

HR COMPLIANCE CORNER

WELLNESS INITIATIVES

Implementing wellness initiatives in the workplace can boost employee morale, improve productivity, and reduce healthcare costs. Here are some ideas to consider:

Mental Health Support

- Employee Assistance Programs (EAPs): Offer confidential counseling services and resources for personal and work-related issues.
- Workshops and Training: Provide sessions on stress management, mindfulness, and resilience.

Physical Health

- On-Site Fitness Facilities: Set up a gym or partner with a nearby fitness center for employee memberships.

Work-Life Balance

- Flexible Work Arrangements: Allow remote work, flexible hours, or compressed workweeks to help employees balance their personal and professional lives.
- Paid Time Off (PTO): Offer generous vacation days and personal leave.

Ergonomics & Workspace Design

- Adjustable Workstations: Provide standing desks and ergonomic chairs to promote better posture.

Social and Community Engagement

- Team Building Activities: Organize regular team-building exercises and social events to strengthen relationships and create a positive work environment.
- Volunteer Opportunities: Encourage employees to participate in community service and offer paid time off for volunteering..

Recognize and Reward

- Employee Recognition Programs: Implement programs to regularly acknowledge and reward employees for their hard work and achievements.
- Wellness Challenges: Organize health and wellness challenges, such as step competitions or healthy eating contests, with incentives for participation and achievement.

Feedback and Improvement

- Wellness Surveys: Regularly collect feedback from employees on wellness initiatives and make adjustments based on their input.

Tailoring these initiatives to fit your company's specific needs and culture can help create a more engaging and supportive workplace environment.

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BURNOUT IN THE WORKPLACE

Burnout is a form of stress that is tied to work, that can cause physical and emotional exhaustion. Burnout in the workplace is not new and the instances of workforce burnout are on the rise. SHRM's Employee Mental Health in 2024 Research Series, released for Mental Health Awareness Month in May, found that 44 percent of 1,405 surveyed U.S. employees feel burned out at work, 45 percent feel "emotionally drained" from their work, and 51 percent feel "used up" at the end of the workday.

The consequences of burnout are far-reaching, affecting not only individual well-being but also organizational productivity and morale. Employers must address burnout early and often, and provide preventative resources for combating it, so everyone on your team can feel supported.

Job burnout is characterized by three main symptoms:

- Lack of Motivation
- Lack of pleasure in your job
- Lack of belief in your ability to complete tasks

Employers need to look at the "why" employees are getting burned out.

Is the employee working too much?

Do they have a heavy workload?

Do employees have any flexibility with their schedules?

As employers, you can strive for a healthy, inclusive and supportive work environment.

Meet with your employees on a regular basis to acknowledge their efforts and gain open communication.

- Promote wellness initiatives at the workplace. Have a meeting outside or have a walking break.
- Encourage employees to find ways to manage their mental and physical health at work.
- Monitor the workloads of your employees and set realistic expectations.
- If your industry allows, offer flexible work schedules, remote work, and time off for breaks, vacation, personal, or sick days. Encourage your employees to take their paid time off.

Don't let employee burnout become a problem at your workplace. Meet with a Solex HRC Consultant today to learn more about Employee Burnout and ways to recognize the symptoms and be able to address this issue with your employees.

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NON COMPETE LAW INFO

The Federal Trade Commission has issued a final rule to promote competition by banning noncompetes nationwide, protecting fundamental freedom of workers to change jobs, increasing innovation, and fostering new business formation. This new rule will go into effective on September 1, 2024.

Under the FTC's new rule, existing noncompetes for the vast majority of workers will no longer be enforceable after the rule's effective date. Existing noncompetes for senior executives - who represent less than 0.75% of workers - can remain in force under the FTC's final rule, but employers are banned from entering into or attempting to enforce any new noncompetes, even if they involve senior executives. Employers will be required to provide notice to workers other than senior executives who are bound by an existing noncompete that they will not be enforcing any noncompetes against them.

The Commission found that employers have several alternatives to noncompetes that still enable firms to protect their investments without having to enforce a noncompete.

Trade secret laws and non-disclosure agreements (NDAs) both provide employers with well-established means to protect proprietary and other sensitive information. Researchers estimate that over 95% of workers with a noncompete already have an NDA.

The Commission also finds that instead of using noncompetes to lock in workers, employers that wish to retain employees can compete on the merits for the worker's labor services by improving wages and working conditions.

HR QUESTION OF THE MONTH



If an employee has passed away; who can cash their final pay check?

The deceased employee's estate's legal representative, such as the executor or administrator, is usually the one who receives the final paycheck. If the employee died before cashing a paycheck, the employer should reissue it to the representative for the same amount, after withholding the same amount of taxes as the original check. The employer should also report the wages and taxes withheld on the employee's W-2 form. If the wages are paid after the employee's death but in the same year, they are subject to FICA and FUTA taxes, but not federal income tax. The executor or representative should also complete a Form W-9