

ESIS® IAM Snapshot

AN INTEGRATED ABSENCE MANAGEMENT QUARTERLY

Q4 2020

Each quarter, the ESIS Absence Management team of specialists brings you timely and relevant information that we have selected from our own resource library and around the industry to help you stay up-to-date on the latest trends and news.

From Our Resource Library

Focus on: Older Workers

The ESIS absence management resource library offers an article on [A Holistic Approach to Managing Absence for Older Workers](#). Check out this and all the other great information available.



Want to Know More?

If you have questions about absence management or the benefits of implementing an integrated absence management solution, we would love to [connect with you](#).

You can also check out our [Absence Management Resource Library](#).

ESIS®

Integrated Absence Management
Resource Library

In the News

As the COVID-19 pandemic continues to affect businesses, we wanted to remind our readers of resources that can help you understand reporting requirements and assess the impact of COVID on your organization.

OSHA Clarifies COVID Reporting Rules

The Occupational Safety and Health Administration (OSHA) recently issued a clarification of their reporting rules for work-related hospitalizations and fatalities.

[The Society for Human Resource Management weighs in on the clarifications and what they mean for employers](#)

[OSHA issues FAQs for Covid Reporting Rules](#)

Paid Family Medical Leave Available in Massachusetts Jan. 1, 2021

Massachusetts will begin offering Paid Family Medical Leave on January 1, 2021. Employers may have responsibilities under both the state-based PFML and federal FMLA laws or under the PFML law even if they are exempt from FMLA regulations. The state has provided employers with a resource to explain [How PFML is different than FMLA](#).

Walmart Agrees to Settle EEOC Bias Suit for \$20M

The suit claimed that Walmart used a pre-employment test that allegedly discriminated against female applicants. [Click here to read the Business Insurance article about the EEOC Bias Suit](#).

Need to Know

The Paid Family Leave (PFL) landscape is changing rapidly as individual states and the federal government begin to pass or expand PFL legislation. To help employers gain a better understanding of the current state of PFL in the United States as well as what your peers are thinking, check out these resources:

Is it Time to Round Out Your benefits Offering with Voluntary Benefits?

Voluntary benefits can make an employer's benefits package stronger and can give employees easy access to prevented and discounted benefits that can alleviate some of the financial pressure associated with illness, hospitalization and leaves of absence. [Spring Consulting Group's whitepaper Voluntary Benefits: No Longer Voluntary for Employers](#) explains how to get started and what pitfalls to avoid.

National Law Review Coronavirus News and Resources

The National Law Review (NLR) has a Coronavirus News page where they publish the latest legal information and articles about this topic. The page is updated frequently. Click here to access the [NLR Coronavirus News page](#).

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