



McGohan Brabender Daily Update

Today is Monday, May 4, 2020

COMPLIANCE OVERVIEW: SOME EMPLOYEE BENEFIT DEADLINES EXTENDED

This is a very important article for your annual compliance communications. Details have now been finalized for the extension of some of the employee benefit deadlines. The deadlines included in this Compliance Overview are extended by disregarding the period from March 1, 2020, until 60 days after the announced end of the National Emergency. This “Outbreak Period” cannot exceed one year. To the extent there are different end dates for different parts of the country, additional guidance is expected. This article addresses the following items:

- COBRA
- HIPAA Special Enrollment
- Claim Procedure Deadlines
- Annual ERISA Deadlines, SPD, SMM, SBC
- Form 5500

As long as good faith efforts are being made to provide the necessary benefit information to your workforce, you will be in compliance.

[Details of Employee Benefit Deadline Extension](#)

MAY IS MENTAL HEALTH MONTH

Regardless of our current health crisis, May is Mental Health Awareness Month. Obviously, with the additional stress of the COVID-19 pandemic, we need to be more alert than ever. Everyone has mental health challenges at some point in their life, but we need to address the symptoms that could cause physical health issues. Click below for some tools to assist your workforce through any tough time before it grows into something more.

[Mental Health - Are You Providing Enough Support?](#)

[May is Mental Health Month - VIDEO](#)

RETURN TO WORK COMMUNICATION SAMPLES

In previous *Daily Updates*, we provided an action plan sample for returning back to work. They may not have been correct for your size group or your industry. Here are two other options to consider when creating your action plan communication for returning back to work.

[Template - Return to Work Action Plan Sample](#)

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WHAT TYPE OF MASK SHOULD I WEAR?

"Stay Safe Ohio" is now in force. Employers and individuals are encouraged to wear face masks while in public locations. This article provides some guidelines on exactly what type of covering it should be, for which industry, and how to acquire a supply for those who need them, specifically who will pay.

[Wear Masks or Facial Coverings - There is a Difference](#)

MAY THE FOURTH... BE WITH YOU.

McGohan Brabender

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