

HRA-ECI

September 2021

SEPTEMBER
MEETING

Friday, September
10th

11:30am—1:00 pm
Zoom Meeting

Discussion: COVID-19 Roundtable

Roundtable Discussion

Please join us for an open, roundtable discussion regarding the ongoing challenges with COVID-19. It seems crazy to think we have been living in the pandemic world for a year and a half and still coming up with new challenges and issues. Some of the focuses of our discussion are below and topics may be emailed to hraeci@yahoo.com.

Topics for discussion may include:

- ◇ Working from home
- ◇ Vaccination mandates, incentives, and tracking
- ◇ Mask mandate
- ◇ FFCRA voluntary extension expires 09/30/21
- ◇ Business continuity plans

Open Enrollment is Around the Corner. What are you doing?

As we approach the end of the year, this usually means benefit renewals and open enrollment for many employers. Benefits are becoming more and more important, and outside of wages, benefits are the second reason employees look for a new job according to the PwC US Pulse Survey conducted in August 2021. So, what should you consider for benefits?

- ◇ Survey your employees to see what they like and what they want
- ◇ Benchmark your offerings to your peers and competition
- ◇ Insurance language can be confusing, so education, resources, and guidance are helpful. See this article on SHRM for some tips on communicating insurance language <https://bit.ly/3E1bcVt> and tips on how to explain HDHPs <https://bit.ly/3nft3wU>

~Source: *Soliciting Employee Feedback for 2022 Benefit Changes* by Stephen Miller, CEBS;

Bringing Employees Back to Work? Things to Consider for your Remote Hires.

If your business was hiring amid the pandemic, there is a good chance you hired someone to work remotely. If you're considering bringing your team back in the office now or in the future, there are some things to consider for your remote hires. Remote hires maybe have never been onsite and potentially do not know too many coworkers, so how do you transition them?

- ◇ Assign a mentor—Having a buddy makes any transition easier
- ◇ Give a tour of the office—Some employees haven't been to work
- ◇ Group meeting—Start the day off with a group meeting or coordinate a lunch or outing to get the team together
- ◇ Be available—Be present, approachable, and available for remote hires coming to the office. Make sure they have the supplies, access, and other items they need to do their job.
- ◇ Put safety first—Be sure the work area is safe and sanitized to make your employees comfortable returning to work.

~Source: *SHRM-Return to Work for New Hires* by Lin Gensing-Pophal

Virtual Interview Tips and Tricks

- ⇒ Communication expectations and processes before the interview
- ⇒ Keep the structure similar to an in-person interview
- ⇒ Give the candidate feedback on video and audio quality
- ⇒ Break the ice
- ⇒ Keep the video challenges in mind when evaluating candidates

~Source: *How to Conduct Great Video Interviews* by Jennifer Goforth Gregory

September is National Suicide Prevention Month

September is National Suicide Prevention Month and September 10th is World Suicide Prevention Day, so this brings to mind the health (mental, emotional, and physical) and well being of our employees, family and friends during our uncertain times. Share your resources, EAP, and understanding.

#BeThe1To: Ask, Be There, Keep Them Safe, Help Them Stay Connect, and Follow Up.

National Suicide Prevention Lifeline: 1-800-273-8255

~Source and more information: <https://bit.ly/3hhxxnN>

EEOC Makes Final Extension to EEO-1 Reporting Deadline

Covered employers now have until October 25, 2021 to file their 2019 and 2020 EEO-1 reports. This was originally extended to August 23rd and has been pushed out due to the ongoing impact of the pandemic.

Do you need to file? Typically businesses with 100 or more employees or some federal contractors with at least 50 employees must submit an EEO-1 form.

~SHRM *EEOC Makes Final Extension to EEO-1 Reporting*

Deadline by Lisa Nagele-Piazza, J.D., SHRM-SCP





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[http://hraeci.shrm.org/](http://hraeci.shrm.org)

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Emergency COVID-19-ERA Unemployment Benefits Have Expired!

This could mean more applications are coming your way.
<https://bit.ly/3ngkeYM>

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

