

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

## READING

## The History of Benefits

**What + Why:** Benefits may seem like normal parts of a job today, but they developed over time as workers' needs and employers' goals changed.

This quick timeline helps you see why benefits exist and how they can add value beyond a paycheck. Review the infographic/timeline and be prepared to discuss with the class.

### The History of Benefits

The benefits people receive at work have changed over time as jobs, families, health care, retirement, and worker needs have changed.

**1. Ancient Rome: Early Retirement Rewards**

Some soldiers received payments after long service, showing that work rewards could extend beyond regular pay.

**2. 1800s: Early Workplace Pensions**

Some employers began offering pensions to encourage workers to stay longer and plan for life after work.

**3. Early 1900s: Paid Time Off Grows**

Employers began recognizing that rest could support worker health, productivity, and loyalty.

**4. 1930s–1940s: Employer Health Plans Expand**

Some employers began offering health coverage to help workers manage medical costs and stay well.

**5. Late 1900s: Retirement Savings Shifts**

More workers began using retirement savings plans where employees and employers could both contribute.

**6. Today: Benefits Fit Different Lives**

Jobs may offer benefits like flexible schedules, paid leave, wellness support, tuition help, or remote work options.

**7. Final Takeaway**

A paycheck tells part of the story. Benefits can add financial stability, convenience, comfort, and future opportunity.

Source: Kim, Susanna. (2022, August 2). *A Surprising History of Employee Benefits*. LinkedIn Talent Blog. <https://www.linkedin.com/business/talent/blog/talent-engagement/surprising-history-of-employee-benefits>