



December 2021

# Benefits Breakdown



## What Happens if an Employee Misses Open Enrollment?

For an employee, missing open enrollment can mean losing coverage or being unable to change benefits elections, which can have a significant financial impact on the employee. For employers, when employees miss this deadline, it can result in additional administrative burdens and unhappy or unproductive employees.

However, legally, employers are not required to do anything for employees who have missed the open enrollment deadline. In fact, the terms of a benefits plan may prohibit an employer from making exceptions for employees who do not make benefits elections within a certain time period, such as before the new plan year begins.

The only exception to these terms is if an employee qualifies for a special enrollment period (SEP). Employees who experience qualifying life-changing events (such as getting married, divorced or legally separated, having or adopting a child, or moving to a new residence or work location that affects benefits eligibility) are eligible to enroll in or make changes to their benefits elections outside of the open enrollment period. It is in an employer's best interest to create simple and comprehensive policies and procedures so that they are prepared in the event of a SEP. Employers concerned about complying with the technicalities of SEPs should contact their broker representative.



## 3 Workplace Perks Part-time Workers Want Right Now

In some cases, part-time employees don't qualify for benefits packages. In others, they are only offered limited perks. Employers can consider offering benefits that speak directly to the unique needs of part-time workers. Here are three to think about:



### 1. Scheduling Power

Scheduling autonomy is a huge perk for part-time employees. These workers might not work full time for a variety of reasons, scheduling conflicts chief among them. Allowing part-time employees to choose when they work can be a huge attraction and retention tool.



### 2. Early Wage Access

This is when an employee receives money they earned a few days ahead of their normal pay date. This early access can lead to greater overall employee productivity and well-being, as it saves employees from seeking high-interest loans that can lead to further debt. Moreover, since the employees have already earned the money they're gaining access to, there is little risk to employers.

### 3. Streamlined Communication Solutions

Employers can consider streamlining communication using a consistent technology platform, such as a company webpage or app. On such a platform, employers could post scheduling information and communicate directly with employees in one spot rather than using individuals' personal emails.



## Summary

Part-time workers can be just as important to businesses as full-time employees. Offering workplace perks that speak to part-time employees' unique needs can be critical for productivity, well-being and retention.