

# HOT SHEET

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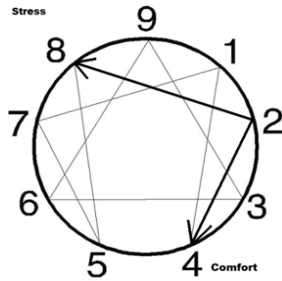


Full-Circle HR

## HR Trends:

- This month the 2021 overtime rule (called the “80/20/30”) rule was withdrawn. The pre-2021 rules will apply. Prior to this, employers were to pay regular wages to tipped personnel if they worked 30 continuous minutes in an untipped role or up to 20% of the workweek. This leaves employers working under the FLSA dual job rule which simply means tipped employees must earn enough tips to meet the federal minimum hourly rate.
- Though many do not report it, one in four Americans identify as having a disability. It is important to have clear policies and reporting structures in place and an attuned awareness of the issues faced by those living with a disability.
- In December 2024, congress enacted two laws, The Paperwork Burden Reduction Act and The Employer Reporting Improvement Act, that are intended to reduce the burden on employers and employees for health insurance coverage reporting.
- On 1/15/2025, the Supreme Court ruled unanimously that an employer does not have to show by clear and convincing evidence that a worker is Exempt under the Fair Labor Standards Act.

## The Enneatype Two Perspective



When we experience Enneatype 2, we may find ourselves wanting to connect with others by knowing what they need (maybe better than they do) and wanting to meet those needs. Type 2 is often called the Helper or Giver. Twos are often in helping professions and can be wonderful and intuitive caregivers, teachers, nurses, counselors, and more. While the core identification of type Two is to be indispensable to others, the basic fear is that they are unwanted and unworthy of being loved. Like all types in this feeling triad (2, 3, & 4),

they believe they must be seen by others in a certain way in order to feel affirmed for who they think they need to be. At ‘Two,’ there can be great pride in knowing what people need and being a resource for that. It is a continuum from selfless giving to giving to get. Where one lands on the continuum is situation dependent and based on how centered one feels in the moment and in life.

Typically at Two, we engage a primary defense of repression. We deny our own needs and work to become indispensable to another. Once we join with someone or something, we want to be seen as expert in that person or thing. In an almost chameleon-like way, Two becomes a model member/partner/doer of that group/person/thing. Two can appear to immerse themselves in this role. When Two no longer feels

the connection, they then immerse themselves in the next connection and can look completely different from how they previously looked and behaved.

This merging with the other imitates a quality similar to idealized mother love—merging gold love. When viewing the world from the Two perspective, if we move beyond the superficial need to merge with others in order to feel we have value, we can access a sense of true valuing and golden love. Instead of engaging in repressing our needs, the needs of both (or all) can be present in a boundless nourishing way. There is unconditional giving. There is no boundary between giving and receiving. All can feel nourished, valued, lovable, and loved without denial or giving to get. This is the greatest gift of the Two. From this perspective, it is

important to learn to recognize unhealthy merging and denial of one’s own needs and clarify personal boundaries. Recognize when you are not directly asserting your needs. Recognize when resentment may be building because you are meeting others’ needs but your needs are not on the table or being seen. When stuck in a gnarly interpersonal situation, take a step back and create personal space. Use the Eight connection to stand strong for oneself, being careful to not land in the down side of Eight and become demanding. Use the Four connection to feel oneself deeply, access your creativity, and become more self contained, but avoid the down side of self-absorption. Seek out people who will give you direct and attuned feedback.

*Think outside, no box required.*  
— Unknown

## The Importance of Paid Leave and Paid Time Off

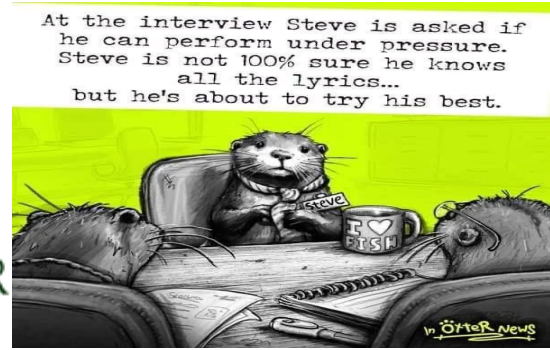
Large employers like Starbucks and Citi are recognizing the importance of paid leave when it comes to attracting and retaining employees.\* According to a survey of over 1,000 people by StandOut CV, a minimalistic approach to paid leave is a top turn off for job seekers.\*\* Findings show that paid leave and retirement planning tied for 2nd in importance, behind healthcare benefits which was the number one concern. These larger employers are likely aware of this fact and have crafted their time off policies to adapt to

the needs of their staff and applicants. 96% of employers provide the standard suite of paid time off including vacation, holidays, and sick time. The average amount of vacation upon hire is 12 days and for sick time it is 10 days. PTO which combines the two is 20 days. Employers should turn an eye to what time off benefits are important for their employees. These might include robust caregiver time and expanded parental leave. Employers are finding that there is a great return on investment when they enhance their paid leave policies. Find out

from employees and applicants what they need and value when it comes to Paid Leave. Do you have a population that might be considering starting a family and/or are they older and looking to when they will need to care for aging parents (sometimes as well as young children)? How can you build flexibility and adapt to the different needs as they arise?

Other important considerations about paid time off are influenced by your culture. Do employees hesitate to take time off because when they get

back they will be buried? When they take time off, are they checking emails, texts, and phone messages? Executives and managers must lead by example and take time off in which they cannot be consulted unless it is an absolute emergency. Set up a point person who can make this determination and who knows how to contact you. This approach may work for your staff as well, particularly those who have unique expertise. Find other ways to address barriers to undisturbed time off. Make it part of your culture.



\* SHRM, *5 Benefits to Watch in 2025 According to Experts*. Mayer, Kathryn, January 13, 2025.  
\*\* SHRM, *Minimal Annual Leave is Red Flag for Job Seekers*. Mayer, Kathryn, January 16, 2025.