

HRA-ECI

February 2021

February
MEETING

Friday, February
11:30am—1:00 pm
Zoom Meeting

Discussion: Need-to-Know COVID-19 Employ- ment Issues for 2021

Speaker: Scott Cruz

Please join us with Employment and Labor Law Attorney, Scott Cruz from Greensfelder for a discussion surround COVID-19 and what to expect in 2021. Even though 2020 has come to an end, COVID has not, so what does that mean for employers? A variety of topics will be covered such as:

- ◇ FFCRA expiration— What should employers do when employees need time off for COVID-19 reasons in the new year?
- ◇ COVID-19 vaccine— Can employers require employees to be vaccinated when available to them?

2021 Recruiting Trends Shaped by COVID-19

- ◇ Virtual Hiring is Here to Stay
 - Virtual hiring is a time and money saver
- ◇ Companies will Emphasize Internal Hiring
 - Learning and development of existing staff is expected to be emphasized.
- ◇ Recruiters will Play a Bigger Role in Diversity, Equity, & Inclusion
 - More focus will be on diversity in 2021 and employers will want to follow suit

~Source: SHRM *2021 Recruiting Trends Shaped by COVID-19* by Roy Maurer

Do your W-2s need correcting?

Employers may have been surprised by the new requirements to report FFCRA wages paid in 2020. The reporting instructions were outlined in IRS Notice 2020-54 last July, but not detailed in the Form W-2 instructions, so this could have been missed by many businesses, especially small businesses.

If you use a payroll provider to report wages and complete your employees' W-2s, you may be good, but it doesn't hurt to double check your W-2s. FFCRA-related wages should be reported in Box 14 on the W-2 or in a separate statement labeled, "sick-leave wages" or "emergency family-leave wages" or similar language depending on the type of leave paid.

If a W-2 was already issued in error, there is still time to correct. Depending on if the W-2 has been submitted to the Social Security Administration or not will dictate if it is an amended W-2 or corrected W-2 and the appropriate process for correction can be followed from there.

For more information, use IRS resources from their website.

~Source: SHRM- *W-2s May Need to Be Corrected Due to the FFCRA* by Allen Smith, J.D.

February is American Heart Month

Tips to share with your employees

- ◇ Daily dose of activity
- ◇ Cook foods that are low in sodium and unhealthy fats
 - ◇ Sleep 7 to 8 hours each night
- ◇ Manage stress through mediation, yoga, quite time, etc.
- ◇ Try to reach or stay at a healthy weight by moving more and having snacks like fruits and veggies

The graphic is a grid of seven colored boxes with icons and text. The top box is white with a purple border and contains the title '7 Days of Self-Care' and a faint silhouette of a person. Below it are six boxes: #MindfulMonday (red), #TastyTuesday (purple), #WellnessWednesday (red), #TreatYourselfThursday (purple), #FollowFriday (red), and #SelfieSaturday (purple). Each box has an icon and a short tip. At the bottom right is a purple box with the hashtag #OurHearts. Logos for the National Heart, Lung, and Blood Institute and the American Heart Association are at the bottom left.

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| 7 Days of Self-Care | | #SelfcareSunday Create your self-care checklist for the week |
| #MindfulMonday Know your blood pressure numbers and other heart stats | #TastyTuesday Try a tasty, heart-healthy recipe | #WellnessWednesday Put your heart into your wellness routine |
| #TreatYourselfThursday Treat your heart to some relaxation and fun | #FollowFriday Share who inspires you to show your heart more love | #SelfieSaturday Post about your favorite way to take care of your heart |
| NIH National Heart, Lung, and Blood Institute | | #OurHearts |

~Source: National Heart, Lung, and Blood Institute

EEO-1 Reporting

On May 8, 2020, the 2019 EEO-1 Component 1 Data Collection was delayed in light of COVID. The 2019 and 2020 EEO-1 Component 1 Data Collection is scheduled to open April 2021, and the exact dates of opening and deadline for submission will be announced on the EEOC's homepage which can be found at

www.eeoc.gov.



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JANUARY 2021

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you're interested in
joining the board!**

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**There are
far better things
ahead than any
we leave behind**

C.S. LEWIS

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**Have you turned in your 2021 Member-
ship form and dues? Don't forget you can
mail them to our PO Box!**

**If you have any jobs you would like to
be posted please send them to
hraeci@yahoo.com or a Board Member**