

HRS/TND ASSOCIATES, INC.

Your HR and Benefits Specialists

The HR-Edge August Edition

Welcome to the August edition of the HR-Edge. As always, there are many hot HR topics right now and so little time to report it. We'll do our best to 'catch you up' on news as we see it.

Next HRS Seminar—Save the Date!

Our next seminar will be on September 29th at Cabala's in Hamburg. Set aside the date so you don't miss this valuable program. We begin at 9, serve a great continental breakfast and present two topics and have a Q and A period on any HR related issue. We send you back to work by noon.

Our key topic will be "The New Diversity – Dealing with a Multi-generational Workforce". Boomers, Gen X, Gen Y – how do you run a business with varying employee attitudes, values and needs?

Additionally, with PP&L announcing rate increases for business of nearly 40% in the near future, we will be addressing this matter with an industry expert.

Electric rate caps linked to PP&L's generation billing component will expire January 01, 2010. Clearly, major electric rate increases are coming. That's the bad news . . . the good news is much of the increase can be avoided.

Steve Bobick, President of Utilitech, Inc, will discuss how you can mitigate the rate increases and keep utility costs under control. Spread the word to your building and maintenance and financial people on this one.

Email us at hrguys@hrstndassociates.com for information on how to register.

USCIS Issues Guidance on Form I-9's Expiration Date

US Citizenship and Immigration Services (USCIS) announced June 26, 2009, that the Form I-9, Employment Eligibility Verification (Rev. 02/02/09) will continue to be valid for use beyond June 30, 2009. USCIS has requested that the Office of Management and Budget (OMB) approve the continued use of the current version of the form. While this request is pending, the Form I-9 will not expire, said the agency. USCIS will provide an update when the extension is approved. Employers will be able to use either the Form I-9 with the new revision date or the Form I-9 with the 02/02/09 revision date at the bottom of the form. For more information on the Form I-9 or to [get a copy contact Carol at carol@hrstndassociates.com](mailto:carol@hrstndassociates.com).

Federal Minimum Wage is Up

Last month the minimum wage, for all but a few exceptions, increased to \$7.25. Every employer is required to display the Federal poster on minimum wage prominently. Copies of this poster and other required postings are available on our website at www.hrstndassociates.com. Minimums for tipped persons in PA and NJ also changed. [Contact us at hrguys@hrstndassociates.com](mailto:hrguys@hrstndassociates.com) for details.

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New Clients

[Go to www.hrstndassociates.com](http://www.hrstndassociates.com) for past editions

Please feel free to talk to any of our consultants for clarification of any information provided and visit our website for details about HRS at www.hrstndassociates.com

PA Mini-COBRA is Here!
July 10 was the official start date of Pennsylvania's new mini-COBRA policy. Do you know what to do? As the employer, you must provide certain notifications not only to the insurance carriers, but to those experiencing a qualifying event as well. Don't want the hassle? Let HRS handle it for you. Our experienced administrator is well-versed in both federal and state COBRA laws, and our prices beat the competition (no invoice fees). Contact Sean Glasser at 610-371-9505 x28 for more information.

FMLA Tip of the Month

You probably are well aware of your obligations under the Family and Medical Leave Act (FMLA) to grant eligible employees up to 12 weeks of job-protected leave.

But, what happens when the 12 weeks are exhausted? Can you terminate an employee who does not return to work after 12 weeks of FMLA leave? Or what if you discover a past performance problem while the employee is on leave or need to layoff employees on leave?

One thing is clear. You may not discharge an employee for taking legally protected leaves or exercising statutory rights guaranteed by the law. So, for example, you may not terminate an employee simply for requesting or taking FMLA leave.

However, you may terminate or discipline an employee for reasons unrelated to the leave. So, for example, you may terminate an employee who does not return to work after exhausting FMLA leave, as long as the employee is not entitled to any additional legally protected leave. Similarly, you may take action against an employee for violation of your policies or for poor performance. [If you have other FMLA questions email Tom at tom@hrstndassociates.com.](mailto:tom@hrstndassociates.com)

Obama Rescinds Beck Rule: Requires "Union-Friendly" Postings Instead

The Beck Rule regulations are still technically "on the books," but the Office of Federal Contract Compliance Programs has indicated that it will no longer be investigating federal contractors for compliance, now that President Obama has revoked the rule. President Obama signed an [Executive Order](#) revoking an earlier Executive Order from President George W. Bush, which had required federal contractors to post a notice in non-exempt worksites informing employees of their rights not to join a labor union and not to pay fees for union expenses unrelated to representation issues. This obligation in the Bush order was called the "Beck Rule" after the Supreme Court's decision in [Communications Workers of America v. Beck](#), which set forth such employee rights. In addition to rescinding Bush's Executive Order 13201, Obama's new Executive Order requires federal contractors to post a new notice (which will be issued by the Secretary of Labor) in establishments where their employees are covered by the National Labor Relations Act. Government contractors, in turn, must include this requirement in their subcontracts. Failure to comply with the Executive Order may result in suspension or cancellation of the government contract.

HRS/TND Associates just keeps growing, thanks to our [terrific clients!](#) We appreciate these new clients choosing our services:

- ◆ Inter-Tech Supplies, Inc.
- ◆ Dr. Michael Brodsky and Assoc.
- ◆ Campbell Manufacturing, LLC
- ◆ Keystone Rental Association
- ◆ Spring Garden Child Care Center
- ◆ Reading Group, LLC (Reading Truck Bodies)
- ◆ SECCO, Inc.
- ◆ Hampton Construction
- ◆ Bethel Truck Service
- ◆ Allentown Rescue Mission, Inc.

HRS/TND Associates, Inc. is a full service Human Resource consulting and HR outsourcing firm based in Reading, PA. Our team of senior level Human Resource professionals provides consultation and service in all aspects of Human Resource Management. Our capabilities include employee relations, benefits, recruiting and staffing, compensation, HR administrative services, surveys, audits, policy and handbooks, performance management, testing, background checking, and training. We are experts in full or partial Human Resource outsourcing where we become your HR department.

For further information, please check out our website at www.hrstndassociates.com