



LEADING CHANGE
 Revolutionizing Employee Benefits
 and Health Management

News & Notes

Fall 2020



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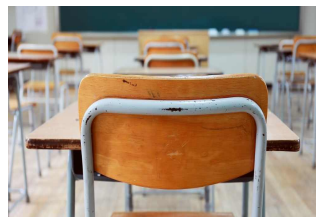
Employees Pick Perks and Benefits Over Pay Raises

Employee perks and benefits are essential when attracting and retaining the best talent. In a recent survey, employees preferred better perks over pay raises. Paid insurance premiums, paid family leave, flexible work hours and remote work options topped the list, while professional development was considered the top “must have” and employee discounts and free coffee and snacks were the top “nice to haves”. Not only do unique perks help attract top talent, they boost employee morale and improve overall workplace satisfaction. *EBN* <https://bit.ly/33cLHim>

Back to School; But Not Back to Normal: An Employer’s Guide to FFCRA Child Care Leave Questions

This fall school is anything but normal due to the COVID-19 pandemic. Employers are facing new challenges as their employees are called away from work to assist their children in remote learning and to attend to various parental duties. How does this affect you and your employees?

This article, in Q and A format, will help employers subject to the Families First Coronavirus Response Act as well as those larger employers that may be subject to similar state and local laws. While this is uncharted territory for employees and employers, employers have the opportunity to promote morale and help employees balance work and family life by offering unique benefits and perks.



To access the Q and A, visit: <https://bit.ly/2ZmrQMx>

Fitbit Posts Early Findings Showing Its Trackers Can Identify Cases of COVID-19 Before Symptoms Take Hold

So far, the company said its devices have been able to detect nearly half of COVID-19 cases at least one day before the participant reported any of the disease’s symptoms, such as fever, cough or muscle aches. The algorithm, still under development, worked with 70% specificity, or a 30% rate of false positives. However, the program could prove valuable in prompting people to seek COVID-19 testing earlier, and to isolate themselves sooner to avoid transmitting the virus.

Fierce Biotech <https://bit.ly/3k2n12D>

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Self-Care: Carving Out Time for Yourself is More Important Than Ever

Managing in the age of COVID requires tremendous fortitude.

Working remotely interrupts work-life balance, there seems to be a constant sense of urgency and employees expect your empathy, energy and creative leadership. As a leader, you might encourage your employees to get sufficient sleep, proper nutrition and engage in physical exercise, but are you? If the answer is no, you are doing both yourself and your organization a great disservice.

Here are a few tips to help improve your self care:

- Avoid reading/responding to emails in bed. Get your sleep instead.
- Choose healthy over fast food and carry a water bottle. Even mild dehydration affects both thinking (memory and attention) and mood (tension and anxiety).
- Walk and talk on a conference call instead of sitting. Get in your steps.
- Boost your micro-resilience with a quick reconnection to what matters most; include a picture of your “why” in your workspace.

For more, visit: <https://bit.ly/2DL7qVU>
Harvard Business Review



Compliance Check:

Modification and Updates to CA Independent Contractor Law (AB5):

- In early August ride sharing companies were mandated to comply with the 2019 law, thereby requiring all drivers to become employees. When both companies threatened to cease doing business in CA they were granted a stay, extending the time they have to comply with AB5. Lyft, Uber, Instacart and Doordash are pouring money into passing Proposition 22, appearing on November's ballot, which will protect the independence of App-based drivers.
- September 4th a new law was passed creating exemptions to California's independent contractor law. AB2257 amends AB5. AB2257 modifies and expands the list of professions exempt from the “ABC test.” Professions added to AB 2257 exemptions include freelance writers, photographers, translators, visual artists, musicians, film support crews, real estate appraisers and insurance underwriters, among others.

IRS Announces 2021 Employer Health Plan Affordability Threshold

Employer-sponsored health coverage will satisfy the Affordable Care Act (ACA) affordability requirement in 2021 if the lowest-cost, self-only coverage option an employer offers does not exceed 9.83% of an employee's household income. That percentage means the maximum monthly employee contribution, if using the Federal Poverty Level Safe Harbor, will be \$104.53 in 2021, up from \$101.79 in 2020.

SHRM <https://bit.ly/3heUfdv>

DOL Issues Guidelines on Tracking Remote Work Hours

Employers must implement and communicate reasonable procedures for reporting ALL hours worked by remote employees, and should not discourage accurate and complete reporting or tell employees that work performed outside of scheduled working hours will not be compensated. If employees are working too many hours off the clock, deal with it through discipline, not through denial of pay. *HR Advisors, Inc.* <https://bit.ly/2R9o16b>

IRS Announces 2021 Limits for HSA's & High Deductible Health Plans

SHRM <https://bit.ly/3m6JayH>

J.D. Power Study Offers Glimpse into Wellness Services and the Future of Healthcare

According to the latest J.D. Power 2020 U.S. Pharmacy Study, consumers are embracing pharmacy expansion into primary care driving significant increases in both satisfaction and consumer spending. Pharmacy operators are positioning themselves to become hubs of consumer healthcare with pharmacist consultation kiosks, exam rooms and walk-in vaccination sites. Also worth mentioning, digital ordering of prescription drugs drives high levels of satisfaction, but utilization remains low. *J.D. Power* <https://bit.ly/33c5G0A>

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