

HR NEWS

Highlights for your Parish Human Resources Needs



WHAT'S NEW IN HR?

- COVID-19 Updates
- 2021 Employment Updates
- Leadership: Running Good Meetings

COVID-19 UPDATES

Things continue to evolve regarding COVID-19, as they have over the last year. There are a few changes to highlight in the new year, listed below.

We do expect to see ongoing changes in response to the COVID-19 pandemic. This information is up to date as of the end of February 2021, we will work hard to keep you up to date with any changes.

On January 26th, a webinar was held regarding the second round of the Payroll Protection Program (PPP) as well as a few other updates, particularly FFCRA changes. You can view that webinar here: [Webinar recording](#)

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Families First Coronavirus Response Act (FFCRA)

Mandatory FFCRA leave, including sick leave and expanded family and medical leave for COVID related illness or school closures ended on December 31, 2020. Employers may choose to continue to offer this leave through March 31, 2021 and receive beneficial tax credits for offering this. Also note that employees did not accrue more leave in January for this. If an employee used up their FFCRA leave in 2020, they do not have a new bank to draw from in 20201.

For more information on [FFCRA tax credits](#) here.

Please continue to refer to Bishop Kettler's guidance for Worship and other parish regulations regarding COVID-19.

2021 EMPLOYMENT UPDATES

While these updates normally come in January, it's never too late to make sure everything is up to date.

Minimum Wage: Minnesota State Minimum wage is \$10.08/hour. ([MN DOL](#))

Updated Required Postings: There are required postings that all employers must have posted where all employees have access to seeing. You may order copies of these from various places, or you can download and print them for free at the links below. It is good to update your required postings every year.

Federal Postings: [Department of Labor](#) (click here)

State Postings: [MN Department of Labor](#) (click here)

More to come soon! There are various employment changes expected to go through Congress that may affect your parish or school in the coming months. Please be sure to watch the diocesan newsletter to stay up to date!



"Work is a good thing for people—a good thing for their humanity—because through work people not only transform nature, adapting to his/her own needs, but also achieves fulfillment as a human being and indeed in a sense becomes 'more a human being.'"

—Laborem Exercens, par. 9

Leadership Corner

Meetings

I keep seeing this saying on everything from funny memes to coffee mugs, "this meeting could have been an email." And so often it's true. There's nothing that drains our collective energy more than sitting through a pointless meeting with no direction. Before you go cancelling your meetings, they ARE important and have a purpose! Here are some resources to help enhance your meetings!

Best practices in Meetings:

- [Harvard Business Review](#)
- [Tips from top companies](#)

Hosting meetings in a Digital Space: [How to host an effective meeting online.](#)

Meeting or email? [Article from Forbes](#)

Books:

- [A Pastor's Toolbox 2](#): A chapter is dedicated to effective meetings!
- [Death by Meetings](#) by Patrick Lencioni

[Meeting Templates](#): Find out different ways to hold various types of meetings.

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