



Employee Benefits

Hypothetical Bermuda Wage Deductions		
Gross Pay = \$5,000 per month	Deducted From Paycheck	Employer Match
5% Bermuda National Pension Scheme	\$250	\$250
Old Age Contributory Pension	\$130	\$130
Health insurance	\$400	\$400
Payroll Tax (2017-18) percent varies by employee compensation threshold	\$287	\$88
Subtotal, monthly	\$1,067	\$868
Total deducted/paid per month	\$1,935 per employee	
Total deductions/paid in year	\$23,220 per employee	
Total pension accumulation per year	\$9,120	
<i>* All computations based on estimates or actuals where confirmed</i>		

Figure. 4 Hypothetical Wages and Deductions / Contributions by Employer

Step Nine - Employee Benefits

Tracking Your Employee Benefits in Bermuda

Bermuda Employment Laws, Benefits and Rights

Keeping an eye on your paycheque deductions and employer-employee benefit responsibilities

Your budget process is not just comprised of checking your income and expenses relative to your bank transactions / statements.

You should routinely review your paycheque, the net amount deposited in your bank account, and whether the deductions and benefits that you are entitled to are math correct and have been deposited by your employer on your behalf!

A BIT OF BACKGROUND. To outsiders, Bermuda's legislative and economic infrastructure is amazingly sophisticated for a tiny island. It is not so surprising, though, when one considers that Bermuda has had an actively engaged Parliament for more than 400 hundred years.

The Bermuda Employment Act was legislated into law in the year 2000. The Act encompasses employment applications and contracts, recruitments/advertising, statutory claims, discrimination, references and background investigations, visa/work permits, compensation and benefits, work hours/overtime/leave of absence as vacation, sick and bereavement, leave, public holidays, medical and maternity, workers' compensation,

severance allowances, whistle-blower protection, harassment, public access to information, workforce reductions (redundancies), non-compete covenants, occupational safety & health policies, drug testing, privacy concerns relative to personnel records, union activity, and more.

Bermuda Employment Act 2000

<http://www.bermulaws.bm/>

Employees are legally entitled to the following benefits from employers, including:

- two weeks holiday (vacation) after one year;
- no unauthorised deductions from wages;
- a written contract must be provided after one week's employment;
- a 40-hour week; time and a half, or time off, after 40 hours, with possible exemptions;
- paid Public Holidays;
- a rest period of at least 24 consecutive hours each week;
- 8 days paid sick leave per year; unlimited time off to attend ante-natal classes for pregnant employees;
- 8 weeks paid and 4 weeks unpaid maternity leave after one year, it appears maternity leave increased in September 2019;
- a statutory notice period;

- bereavement leave of 3 days unpaid or 5 days unpaid if traveling abroad;
- a right to a disciplinary procedure;
- time off for public duties such as court duty, voting, meeting of Government Boards, Bermuda Regiment, Reserve Police, Senate or House of Assembly;
- notice of 1 week if weekly paid, 2 weeks if bi-weekly paid, 1 month in any other case;
- probationary periods, generally three months;
- specific actions for termination, misconduct, unfair dismissal, remedies, and enforcement.

Employee Welfare and Benefits:

- Employers are also mandated to provide the following contributions for their employees' well-being:
- health insurance plan for employees (working more than four hours a week) and their uninsured dependents on a "minimum hospital benefit" at a 50% of total plan rate;
- a private pension plan (Bermuda National Pension plan or equivalent) at a 10% rate (5% contributed by employee);
- social insurance (Government Contributory Plan) at a fixed amount split 50% between employer and employee;
- payroll tax (which does not benefit the employee) payable on salaries and benefits by the employer at generally, 14-16% - with 5.25% of this deducted from employees, but check the government website for any changes! **The employer is solely responsible for this tax.**
- other benefits may be provided on employer discretion, but are not mandatory;
- Most of these items are applicable to self-employed individuals, given that they are their own employers.

What's in my paycheque? Where are my deductions?

See hypothetical illustration of a payroll compensation chart above. These numbers are illustrative only and will not reflect your OWN personal employment compensation statement!

Take a good look at the chart above. Let's assume an individual Gross Salary of \$5,000 per month.

Review your basic paycheque deductions and employer contributions on your behalf. Are you surprised at this number of deductions - \$1,067? Of course, your individual wage sheet will be different; the above is just an example for discussion points.

Yes, indeed, the total amount deducted from your paycheque each month represents a 21% payroll hit to you.

Now add in the amount required by law that your employer has to match: pensions, payroll tax and health insurance - \$1,130 for a total of \$2,197, a significant sum each month to keep you insured, saving for retirement and eligible for social services.

Now, check the full year figure of \$26,364 per person with more than \$9,000 a year destined to contribute to your future.

This is why I constantly harp on monitoring your wage deductions and contributions, every single month.

We cannot even begin to calculate the loss in long-term investment appreciation in your pension assets, if you lose out on yours and your employer's contributions.

*Payroll tax assumes a business with five employees and new rates as at August 2019.

The Employer and Employee Relationship.

Our Bermuda forebears and the futuristic minded leaders of today enacted employment legislation to define employee positions, rights, and future security that far surpass much larger countries – the United States comes to mind first.

The employer / employee relationship is a serious two-way street. Each individual is co-dependent upon the other in a bond of trust in order to succeed personally, and corporately. If either person undermines the business

relationship, neither will benefit financially, in the long run.

In an ideal world:

Employees should respect what great employers have accomplished, a successful business and an optimum working environment for you to also succeed. It is your absolute employee duty to show loyalty, good work ethics and contribute your skills unequivocally to this continued success. **Your job and your future depend upon it.**

Employers should treat all employees – from the lowest position to the highest - with respect, personally, and financially with position-appropriate employee benefits and promotional rewards for increased business. In return, that mutual respect accompanies the right to ask for loyalty to the firm and good work ethics. A large component of business success depends on responsible committed employees, who represent the firm's image in the global marketplace.

When Employers or Employees Steal.

However, in the real world, not every individual operates from a position of integrity. I am talking about employer (and employee) theft.

EMPLOYERS stealing from employees is fraud - robbery, just as if your house was invaded. Payroll fraud can be perpetrated in a number of ways, in a variety of forms, including paying employees in cash, filing false payroll tax returns or simply ignoring the filing process by never depositing the employee withholdings.

What does such a payroll financial loss mean to an employee?

Trust in the employer is destroyed. Financially, it really hurts the individual employee – health care denied, pensions depleted. See the illustrative Figure 3 chart above of a hypothetical single person wage earner and his or her total payroll withholdings and employer match contributions.

This is Your Money. Review just the total pension joint contributions to the Government Old Age Contributory Pension and the Bermuda National Pension Scheme for the private business sector.

The consequences of losing your payroll benefit contributions is significant. Short answer, it is your responsibility to act if you think your benefit tank is close to empty.

However, anonymous reader feedback indicates that employees find it terribly difficult to inform on a disreputable employer. Terrified of losing their jobs, even more concerned that their whistle blowing will prevent them from finding any job again, they elect to remain silent. We all know how word travels, even when considered confidential,

Bermuda is just too small and a close community to keep a secret.

And quite frankly, up until now, the legal punishment for such crimes has been a complete joke.

One composite case (years ago), a local employer stiffed his crew of more than \$250,000 in earned benefits. The result a \$250 dollar fine. Note that the amount stolen was never repaid to the employee victims because he, the employer, left the country, never to return!

Another dishonest employer tactic is to just quietly close down the existing company with the benefits' arrears, declare bankruptcy, and then, outrageously start up a new company - doing the same thing but without all those annoying benefit liabilities owed to former employees.

Summary:

Not every employer (employee) is dishonest.

- Your employer may not be depositing your employee benefits (to your accounts) as mandated by Bermuda law.
- It is your responsibility to monitor and track these withholdings.
- Save every single paystub - forever, or until you receive the pension you are entitled to.
- You have a right to request a current copy of your Bermuda government social insurance pension accumulation, no matter how far away from retirement you may be.
- Do not wait to notify the appropriate authorities, if you think your employer is stealing your benefits.

Bermuda law currently allows this!

Employee benefit debts and taxes are never discharged in bankruptcy in other countries. Our laws need to be changed.

Flagrantly stealing from not only his/ her loyal employees and our (not his!) government public purse was a means to keep the money. The excuse, he had a lot of bills, was building his own house, and "got a little short." Such conduct should never be tolerated. Legal action - put a lien on owner's house, car, company! Freeze bank accounts. Cancel their credit cards. Garnish their salary. Confiscate their property! Shore up our Bermuda legislation for crimes against Public Trust Funds!

Such malfeasance! Other countries' taxing authorities move quickly to prevent payroll fraud because the collateral damage hits everyone's pockets with increased tax bills as governments are duty bound to reimburse the social service agencies for the missing funds. Further, the longer the wait to collect, the more difficult, impossible it becomes to levy the delinquent employer.

In the United States, Canada and the UK, anyone / company/ etc. that abuses Public Trust funds is punished, quickly, with draconian actions. First, with significant penalties and interest, then by having wages garnished and bank accounts frozen, less than three months after the first delinquency! Then, the defendant's property is attached, often is sold. Declaring bankruptcy will not discharge Public Trust debts – they follow the debtor to his/her grave. The final ignominy is that the defendant may find himself/her wearing those stylish orange jumpsuits. What happens to the disadvantaged employee? In our Bermuda locale, the employee victim is cut off at the knees.

A lax attitude still permeates government in its ability to force collection of delinquent employee benefit contributions. If you are shorted on your benefits, it is your problem. The Bermuda government has no legislated mandate to reimburse your personal accounts. Instead, government has to absorb the payroll tax loss with increased levies on all businesses, meaning that ethical employers ultimately pay more than their fair share!

Ethical Employer Competitive Disadvantage. The **delinquent-fraud** employer can undercut bids on jobs because his/her overhead is lower, due in part to illegally obtained loans (from employees) that provide a readily available cash float.

It follows that those who short the payroll system also avoid other obligations:

- inadequate or no employee health insurance;
- little or no workers compensation and general liability insurance;
- property tax defaults;
- skimping on materials;
- marking up wholesale materials way above cost;
- poor repair jobs using inferior product components;
- mediocre or poor professional service;
- inadequate or no job safety measures, and so on.

STEALING transcends all economic, social, ethnic or cultural boundaries. Dishearteningly, honest, everyday working people are the real losers. Many may never recoup such losses. Older individuals with employer-shortened retirement assets may quickly exhaust resources only to suffer the humiliation of needing financial assistance.

What to do and where to go to report your missing payroll deductions?

Let's take each section in turn.

Health Insurance Deduction

If you suspect, or were informed by a pharmacy or doctor, that you are not covered by health insurance even though the deductions are being withheld from your wages, take action as follows.

- Immediately,
- Notify the Bermuda Health Council by phone, and a follow up email detailing the missing health insurance payments.
- Alert your insurance health care provider, who may already know that your employer is not current with your health benefits, that you are reporting your employer.

BHEC TEL 1 441 292-6420

BHEC website page. See list of non-compliant employers, www.bhec.bm/

BHEC email address
healthcouncil@bhec.bm

Payroll Tax Deduction

This deduction is your employer's responsibility and is deposited directly with Bermuda government. Your employer is allowed to deduct a portion of this tax from your wages, while the company contributes the rest.

You do not receive any direct benefit from this deduction, although it is assumed that if you need financial assistance or other government benefit, it is funded by this general funds.

Important. Please check the table enclosed to be sure that your employer is deducting your percentage share, not the whole tax. I note this because readers have reported that some employers are deducting the entire payroll tax due from employee wages - **this is a huge mistake, or deliberate error!**

Since this particular tax does not directly fund your benefits, nor are you actually even able to determine that your tax withheld has been paid to government, reporting is a non-event.

There is some controversy regarding this deduction as Bermuda law clearly states that the entire deduction is the employer's responsibility. One wonders what would happen if an employee challenged this arbitrary deduction taken from his/her wages without the employee's consent?

Social Insurance for Your Old Age Contributory or Non-contributory Pension

You have a right to request your contribution record from the Bermuda Social Insurance Department - at any age.

Always a good idea to track your contributions on a routine basis.

This is a very important feature that you should use immediately if you are uncertain as to whether your employer is depositing your benefit deduction/contributions into the fund!

Bermuda Government Department of Social Insurance.

Request a copy of your contributions by calling (441) 294-9242 ext. 1117 or 1718, or send an e-mail providing your social insurance number and date of birth. Reporting your missing Bermuda Contributory Pension Fund payments

Call (441) 295-5151 or send an Email: <https://www.gov.bm/contact/1641/196> through the Government website.

Report suspected violations of the pension plan.

Are your social insurance contributions accurate and up to date?

IF NOT?

Go to the Bermuda government website, find the pension section. Complete the Complaint form if you observe any violations of pension protocol.

Source URL: <https://www.gov.bm/>

The next step for government may be prosecution of employer if malfeasance is discovered.

Statement excerpts from the Bermuda Government Department below,

"The Tax Commissioner and the Director of Social Insurance will start to forward employer

files to the Director of Public Prosecutions for prosecuting employers, companies and individuals, for offences related to delinquent payments pursuant to their respective legislation. As both employers and employees well know, social insurance contributions provide for an employee's pension when they reach the age of 65."

The amount of the (YOUR) pension is directly linked to the amount paid in over the years. It is a serious breach of the law to not pay in the social insurance contributions deducted from the employee. It is equally serious for the employer to not pay his/her statutory obligation.

Employees of companies and other businesses can check with the Department of Social insurance to ensure their contributions are paid up by contacting the Department at 295-5151.

Delinquent companies will be pursued not only in the civil courts but also in the criminal arena, as both the Contributory Pensions Act and the Taxes Management Act allow.

Recouping missed payments is very slow.

The law is not on your side.

The most tragic aspect of this type of theft is that even if the employer accepts responsibility to pay, government allows minuscule monthly payments plans - nowhere near enough to cover a soon-to-be retiree's expected pension income.

Frankly, the retired employee may even pass away before he/she is repaid the entire missing pension balance owed!

What's in your Bermuda National Pension Scheme.

See pension plan statement example under the pension section.

This accounting for all contributions is a bit more complicated because your pension plan provider only issues a monthly, quarterly, or an annual statement that generally, lists

- beginning balance
- contributions made for the time period
- capital market appreciation / or depreciation
- new ending balance.

See Hypothetical chart in the pension review section

It is critical that you track your monthly contributions, including your 5%, and your employer's 5% share plus, any extra voluntary contributions. Always refer to the prior statement to be sure that the balances carried forward are correct!

Keep all Bermuda National Pension statements from your Day One enrolment.

You never know if you will be asked to prove correct balances, plus your statements are proof of your ownership and accumulated pension portfolio assets.

To report any discrepancies, contact your pension administrator and the Pension Commission.

Bermuda Pension Commission: The Occupational Pension Schemes under the National Pension Scheme (Occupational Pensions) Act 1998.

Contact.
info@pensioncommission.bm
Telephone: 441 295-8672

Currently, the Pension Commission does not have a specific section for an employee to report delinquent employers.

However, an employee with pension entitlements can request in a written format "Information from the Plan Administrator to review any documents and information relating to the pension plan and the pension fund."

My opinion.

This is nowhere near adequate when time is of the essence - in the case of employer fraud as **by the time the information is received, it may be too late.**

Thus, as the beneficiary of these contributions in the future, you need to make persistent queries to the pension office to ascertain the truth - and hope is not too late to enforce a collection proceeding.

When Employees Steal.

And, unfortunately, there is another side to this coin.

Dishonest employees' theft.

Honest, ethical employers who honour their financial commitments to their employees also have to cope with dishonest employees who steal consistently, without a conscious thought to the damage they wreak, while all along receiving on-time, everytime paycheques.

The US Chamber of Commerce estimates that 75% of all employees steal at least once.

One of every three business failures are the direct result of employee theft - my family relatives have experienced this - first hand!

The American Society of Employers report that:

- businesses lose 20% of every dollar to theft;
- 18 months is the average time to catch an employee fraud scheme;
- 55% of perpetrators are managers (in positions of trust);

These statements were reiterated by a Security / Compliance manager of a large Bermuda financial

institution, further noting that 30% of employees will think about stealing while 5-10% are actively perpetrating fraud of various kinds.

How do employees steal? Hard core blatant theft, and the much harder to document, soft core, almost unnoticed theft.

Let me count some of the many ways. Why scammer employees can't devote as much energy to career advancement as they do to torpedoing their own positions, I will never understand.

Jobs are so precious these days.

Everyone can be replaced. No employer can afford to keep an unmotivated, unethical, employee.

Hard core theft.

- Cash. The tantalising opportunities here take place within the accounting, sales, cashiering departments where there is ready access to cash, bank accounts, and accounts receivables and payables departments - along with insufficient segregation of, and unsupervised, duties. Phony or duplicate invoices, phantom accounts, check signing authority without counter-signatures, access to electronic transfer mechanisms, etc. In small businesses - far too much trust is placed in one or a small group of employees who can collude to steal.
- Wire transfers. Employees utilising specialised software with the ability to manipulate accounts (transferring cash) within the company's electronic storage systems.
- Trade secrets passed off in return for favours, cash, and other forms of payment.

- Customer lists sold on or removed when an employee leaves the firm.
- Inventory shrinkage - the industry name for stealing company products. Friends, family are the recipients of this largess, or the “lifted” products are sold on. These employees make a practice of walking out the door with “extras.”

The justification: my boss is wealthy; he/she can afford it; the company will never miss this stuff.

True story. Many years ago, a house guest presented us with a beautiful set of bed sheets from a high end US department store. We were effusive in our thanks. Her response, not to worry - the gift didn't cost her anything and she could get us lots more!

Her former boyfriend had a whole closet full of these items that he walked out the back door of his employer every week. I'm no paragon of virtue (readers), but this “gift” bothered me so much, I couldn't use them.

They went to Goodwill.

- Back of truck deliveries - works like this. Wholesaler employee (WE) makes a large delivery (deliberately withholding some items) to a retail business. Retail receiving clerk signs for full delivery after only a cursory item check, or if in collusion, ignores the miscount. WE keeps the withheld items, selling them on at discounted prices (or benefiting friends and family).

Soft core theft by employees is so much harder to detect, and can be even more damaging to a company and its business reputation.

Attitude negativity.

Customer impressions of the retail or service business attitude become negative reactions, too.

Customers vote with their feet and their wallets.

Malicious sabotage.

A new owner of a business keeps on employees of the former owner, thinking that they would be great in maintaining goodwill with clients. He inadvertently discovers that said “kept on” employees were telling existing clients that the new owner was not only incompetent, but perhaps, clients should look elsewhere for advice. These employees couldn't understand why they were terminated for cause.

Time Stealers.

Tardiness, every day more than fifteen minutes late; long coffee breaks, lunches, social media cruising, online shopping, false call records for marketing new business, and the like.

Inefficiency.

Why be efficient, churning out delegated tasks in required time frames to the best of ability, when one can take one's time deliberately and still receive a full paycheque every week.

Time wasters are not always solely inefficient.

Sometimes, an entire department is complicit in working at a go-slow mode. Any efficient, forward looking employees focused on career-performing excellence are resented, shunned and sabotaged by their peer group workers.

These are numerous examples of insidious atmospheres that - allowed to perpetuate can destroy a business.

And regrettably, in many cases, employers are not aware until it is too late.

The employer / employee relationship is a serious two-way street where each individual is co-dependent upon the other in a mutual bond of trust.

If either person undermines that relationship, the continued viability of the business involved may be affected.



[Listen to
Employee Benefits](#)

<https://tinyurl.com/yjhxmw8g>



[Listen to
Independent
Contractor Benefits](#)

<https://tinyurl.com/yz8yluz>

Independent Contractors Are Very Different From Employees

The Bermuda Government Throne Speech 2020 indicated that the Bermuda Employment Act 2000 would be upgraded significantly, the first time in almost twenty years.

On November 28, 2020, government illuminated specific changes to Act for employers and employees, but left focus on clarification of independent contractor classification to “guidance from the labour relations manager.”

So, what is an independent contractor(IC)?

We are not privy to the independent contractor guidance, so will approach this universal category, generically.

An IC as this business shall be known is a unique entity. Labelled as a sole trader, or a sole proprietor, generally unincorporated, an individual can enter the business world – needing very little to start up and appearing to have no encumbrances, whatsoever.

The construction industry (where this author had numerous clients) refers to IC’s as pickup builders, as in buy or lease a truck, assemble your tools in cargo bed, print up a DBA (doing business as) business card and wow, you are an owner, ready for serious ventures.

In effect as you have hired yourself, you are both your own employee and your employer, since there is only you. This is an important concept for taxes, as we shall see.

Think about it!

Your new business, funded by you, self-employed, responsible you (and no one else), independent decision making, setting your own hours, sink or swim by your own efforts, you are in control.

It is an exciting powerful concept.

And it works.

Millions and millions of tiny one-person independent contractors have initially used the same format, successfully.

You know them, numerous global giant corporations that started their successes as single entrepreneurs in a garage, a studio, kitchen table:

Amazon, Yankee Candle, Harley Davidson, Maglite, Under Armour, etc.

Tax authorities, in defining who, what, when, why and how taxes are assessed, delineate numerous differences between ICs and employees.

The three major categories are:

1. control
2. benefits
3. responsibility, liability

Control, Benefits, and Responsibility/Liability

Who Has Control of Your Actions?

The differences between employee and independent contractor control of their work environment and decision making can be clear cut or ambivalent, depending upon where and what type of industry. Real estate agents, taxi drivers, and now UBER-type drivers operate in a “flexible” environment, so to speak.

Uber has been sued by taxation agencies regarding the driver status. Legal decisions have varied by country.

As an employee, your employer (company, etc) is in control of your time at work: where you report at required hours every day, take set instructions from management, submit completed tasks, participate in required group meetings, are provided a contract, an employee handbook, benefits, a rate-set salary, and so on.

Problems arise when an employee tries to, say publish work independently that was done on, and paid for, on company time, or regrettably, has an accident in a company- owned vehicle. In the first instance, the company owns that manuscript, and the second, the company is liable, generally.

As an INDEPENDENT CONTRACTOR you are solely in control, everything is your decision, you use your own equipment, vehicle, you set your own work hours, you bill your own time, etc. on a job, you contract for a specific project at a pre-determined price. Generally, you have multiple customers.

Who Pays for What Benefits?

See the Wage Benefit Cost Comparison Between Employees and Independent Contractors.

Employees receive numerous benefits; the cost generally split between employee and employer for some, while others are completely covered by the employer.

Independent contractors foot the entire bill for all benefits. Typically, then what will ensue is that the IC carries the most common benefits at 100% of cost, because as stated above the IC is both an employer and an employee.

The more popular fringe benefits such as family vacations, professional development, gym/counselling, and so on are basically ignored – as cost is derived from operating profits. **Vacations and leave are almost never taken – because when an IC does not work, no income is received.**

Additionally, the benefits paid out of the IC pocket, must be computed as a major factor overhead when pricing projects. Health insurance alone will run \$2,500-\$3,000 a month for a local family of two parents and two children = \$30,000 - \$36,000 a year. It is that simple.

EXAMPLE of Benefit total costs paid by the Independent Contractor – see the chart for the rest!

- Health insurance – 100%
- Taxes – 100%
- Social insurance – 100%
- Pension – 100%
- Meals – 100%

- Vehicle/transportation - 100%
- Life insurance – 100%
- Disability insurance – 100%

Who Has Responsibility for Liability Incurred On the Job?

Employee responsibility/liability is generally covered by the employer blanket – but caveat, generally is not everything! Irresponsibility is not tolerated and can be grounds for dismissal. Liability coverage is also generally attached to strict definitions in the governing contract of employee behaviour, financial conduct, and relationships within the company and the employer.

Liability is the Largest Most Concerning Factor Difference for Independent Contractors.

- IC is responsible for everything financial, legal, risk, health, product and service
- Taxation may be higher
- Sole proprietorship is extremely vulnerable to lawsuits
- Personal property and other assets may be attached
- Must have very comprehensive liability insurance

There is a price to pay for success, however, when being a one-person operation becomes unsustainable in its present format.

Many business owners find that they do not, and/or cannot remain sole traders (IC).

These three imposing criteria listed above are probably the BIGGEST REASON IC'S incorporate their businesses.

There are numerous other reasons, some greatly positive, others purely protective:

- Unmanageable growth,
- burnout,
- disability,
- personal cash infusion limits,
- avoiding use of personal assets as collateral,
- inability to secure capital funding without a corporate structure,
- no asset protection,
- additional expertise required for progress implementation,
- personal responsible for debts and lawsuits, including employee lawsuits, yes IC's do hire personnel,
- no automatic business shelf life if owner dies,
- inability to sell out at retirement.

Wage Benefits Cost Comparison Between Employee and Independent Contractor

Benefit Cost	Employee	Employer	Independent Contractor- IC
Health insurance	50%	50%	IC pays 100%
Dental and vision insurance	50%	50%	IC pays 100%
Health savings accounts	varies	varies	IC self funds
Pension	50%	50%	IC pays 100%
Payroll tax	varies	varies	IC pays 100%
Social security, or insurance	50%	50%	IC pays 100%
Company stock at discount	EE pays	ER discounts	None available as unincorporated business
Paid family leave		ER funds	IC self funds
On work environment – meals/snacks		ER funds	IC self funds
Financial planning		ER funds	IC self funds
Work-related liability insurance		ER funds	IC self funds
Flexible work conditions/hours		ER funds	IC self funds
Professional development, e.g. masters, sabbatical leave		ER funds	IC self funds
Assistance with student loan		ER funds	IC self funds
Workers comp, unemployment insurance		ER funds	IC self funds
Group term life insurance		ER funds	IC self funds
Disability insurance		ER funds	IC self funds
Health counselling and gym memberships		ER funds	IC self funds
Stock options		ER funds	None available as unincorporated business
Restricted stock awards		ER funds	None available as unincorporated business
Mortgage subsidy		ER funds	IC self funds
Transportation subsidy		ER funds	IC self funds
Internet, device subsidy home office/ travel		ER funds	IC self funds
Bonuses		ER funds	IC self funds

References & Resources

Bermuda has additional laws for the protection of employment / employees all found at the Bermuda Laws website

Bermuda Immigration and Protection Act 1956

Bermuda's Human Rights Act 1981

Bermuda's Labour Relations Act 1975 & the Trade Dispute Act 1992

Bermuda Worker's Compensation Act 1965

Bermuda-Labour-and-Employment-Law-Handbook 2017 authored by Juliana Snelling - Canterbury Law Limited

Bermuda Employers at Bermuda- Online.

**BERMUDA Government Website links - attention
regretfully, these sites are not always guaranteed
to work! <https://www.gov.bm/payroll-tax/>**

