



**HRElements**<sup>SM</sup>

  
**Protector Group**<sup>®</sup>  
INSURANCE

*Keeping You Informed to Insure Your Success*

**HRinsider<sup>SM</sup> has a new name: HRElements<sup>SM</sup>**

January 2010

**Workforce: Bad Economy, Boredom Threaten Employees' Productivity, Creativity**

The recession and a lack of interest in work are driving American workers into the dumps, and that could spell trouble for employers, several studies indicate. [Read More...](#)

**Retirement Benefits: Happy Times Return for Some Retirement Plans**

With the recent rebound of the stock market, employers are turning their attention to strengthening their retirement benefits and boosting participation, according to new surveys. [Read More...](#)

**Health Care Reform: Legislators Appear to Dump Public Plan**

Lawmakers' push for an overhaul of U.S. health care continued at the end of 2009 as the Senate passed its version of health care reform on Christmas Eve. [Read More...](#)

In Brief ...

**New Cobra Guidance**

The Department of Labor has updated its website to include information on the federal COBRA subsidy extension, which now covers workers who are involuntarily terminated through Feb. 28, 2010. The website includes model notices for employers and a section with frequently asked questions for employees. Go to: <http://www.dol.gov/ebsa/cobra.html>

**Bias Claims Slip Slightly**

The number of workplace discrimination cases in 2009 dipped slightly from an all time high in the previous year. The Equal Employment Opportunity Commission (EEOC) received 93,277 claims last year, down 2.2 percent from 2008. The most common bias claims were based on race and retaliation (both 36 percent). Gender bias accounted for 30 percent of claims, the EEOC said.

We hope you found this month's HRElements<sup>SM</sup> helpful and informative. As a value added service, we are happy to provide you with a copy of this publication to help keep you informed of what is happening in the benefits world.

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