



Q-tips Newsletter

January 2022



Human Resources Corner

Increase Employee Retention through Ancillary Benefits

Ancillary benefits provide additional coverages that may not be included in your current benefit packages. At a minimal cost, you can increase employee retention and morale. Have you thought of adding the following perks to your benefit list?

- Vision
- Dental, to include orthodontia
- Life & Disability Insurance
- Employee Assistance Programs (EAP)
- Wellness Programs
- Encouraging all employees to participate in benefits to decrease employer cost
- Flexible work environments
- A workplace community outside office walls
- Paid Family Leave
- Parental Leave
- Diversity, Equity & Inclusion (DEI) programs
- COVID Vaccination Compensation

Reach out to us to learn how you can plan and implement these and other employee perks.

Labor Law Poster Update 2022

<https://on24static.akamaized.net/event/35/76/09/6/rt/1/documents/resourceList1642005455960/0122lawposters2.pdf>

NYC to Require Salary Range in Job Postings

https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/NYC-Require-Salary-Range-in-Job-Postings.aspx?utm_source=marketo&utm_medium=email&utm_campaign=editorial-Workplace%20Compliance-NL_2022-1-14_Workplace%20Compliance&linktext=NYC-to-Require-Salary-Range-in-Job-Postings&mktoid=49363229&mkt_tok=ODIzLVRXUy05ODQAAGB-LvtWBIq7ohTNnS2fhLncbMm58_GUmiNM557u2S6X3kWfAWd2v8ikNKo609V9PO0gaayHvtz39qiRfCnZAMbTL_f122_vhOKWFEJGUTzKuZfVg

Supreme Court Blocks Vaccine Mandate

The Supreme Court of the United States has rejected the Biden-Harris Administration from enforcing a vaccine mandate for large employers.

The mandate would have required workers to be vaccinated against the coronavirus or to wear masks and be tested weekly. Employers were not required to pay for the testing. There were exceptions for workers with religious objections and those who do not come into close contact with other people at their jobs, like those who work from home or exclusively outdoors.

However, the Court did allow, a mandate requiring health care workers at facilities that receive federal funding to be vaccinated.

Biden-Harris Administration Requires Insurance Companies and Group Health Plans to Cover the Cost of At-Home COVID-19 Test, Increasing Access to Free Tests

Beginning January 15, 2022, individuals with private health insurance coverage or covered by a group health plan who purchase and over the counter COVID-19 diagnostic test authorized, cleared, or approved by the U.S. Food and Drug Administration (FDA) will be able to have those test costs covered by their plan or insurance. Insurance companies and health plans are required to cover 8 free over the counter at-home tests per covered individual per month. That means a family of four, all on the same plan, would be able to get up to 32 of these tests covered by their health plan per month. There is no limit on the number of tests, including at-home tests, that are covered if ordered or administered by a health care provider following an individualized clinical assessment, including for those who may need them due to underlying medical conditions.

For additional information go to HHS.gov,

<https://www.hhs.gov/about/news/2022/01/10/biden-harris-administration-requires-insurance-companies-group-health-plans-to-cover-cost-at-home-covid-19-tests-increasing-access-free-tests.html>