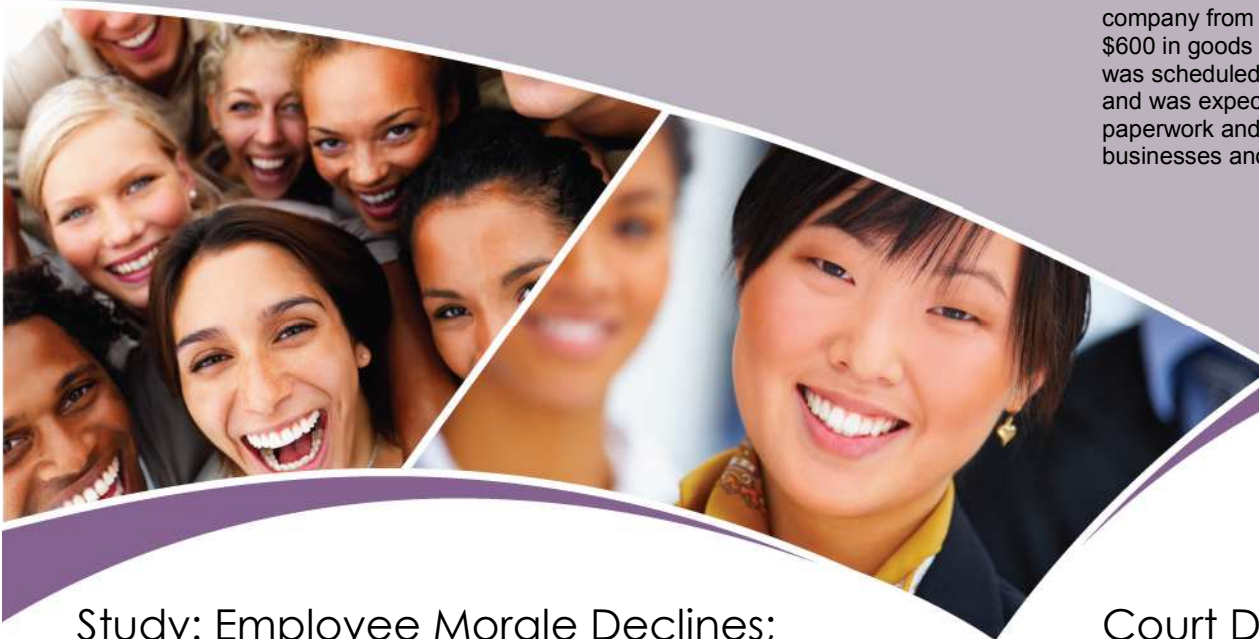


# Benefits Buzz

Benefits and HR tips brought to you by the insurance professionals at  
**21st Century Benefit Advisors, Inc.**



## DID YOU KNOW

The Form 1099 reporting requirement that was included in last year's health care reform law has been repealed. This repeal measure received overwhelming support from Congress and was signed by President Obama on April 14, 2011.

The mandate would have required businesses to file a Form 1099 for any company from which it bought more than \$600 in goods or services in one year. It was scheduled to go into effect in 2012 and was expected to increase both paperwork and accounting costs for businesses and landlords.

## Study: Employee Morale Declines; Employers Oblivious

Employee morale is at a three-year low according to a recent study, but employers seem unaware of this steady decline.

The MetLife Study of Employee Benefits Trends recently released its ninth annual study. The report found a notable disconnect between employees and employers on the subject of loyalty.

Employee loyalty to their employers has declined for the past three years, as has their perception that the company is loyal to them. Conversely, employers remain oblivious to this decline, assuming employees are just as loyal now as they were three years ago.

Understandably, employers have been focused on surviving the economic downturn, but it seems many are unaware that their employees are becoming more and more dissatisfied. The survey found that over one in three

employees (from all company sizes) hope to be working elsewhere within the next year.

Furthermore, a survey by the career website Glassdoor.com revealed that 4 in 10 workers believe it is likely they'll find a new job matching their experience and salary in the next six months.

In light of these findings, it's more important than ever for employers to focus on employee satisfaction. A good way to start is to survey employees about their satisfaction levels and ask how your company can improve.

Employers who fail to address falling employee morale may find themselves facing high turnover rates as the economy recovers and employees search for better opportunities.

## Court Decision Has Wellness Implications

A recent decision in *Seff v. Broward County* is encouraging news for employers with wellness programs.

Broward County's wellness program includes a biometric screening and health risk assessment. Employees enrolled in Broward's health plan but not participating in the wellness program pay an extra \$20 each paycheck toward their coverage.

Bradley Seff, a former employee, sued, claiming that this program violated the ADA by requiring employees to undergo a medical examination. The judge disagreed. He found that the plan was permissible because it fell within the ADA's safe harbor provision as a bona fide employee benefit plan based on underwriting, classifying and administering risks.

This ruling provides some baseline guidance for employers offering similar wellness programs. Employers should still take caution that their health plans and wellness programs comply with all areas of the ADA, HIPAA, GINA and ERISA.

