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The Great Resignation to the Great Reassessment

By Julie Younce taken from Benefits Pro, March 24, 2022

A staggering amount of people quit their jobs in 2022. This being called “The Great Resignation”, what prompted employees, especially parents, to leave their positions?

- Childcare - dependable, affordable childcare was hard to obtain
- Balance - remote work and home life blended together creating new stresses
- Workload - working from home shed a light on the importance of family time
- Competition - as more people quit, new or better job positions opened up

It was clear that employees weren't necessarily dropping out of the workforce; they were looking for positions that better fit their work/life balance philosophies. Employers found that creating new and better working conditions became more important than salaries, creating “The Great Reassessment”. Here are some of what employers have done.

- Better leave policies - extending leaves by a week or two and even some longer paid leave
- Family friendly culture - granting time for parents to pick up children from school and attend school functions, and providing nicer lactation lounges
- Flexible schedules - allowing employees to work outside of the usual 9 to 5 schedule
- Returning to work - permitting workers to return to the office gradually and even part-time
- Easy to understand benefits - explaining all benefits and options to employees in a clear and understandable manner

Clearly, these additions are not that costly to the bottom line, but they do generate a more desirable work environment for employees. Though salaries are important, highlighting a family friendly business culture is what workers are now looking for in a company where they will be motivated to be productive and feel valued.



Happenings

- By Julie Younce

Upcoming events ([see links](#))

- **10/18/2022** - (virtual) Endgame: Pension De-risking - Focus on Plan Terminations (ISCEBS Webcast Committee)
- **10/25/2022** (virtual or in person) - Seattle Fiduciary Summit (Xponential Growth Solutions) [Link here for special free registration code](#)
- **11/2022 (date TBD)** (virtual) - Great Resignation/ Happiness (ISCEBS Webcast Committee)
- **TBD (4th Q)** (virtual) - Coffee Talk: (PNW Chapter)

Join our Board!

We are currently working on recruiting for our 2023 Board, and our Officer Positions. If you would like to serve on the PNW ISCEBS Board, please contact:

- alicia@isminc.com

Our Board has members from all of our PNW states, including **AK, HI, ID, MT, NV, OR, UT, WA, and WY**. We have a virtual Board meeting each month. Serving on our Board is a great way to connect with other industry experts!

President's Message

- By Alicia Clingan

End of the Year Checkup

Here we are, beginning the fourth quarter of the year - wow time flies! As we approach the end of the calendar year, we look to make sure we've checked all our to-dos off the list. One of the big items each year is to make sure you've completed all your continuing education credits. If you are a little behind on completing those credits, or even just logging them in for compliance purposes, the good news is there's still time! You still have one more quarter to access many educational opportunities within your local PNW Chapter or with the CEBS Society and our sister Foundation. As a member of ISCEBS and the PNW Chapter, you have access to a variety of educational resources that apply towards compliance.

CEBS Compliance is a formal recognition that a graduate continues to be prepared to best serve their plan participants, employers, and other stakeholders. Maintaining CEBS Compliance status helps you keep your professional skills sharp and upholds the reputation of the CEBS designation and the community of benefits professionals who have earned it. CEBS Compliance means you are a leader in the profession! So make sure you [self-report](#) your completed credits before the end of the year.

Congratulations!

- By Julie Younce

Please join us in congratulating our newest designation holders:

GBA and/or RPA: Jeanne Kawamoto, OR; Nancy Kenney, UT; Lynn Quinn, WA; and Tiana Rogers, OR

CEBS: Jeanne Kawamoto, OR; Nancy Kenney, UT; Lynn Quinn, WA; and Tiana Rogers, OR

And a special congratulations to **John Lestock**, for his recent nomination to the 2023 ISCEBS Governing Council for a three-year term. John has been an officer and very active member of the PNW ISCEBS for decades! Congratulations, John!

