



## Employers: Are You Ready for Some Fantasy Football?

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Candice Pinares-Baez's article "Employers: Are You Ready for Some Fantasy Football?" was featured in *The Daily Business Review* on October 16, 2014.

A recent study conducted by Challenger, Gray & Christmas, a global employment consulting firm, estimates that employees who participate in fantasy football will probably spend a minimum of two hours a day managing their teams. According to the study, that equates to more than \$13 billion in lost revenue over the 17-week regular schedule nationwide.

In the article, Candice provides employers with several approaches on how to handle employees during Fantasy Football season.

- **The old-school approach:** Employers have the right to strictly enforce a nonrecreational Internet policy and monitor employee usage to ensure workers stick to work.
- **The new-school approach:** You shouldn't be so worried about the estimates of lost work time due to fantasy football season because employees rarely spend their entire 40-hour workweeks strictly on work.
- **Kinder, gentler approach:** The manager might even encourage team building and company morale by starting a company fantasy football league of her own.

Regardless of which approach you take, Candice advises employers to decide how they want to handle the new football season so that it can be addressed in a consistent manner and expectations can be clearly outlined for all employees. After all, employees are ready for football season; are employers?

To read the full article, please visit [Daily Business Review](#)