

2019 February Newsletter

Now that most year-end activities are complete, we hope you can catch your breath to focus on some of your 2019 goals. Since February is National Heart Month, we wanted to focus on developing wellness initiatives.

Wellness Initiatives

Did you know that indirect costs due to missed work and associated productivity loss translates to approximately \$1,685 per employee per year? * The majority of employers offer at least one wellness initiative, with the primary reason to improve overall employee health and well-being. Other reasons for offering wellness initiatives include;

- Activities designed to reduce anxiety, such as yoga, may help reduce work-related stress, a leading workplace problem.
- Wellness benefits can reduce the likelihood of employees developing four of the costliest health conditions for U.S. employers—angina pectoris (chest pain), high blood pressure, diabetes and heart attacks.
- Create teambuilding among employees.

Many wellness initiatives can be set up with little or no expense. Ideas include;

- Wellness competitions - Sponsor a team in a local walk, bike ride or other physical event. Not only does this offer healthy benefits but helps to bring your employees together as a team.
- Healthy Food Choices – Offer healthy food options in your break room or vending machines. Consider catering a healthy lunch once a month for employees.
- Breaks and Stretching – Encourage breaks and stretching. Employees looking at a computer all day tend to not blink as much, causing dry eyes. Taking a break throughout the day not only provides exercise but may clear the mind as well.
- Health Information, Pamphlets, CPR – Many organizations offer Health Healthy recipes, pamphlets, and CPR training, as well as suggestions on developing a healthy work environment and are offered free or at a low cost.

For more ideas on wellness initiatives, contact us at www.humanresourcesolutionsllc.com.

**Source is SHRM 2018 Employee Benefits Survey*

Federal Overtime Rule- New guidance is expected in March that will determine the appropriate salary level for exemption of executive, administrative and professional employees. The new minimum salary level for exempt employees is expected to increase to the low-to mid \$30,000's. However, employers must also pay attention to any state guidelines as well. Once the new guidance is communicated, there will be a time frame for employers to prepare for the changes.

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New Wage and Hour Resource – The Wage and Hour Division just announced a new digital resource for guidelines regarding youth employment, computing overtime, recordkeeping, as well as other timekeeping and wage topics. The digital reference guide can be accessed at;

https://www.dol.gov/whd/regs/compliance/Digital_Reference_Guide_FLSA.pdf

Deadlines Extended

EEO-1 - Due to the recent government shutdown, the opening of the **EEO-1 has been postponed until early March 2019. The deadline to submit EEO-1 data will be extended to May 31, 2019.** Details and instructions for the 2018 EEO-1 Report filers will be forthcoming. Applies to private employers with 100 or more employees or Federal Contractors with 50 or more.

- 1095-C – The IRS extended the deadline for employers to distribute 2018 Forms 1095-C to **March 4th** from the original date of January 31st.

Upcoming Deadlines

- **Feb 1:** OSHA 300- A Posting Period Begins. Employers must post a summary of any injuries and illnesses recorded the previous year.
- Mar 3:** Medicare Part D Credibility. Deadline to notify CMS of Medicare Part D Credibility Status for medical plan.

Please join us on Tuesday, February 19th for a Presentation/Luncheon with the Anna Chamber of Commerce. The cost is \$10 and includes lunch. Human Resource Solutions will be the featured speaker. We will be talking about “Hiring, Employment, I-9’s, Job Descriptions, FLSA, Employee Handbooks etc.” To register for this event, click on the link below.

www.GreaterAnnaChamber.com

It is amazing what you can accomplish if you do not care who gets the credit.

-Harry S. Truman

If you need assistance on any of the above items or other projects, we are available to help. Please contact info@humanresourcesolutionsllc.com

This newsletter is intended to provide general guidance about recent topics in Human Resources. It is not a legal opinion. For answers to your specific questions, please consult with counsel.