoted to a higher position.

Historically, we've seen an 85% retention rate and a 48% promotion rate from the graduates of this specific program, which are very positive compared to industry rates.

Responding to feedback

Over the years, the partnership with the university has continued to evolve and demonstrate the power of collaboration.

Each year, while preparing for the upcoming application period, we review the previous year's data and results to ensure we're addressing any issues brought to our attention.

Since the program started in 2014, we've responded to feedback by adding essay questions

allowing applicants to talk about how they'll apply what they learn to

Case Study:

WHAT WORKED, WHAT DIDN'T

We've seen an 85% retention rate.

community service and engagement, as well as in their jobs.

Heart of our mission

We're also working to make the application website more user-friendly.

People have always been at the heart of our mission and work. Now, especially with many trained for some of our hard-to-fill positions, they play an even more critical role in our future.

(Jackie Hunter, senior director of diversity/inclusion and talent pipeline, Banner Health, Phoenix)

TEST YOUR KNOWLEDGE

■ Substance abuse: When does it overlap with the ADA?

Employees who are admitted alcoholics and/or drug addicts may or may not be protected by the Americans with Disabilities Act (ADA). In general, it depends on the status of their recovery and treatment.

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

1. If an employee has a past history of illegal drug use, you may not require them to submit to a drug test before enrolling in the firm's medical plan.
2. If a substance-abuser has clinically diagnosed depression, the ADA expressly prohibits discrimination by their employer.
3. A prospective employee may not be subjected to a blood alcohol test until after the firm extends a conditional offer of employment.

ANSWERS

- Answers to the quiz
1. True. The ADA prohibits this type of discrimination on the basis of past history. A urinalysis for illegal drugs isn't considered a "medical examination" under the ADA. However, unless drug tests are required of all employees before health-insurance eligibility, it's considered an illegal barrier to require the tests for recovering alcoholics and drug addicts.
 2. False. Clinical depression is a protected disability. Therefore, your firm may not discriminate against an employee being treated for depression. However, even if the depression and substance abuse are interrelated, the ADA allows you to enforce your existing policy.
 3. True. The EEOC's Technical Assistance Manual states a conditional employment offer must precede such testing.

LATEST BENEFITS NEWS

Delta Air Lines penalizing unvaccinated workers \$200

In the Sept. 14, 2021 issue, we told you about companies that were considering charging employees on their healthcare plans a fee of \$20 to \$50 a month for being unvaccinated. It's happening faster than expected, but it's not \$20 to \$50.

As long as community cases remain high, Delta Air Lines is putting more pressure on employees to get vaccinated. On Sept. 12, 2021, Delta started requiring unvaccinated employees to get weekly testing and implemented a health insurance monthly surcharge of \$200 for employees who don't get vaccinated.

Delta said the reason for the charge is to cover hospital stays for COVID-19 which unvaccinated employees are more likely to get. The air line noted that a COVID-19 hospital stay can cost the company as much as \$50,000 a person.

Unvaccinated employees also had to start wearing masks again in Delta's offices and other indoor settings.

Delta's new restrictions come short of what other air lines are doing which is requiring vaccine mandates. Those air lines are United Airlines Holdings Inc. and Hawaiian Holdings Inc. In addition, Southwest Airlines and American Airlines Group Inc. are "strongly encouraging" employees to get vaccinated, but as of yet haven't required it.

While the companies first tried incentive as encouragement for employees to get vaccinated, now they're moving to the stick end of the motivational approach!

Info: bit.ly/Delta635

Hiring: Look to development, future

As much as you focus on the role, your company culture and the right fit, candidates care about benefits. In addition to competitive benefits and compensation, offer perks that stand out.

One idea for attracting top talent: provide opportunities to learn, grow and build a career.

"Today's candidates [want] the ability to manage their own professional trajectory," said Jeri Herman, Senior Vice President of Human Resources at Cengage. "Implement a non-traditional benefits package that incorporates continued learning and reskilling opportunities that drive professional and personal development."

You might tout a partnership with local institutions for continuing or higher education. Or do you have a tuition reimbursement plan? Can you offer time and money for certifications? Or emphasize the success of your management training program.

Do you have a documented no-call/no-show policy?

All firms should have a no-call/no-show policy in their company handbook, and here's why:

A recent Michigan state appellate court decision found that an employee who was fired for missing three days of work in a row and didn't call in to report his absence was denied unemployment benefits.

Reason: He was considered "to have voluntarily left his employment as a matter of law."

Michigan law has a no-call/no-show policy written into the state's unemployment statute.

But other decisions from other states throughout the U.S. also have made it clear that firings due to no-call/no-show policy are likely to disqualify employees from unemployment benefits in many states other than Michigan. It does vary, however, from state to state.

So if you don't have no-call/no-show policy as part of your company policy and documented in your handbook, it's strongly recommended to do so.

Info: bit.ly/nocallnoshow635

HOT APPS & WEBSITES

■ New 'Long COVID' resource

People are experiencing "Long COVID" – ongoing symptoms of the coronavirus. To help deal with this, the DOL's Office of Disability Employment Policy launched a new webpage dedicated to the topic.

Click: bit.ly/LongCOVID635

■ Deferred compensation plans

Thinking about offering a deferred compensation retirement plan? This article will explain how they work, the advantages and disadvantages, plus so much more.

Click: bit.ly/Deferred635

■ Expand LGBTQ+ benefits

Here's a podcast that'll help you make your benefits plan more inclusive for members of the LGBTQ+ community.

Click: bit.ly/LGBTQ635

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

LIGHTER SIDE

■ One-liners: The pill that's easy to swallow & causes giggles

Laughter is great medicine. It stimulates organs, activates and stimulates stress responses, and soothes tension, according to the Mayo Clinic.

Help keep your folks healthy by sending them "workplace appropriate" one-liners to tickle their funny bones, like these from OneLineFun.com:

- Intelligence is like underwear. It's important that you have it, but not necessary that you show it off.
- I'm reading a book about anti-gravity. It's impossible to put down.
- The future, the present and the past walked into a bar. Things got a little tense.
- Did you hear there is a coin shortage in America? We're running out of common cents.