

# Benefits Buzz

Benefits and HR tips brought to you by the insurance specialists at Midlands Financial Benefits, Inc..

## DID YOU KNOW?

The EEO-1 Report is required to be filed with the U.S. Equal Employment Opportunity Commission's EEO-1 Joint Reporting Committee. The filing deadline for the 2009 EEO-1 Survey is September 30, 2009. The preferred method for completing the report is the Web-based filing system. For more information see [www.eeoc.gov](http://www.eeoc.gov).



## 2009-2010 Influenza Season Planning and Response

Local flu conditions will influence the decisions that local public health officials will make regarding community-level strategies to lessen the spread of the common flu and the H1N1 flu. Be prepared to use multiple measures to protect workers and ensure continuity of business operations.

### Recommended Action Steps under Current Flu Conditions

- 1) Sick employees should stay home.
- 2) Sick employees at work should be advised to go home.
- 3) Encourage your employees to wash their hands often.
- 4) Encourage your employees to cover their coughs and sneezes.
- 5) Clean surfaces and items that are more likely to have frequent hand contact.
- 6) Encourage employees to get vaccinated.
- 7) Protect employees who are at higher risk for complications of the flu.
- 8) Prepare for increased numbers of employee absences due to illness in employees and

their family members, and plan ways for essential business functions to continue.

9) Advise employees to check for signs of the flu before traveling and to stay home if necessary. Make sure employees understand how to get medical care if they should become sick while traveling.

10) Prepare for the possibility of school dismissals or temporary closure of child care programs.

### Additional Action Steps to Consider under Conditions of Increased Severity

- 1) Consider active screening of employees who report to work.
- 2) Consider alternative work environments for employees at higher risk for complications of the flu during periods of increased flu activity in the community. Increase social distancing in the workplace.
- 3) Advise employees about possible disruptions and special considerations while traveling overseas.

Source: [flu.gov](http://flu.gov)

## Health Care Reform: What You Need to Know

Employers have a major stake in the efforts to reform health care. As the proposals evolve, and a final bill emerges, stay abreast of current information relative to the debate. The following resources will get you up to speed:

[Comparing health care proposals](#): The New York Times created this one-stop resource comparing the current health care proposals. (One-time, free registration required to access [nytimes.com](http://nytimes.com)).

[CNN.com created an article](#) with 10 things Americans should know about health care reform.

Segal National Health Compliance Practice Leader, Kathryn Bakich, was recently interviewed regarding [the impact that health care reform could have on employers](#).

Also see Segal's weekly newsletter – [Stat! Health Reform Weekly](#) – to help keep you informed.