

BenefitFacts



Help is at Hand for Your Business Challenges

Have you found yourself thinking any of the following recently?

- I'm not sure what my employee of less than a year is eligible for with regard to her upcoming maternity leave.
- I need to terminate a staff member's employment. What's the best way for us to proceed?
- How do I approach sick days during COVID? Should I implement a workplace vaccine requirement?
- I've got someone going on sick leave, but what do I do about their benefits while they're off?

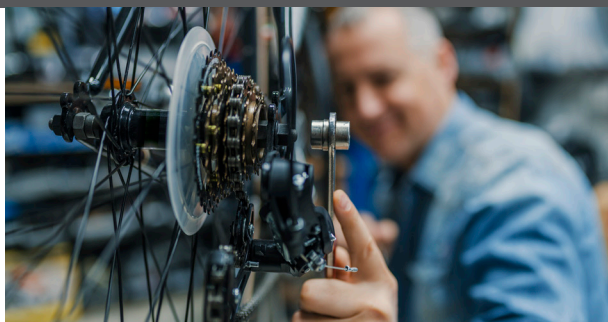
You're not alone.

These kinds of questions, and many others, are common from business owners across the country. The good news is you're only a phone call or click away from getting the help you need. If you have Chambers of Commerce Group Insurance Plan®, you automatically have access to Business Assistance Services (BAS) provided by our partner, Arete. This gives you free access to the Healthy Business Bookmark (HBB)—an online library of curated samples, guides and articles—and telephone guidance from qualified human resources, legal or financial professionals, whenever you need it.

To illustrate how BAS helps your business, here are just two examples of clients* who were able to resolve their issues.



Amy's graphic design business has nine staff members, and one announced she was pregnant. Like many small businesses, Amy didn't have a policy for managing maternity leaves, so she accessed her BAS. A qualified HR professional provided information about her employer obligations, ideas for recruiting temporary replacements, and how to engage staff in the hiring and onboarding of the new employee. The professional also directed her to HBB to download documentation samples.



Jason owns a bicycle repair shop. The pandemic prompted him to consider implementing a vaccine policy. This is uncharted territory for him, so he sought guidance through BAS. They connected Jason with an employment lawyer to learn about his obligations as an employer and his employees' rights. The lawyer provided all the information needed for him to create an HR policy that fulfilled these responsibilities and also worked for his employees. Jason even found a sample vaccine policy on HBB that gave him an excellent place to start.

You can't be an expert in everything. If you find yourself in need of support for business issues, you can access HBB through your firm's my-benefits® account. If you need further assistance, request it through HBB or call 1-877-412-7483.

*Names and identifying details have been changed to protect the privacy of individuals and businesses.