

Absence Management

A newsletter from New York Life Group Benefit Solutions

See what employers are facing after the Supreme Court vaccine-mandate decision. We also share statutory-benefit resources and long-COVID insights from our Group Solutions Sit-Down Podcast.



What's Left for Employers after the Supreme Court Vaccine Mandate Decision?

The U.S. Supreme Court's vaccine mandate decision might have come as a relief to employers worrying about increasing worker resignations, but employment trends remain problematic. Since 2020, at the beginning of the pandemic, the workplace has experienced widespread disruption in which employees are voluntarily resigning from their jobs at high rates. This mass exodus has been named, "The Great Resignation" and "The Big Quit," but it all adds up to headaches for employers seeking to restore their post-pandemic operations.

In November 2021, 4.5 million U.S. workers quit their jobs, up from 4.2 million in October.¹ That same month, the U.S. Bureau of Labor Statistics reported that food service quit rates rose to 6.8%² and the retail industry saw a 4.7% quit rate.³ Previous months also showed significant numbers with four million Americans quitting their jobs in April 2021⁴ and 3.9 million Americans quitting their jobs in June 2021.⁴

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A Deloitte study cited in Fortune Magazine in October 2021 found that among Fortune 1000 companies, 73% of CEOs anticipate the work shortage will disrupt their businesses over the next 12 months; 57% believe attracting talent is among their company's biggest challenges; and 35% have already expanded benefits to bolster employee retention.⁵



In a recent employee survey, 48% of respondents cited paid family or medical leave as their top benefit choice.

To meet rising workforce expectations and compete for talent in the wake of the COVID-19 pandemic, employers have attached more value to their non-medical benefit programs and are looking to address emerging and unmet employee needs. Research has shown that expanded benefits are key to meeting post-COVID-19 needs and winning the war for talent. Industry stakeholders recognize that salary is no longer enough to attract and retain top talent. The COVID-19 pandemic sparked newfound appreciation for ancillary and non-medical benefits among workers.⁶

A recent survey asked a broad base of employees the following question: "Regardless of whether the benefit is currently available to you at work, how interested would you be in having your employer offer it in the future?" Among six pre-selected options, the top answer, (at 48%) was paid family or medical leave.⁶ The survey revealed other changing attitudes about employee benefits:

- › Among employers, 76% believe their employees will expect a wider variety of benefits options in the future.
- › About two thirds (62%) of employers – including 80% of companies with more than 100 workers — believe employees will have more influence over benefits decisions in the future.
- › Nearly half, (47%), strongly prefer to offer a more customized menu of employee benefits options for employees to choose from vs. 30% that strongly prefer a one-size-fits-all package.⁶

What does this mean for employers? These results show that workers are not only seeking traditional insurance and related protection, but also a broader set of benefits in the post-pandemic "new normal."⁶



Putting benefits to work for people.

Watch how you can meet the needs of an evolving workforce.

[Watch now »](#)



Webinar replay: Changing leave laws

If you didn't join last month's webinar about 2022's changing leave laws, navigate to our registration website and link to the replay. Feel free to forward the link to colleagues who might appreciate more insight into what employers should expect this year.

In this session we discussed:

- › Legislative updates to current Paid Family Medical Leave (PFML) programs including Washington PFML, Massachusetts PFML, Connecticut PFML and Washington DC Universal Paid Leave (UPL)
- › Lessons learned from established programs
- › Updates on PFML programs, including, Colorado, New Hampshire, and Oregon

Our team of experts are here to help you prepare for these plans and the challenges they bring.

Statutory Benefits Quick Reference Guide



Remember that our [Statutory Benefits Quick Reference Guide](#) is always available for your review. We monitor state disability and paid family leave laws and will continue to revise the guide to reflect the latest in statutory updates.



The Group Solutions Sit-Down Podcast Long-COVID: Returning to life and work

With more than half of COVID survivors experiencing lingering symptoms six months after recovery,⁷ the issue of Long-COVID is top of mind for researchers and employers alike as people begin to return to life and employees face new obstacles in the workplace.

Join us for our [newest podcast episode](#) to hear industry experts discuss the larger impacts of Long-COVID and what employers should be aware of to help support their employees in returning to health, work, and productivity.

Featured Speakers from New York Life Group Benefit Solutions:



Dr. Jeff Miskoff
Medical Director of Pulmonary
and Critical Care



Ryan Bruce
Vocational Services Director
and Certified Mental Health
First Aid Trainer

[Listen now](#) 

CA 2022 Supplemental Paid Sick Leave Goes into Effect

On February 9, 2022, Governor Newsom signed [SB 114](#), which is similar to the previously passed [CA 2021 COVID-19 Supplemental Paid Sick Leave](#), and provides employees access to up to 80 hours of COVID-19 supplemental paid sick leave. The newly signed legislation officially went into effect on February 19, 2022, but applies to leaves retroactively beginning January 1, 2022, through September 30, 2022.

- › Applies to both public and private employers with 26 or more employees
- › Generally, this provides leave to employees that are experiencing COVID-19 symptoms or have been advised to quarantine, those caring for COVID-impacted family members, vaccination related events, and in the case of testing positive for COVID-19.
- › The CA Division of Labor and Standards (DLSE) has published this [model notice](#) which details all reasons this leave can be taken and how it applies to full-time and part-time employees. Employers are required to post this notice.
- › This notice can be sent electronically to employees that are not regularly in a physical workspace.
- › CA Supplemental Paid Sick Leave is an additional paid leave and does not change the CA statutory disability, paid family leave or paid sick leave requirements

Free webinars for New York Life Group Benefit Solution clients



As a reminder, My Secure Advantage (MSA)*, hosts financial wellness webinars** every month, which are free for New York Life Group Benefit Solutions' clients.

The webinars are presented on scheduled Tuesdays at 12:00 p.m. ET (9:00 a.m. PT) & 3:00 p.m. ET (12:00 p.m. PT).

The upcoming webinars include:

Tuesday, April 12

Your Debt-Free Game Plan

Debt is one of the biggest obstacles keeping Americans from reaching financial goals, so this class encourages you to prioritize debt management. But it doesn't stop there! We'll also go over specific debt reduction strategies and help you explore a plan that you can sustain. We will also review how to write and follow SMART goals, so you can leave this class motivated and more confident about reducing your debt.

[Register here: 9 a.m. PT](#) | [Register here: 12 p.m. PT](#)

Thursday, April 28

Getting & Keeping Good Credit

Credit scores influence personal finances in more ways than most people realize. Whether it's your auto insurance premium or the interest rate on your mortgage, you want your credit score to be deemed "excellent". We'll discuss the criteria that determines a credit score, as well as how to establish new credit, how to recover from credit challenges, and best practices for maintaining an excellent credit score.

[Register here: 9 a.m. PT](#) | [Register here: 12 p.m. PT](#)

If you also have Group Benefit Solutions' Life Assistance Program (LAP***), ask your Account Manager to provide you with the quarterly calendar of LAP webinars, which also includes the MSA webinars.

1. Roy Maurer (04-01-2022) ["Record 4.5 Million Workers Quit in November."](#) [shrm.org](#)
2. Brian Sozzi (10-15-2021). ["The Great Resignation is ripping through the restaurant industry"](#). Yahoo! Finance. [Archived](#) from the original on 15 October 2021.
3. Bryan Lufkin (10-28-2021). ["What we're getting wrong about the 'Great Resignation'"](#). BBC.com. [Archived](#) from the original on 10-28-2021. Retrieved 10-29-2021.
4. Aaron Pressman; Anissa Gardizy (06-27-2021). ["A giant game of musical chairs': Waves of workers are changing jobs as the pandemic wanes"](#). The Boston Globe. [Archived](#) from the original on 06-28-2021.
5. Lance Lambert (10-21-2021). ["The Great Resignation is no joke"](#). Fortune. [Archived](#) from the original on 10-22-2021.
6. Patrick T. Leary; Kimberly A. Landry; Ron Neyer. "Harnessing growth and seizing opportunity: the future of workforce benefits," [limra.com/en/research/research-abstracts-public/2021/harnessing-growth-and-seizing-opportunity-the-future-of-workforce-benefits/](#)
7. Short-term and Long-term Rates of Postacute Sequelae of SARS-CoV-2 Infection: A Systematic Review, Penn State College of Medicine Researchers, JAMA Network Open, Published October 13, 2021.

*My Secure Advantage is NOT insurance and does not provide reimbursement for financial losses. Customers are required to pay the entire discounted charge for any discounted products or services available through these programs. Programs are provided through a third party vendor who is solely responsible for their products and services. Full terms, conditions and exclusions are contained in the applicable client program description, and are subject to change. Program availability may vary by plan type and location, and is not available where prohibited by law. This program is not available under policies insured by New York Life Group Insurance Company of NY.

**Seminars are provided through a third party vendor who is solely responsible for their products and services. Terms and conditions are contained in the client program description, and are subject to change. Program availability may vary by plan type and location, and is not available where prohibited by law.

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