



Patty Clark
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Hot Off The Line

Q - We have an employee who is working overseas and is having some heart related health issues. The employee would like to return home as soon as possible. Can we require the employee to receive clearance from a physician to fly home? The employer has international health insurance so cost is not an issue.

A - According to a local attorney, normally you can't request a physical but depending on the nature of the illness, if it is a threat to the employee or others (heart condition, contagious disease, high blood pressure, etc.) then you can request a physical. If the health issue was Cancer or something that is not going to get worse because the person flew, then it would not be a good idea to request the physical.

HR Stats & Facts

- For every \$1.00 spent in manufacturing, another \$1.81 is added to the economy. *Source: NAM Calculations Using IMPLAN*
- A recent survey of Generation X (those born between mid-1990's to early 2000's) showed 51% prefer in-person communication. *Source: SHRM HR Magazine*
- According to Project: Time Off's State of American Vacation 2016 Report, American workers left 658 million vacation days unused in 2015. *Source: www.chicagotribune.com*

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Wage/Clerical	Dec.	Nov.	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	701.2	700.4	0.8	0.1%	2.0%
1982-84=100	235.4	235.2	0.2	0.1%	2.0%
Urban					
1967=100	723.2	723.0	0.2	0.0%	2.1%
1982-84=100	241.4	241.4	0.1	0.0%	2.1%
Unemployment Rates					
December- Onondaga County: 4.4; Metropolitan Syracuse Area (MSA): 4.9					