

BENEFITS

APRIL 2019

Deadline Extended for EEO-1 Filing from March to May 31, 2019

The Equal Employment Opportunity Commission (EEOC) has extended the deadline for employers to submit EEO-1 Reports for 2018. The reports are now **due by May 31, 2019**.

What is the EEO-1 Report?

The EEO-1 Report is a federally mandated survey that collects workforce data from employers. The data is categorized by race, ethnicity, sex and job category. The EEOC uses this information to enforce federal prohibitions against employment discrimination and discriminatory pay practices.

The EEO-1 Report is an annual survey required under Title VII of the federal Civil Rights Act (Title VII). Under the law, employers with 100 or more employees and certain federal contractors must use the [EEO-1 Online Filing System](#) to submit employment data by March 31 every year. The EEOC extended the 2019 deadline because the federal

government shutdown delayed the online system's opening for 2018 reports. The EEOC expects the system to become available for 2018 submissions in **early March 2019**.

What's Next?

Employers should monitor the [EEO-1 website](#) for more information about EEO-1 filing requirements and about when the filing system will be open for 2018 Reports. In the meantime, employers filing EEO-1 Reports for the first time should [register](#) to receive a company login, password and further instructions from the EEOC.

If the preparation or filing of an EEO-1 Report would create undue hardship, an employer may send a written request for an exemption or for special reporting procedures to the EEOC. Employers may also obtain a one-time, 30-day extension of the EEO-1 filing deadline by [emailing](#) a request to the EEOC.

BLS Data on Worker Access to Family Leave in 2018 Now Available

The Bureau of Labor Statistics (BLS) recently released a The Economics Daily (TED) report on civilian access to paid and unpaid family leave in 2018. These statistics provide insight into family leave benefits trends across the country. For this report, family leave included leave to care for family members, maternity and paternity leave.

Paid Family Leave Access

In March 2018, 16 percent of workers in the private sector and 17 percent of civilian workers had access to paid family leave. In the public sector, 25 percent of state and local government workers had access to this type of leave. Leave access varied by the size

of the employer.

Unpaid Family Leave Access

In March 2018, 89 percent of civilian workers and 88 percent of private sector employees had access to unpaid family leave. Ninety-four percent of state and local government workers had access to this type of leave. As with paid family leave, access to leave varied by employer size.

For access to the BLS data, click [here](#).



Benefits Tips Provided to You by
Insurance Office of America

Live Well, Work Well

April 2019

Health and Wellness Tips for Your Work and Life
Provided by Insurance Office of America (IOA)



Don't Let Tax Filing Season Get the Best of You

The April 15 deadline to file your 2018 tax returns will be here before you know it. If you're like many Americans, hearing the phrase "tax season" can induce stress—and for good reason. Filing your taxes can be confusing, but, with the help of a tax professional, it doesn't have to be. In addition to contacting a certified tax professional, review the following information.

How to File

Many people elect to file their tax returns electronically. This can be done in a variety of ways, including using tax-preparation software, consulting a tax return professional or using the IRS' [Free File](#) software, if you qualify.

Forms to Include

If you are filing with a paper form, there are certain documents you must be sure to include. Required

forms include the following:

- A copy of your W-2 for each of your employers over the last calendar year
- A copy of Form W-2C (a corrected W-2 form), if received from your employer
- A copy of Forms W-2G and 1099-R, if federal income tax was withheld

Next Steps

Remember, tax filing doesn't have to be stressful. Don't wait until the last minute to start preparing. For more information on how to file, what forms to include, credits you qualify for or any other filing-related questions, please visit the IRS' [Interactive Tax Assistant](#) tool.

Source: IRS



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Pasta Primavera Salad

12 ounces whole-grain pasta
1 package frozen mixed vegetables
1 package dry vegetable soup mix
1 cup low-fat salad dressing (unsalted)
½ cup reduced-fat cheese (shredded)
3 hard-boiled eggs (sliced)

PREPARATIONS

1. Cook pasta according to package directions. Rinse in cold water to stop cooking and prevent sticking. Drain.
2. Cook vegetables until just tender. Drain and cool.
3. Combine cold pasta, vegetables, envelope of soup mix and salad dressing.
4. Top with sliced eggs and cheese.
5. Refrigerate until time to serve.

Makes: 6 servings

Nutritional Information (per serving)

Total Calories	365
Total Fat	6 g
Protein	16 g
Carbohydrates	61 g
Dietary Fiber	5 g
Saturated Fat	2 g
Sodium	558 mg
Total Sugars	8 g

Source: USDA

Air Pollution Affects More than Your Overall Health

According to a study conducted by the International Food Policy Research Institute, breathing polluted air is attributed to “significantly reduced” verbal and math scores, and cognitive impairment that can lead to an increased risk of developing Alzheimer's disease or other forms of dementia.

What can you do?

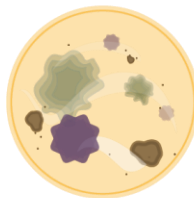
Although the United States experiences lower air pollution than other major countries, it's important to be aware of how your daily activities can contribute to air pollution. Here are some things to consider:

- Research the household products that you use to determine if they're harmful to the environment.
- Monitor home and working environments to make sure that there are adequate airflow and proper exhaust systems installed.
- Refrain from smoking, especially indoors, to make sure that this specific type of smoke doesn't pollute the air you're breathing.

Don't Forget About Indoor Air Pollution

Americans spend 90% of their lives indoors, where the air is 2-5x more polluted than outdoor air.

The most common pollutants are:



Airborne particles



Indoor formaldehyde



Household gases



Ozone

3 Reasons Why Your Stomach Always Hurts

If you're having chronic stomach problems, you should contact your doctor, but also evaluate if these three things may be to blame:

1. **Your diet is one-note**—adding variety to your diet will introduce more good bacteria to your stomach, helping get rid of the bad, discomfort-causing bacteria.
2. **You're eating too many nuts or raw veggies**—these fibrous foods can cause serious discomfort since they're harder to digest.
3. **You're overly stressed**—when you're feeling the pressure, your stomach is likely to be upset in one way or another.