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From: "NMSU Hotline" <hotline@nmsu.edu>
Sent Date: Tue, 17 Apr 2018 09:31:21 -0600 (MDT)
Subject: [Campus-news] NMSU Hotline -- April 17, 2018
To: <campus-news@nmsu.edu>



All About Discovery!™
New Mexico State University
Hotline

April 17, 2018

Musical traditions to be celebrated at NMSU's fourth annual Founders Day

New Mexico State University's fourth annual Founders Day will be celebrated from 11 a.m.-1 p.m. Friday, April 20, at the Traders Plaza, south of the College of Business.

Founders Day is an annual celebration of NMSU history and the Aggies who have contributed to making NMSU a great university.



[Read More](#)

Campus Announcements

[Submit Hotline Announcement](#)

Lunch at 100 West Cafe offers spring cuisine

Join us for lunch this week at 100 West Café, west end of Gerald Thomas Hall, first floor featuring spring cuisine today through Friday from 12 to 1 p.m. Meals are prepared by HRTM 363 students under the direction of chef John Hartley.

The menu will be Vichyssoise, almond mandarin salad, spring salad with peppers, mushrooms and raspberry vinaigrette, lemon-roasted game hens, orange and honey glazed ribs, baked rockfish, pasta primavera, strawberry

shortcake, lemon cake, mixed fruit cobbler. Sides will be boiled new potatoes and broccoli. Served with dinner rolls, and water or tea.

Enjoy the meal in our café or request a carry-out order. All lunches are \$10 payable by cash, check or credit card. Visa, MasterCard or Discover credit cards accepted for your convenience. Gift cards for these lunches are also available in Gerald Thomas Hall, Room 138 in \$10 increments, a great idea for any occasion and do not expire until 2020.

Note to NMSU Employees: P-Card purchases are not accepted due to NMSU Cashnet process used for billing. Reservations accepted only for parties of eight or more. Also, an index number can be used for journal voucher payments for parties of eight or more only if requested and approved a week in advance. Journal vouchers require a list of all attendees and the business purpose of the meal. It is essential that all pertinent information be provided to complete JV transactions. Please contact John Hartley at jhartley@nmsu.edu or Katrinka Espinosa at kespin@nmsu.edu for reservations.

Our HRTM 363 students look forward to serving you.

Career Services hosting Resume AggieMania today

Career Services is hosting Resume AggieMania today from 3 to 5 p.m. at Career Services, located in Room 224 in Garcia Center. Career Services staff will be on hand to assist students with resumes, cover letters, information on employment and co-op/internship opportunities and the upcoming Educators Job Fair next week. No appointment is needed. Don't have one? No problem, swing by for free material on how to get started. Call 575-646-1631 to schedule an appointment if you are unable to attend.

Please contact salinasm@nmsu.edu or Career Services at 575-646-1631 for more information.

NMSU climate change seminar series begins today

The Provost and Executive Vice President, in conjunction with the Colleges of Agricultural, Consumer and Environmental Sciences; Arts and Sciences; Business; and the USDA Jornada Experiment Range have partnered with Senator Tom Udall's office to support a Climate Change Seminar Series at New Mexico State University.

The series will focus on numerous aspects associated with global climate change including the scientific basis for climate change, potential socioeconomic and health risks, agricultural sustainability and resiliency, faith-based initiatives, national security and social justice.

The series will kick-off this spring semester with the following two talks:

Today, Dave Dubois, New Mexico State climatologist and director of the New Mexico Climate Center, New Mexico State University, will present "Why are We Concerned about a Changing Climate?"

On April 25, Gregg Garfin, deputy director for science translation and outreach at the Institute of the Environment, School of Natural Resources and the Environment at the University of Arizona, will present "A Look Ahead for the Southwest: Hotter and More Arid."

Both talks will occur at 7 p.m. in S.P. and Estelle Yates Theater, 109 Domenici Hall, New Mexico State University campus. Each talk will last approximately one hour. Future round-table discussions involving local and regional experts are planned and audience participation will be encouraged. All talks are open to the public. The seminar series will continue into the fall semester 2018. For more information contact Gary Roemer at 575-646-3394.

Gourmet Italian seafood during Mike's Magnificent Meals

Take a mini-vacation to coastal Italy during this week's Mike's Magnificent Meals at Taos Restaurant, NMSU's dining hall in Corbett Center Student Union. This special lunch will be held from 11 a.m. to 2 p.m. Wednesday, April 18. This week's menu will feature shrimp scampi with linguine, garlic knots, asparagus, calamari with spicy marinara and spinach Caesar salad. Admission is just one meal plan swipe or \$8.50 plus tax. Full menu available while supplies last.

Save money on all meals at Taos Restaurant, including Mike's Magnificent Meals. Meal plans are available to students, faculty and staff. Visit <http://dining.nmsu.edu> for details and to sign up online.

Help wish our leaders 'happy trails' with gelato

This summer, after 15 years of service, Chancellor Garrey Carruthers will be retiring, and after 25 years of service, Executive Vice President and Provost Daniel J. Howard will be retiring.

Please join us for a gelato social to celebrate their years of dedicated service Friday, April 20, at the Traders Plaza, in conjunction with Founders Day.

For this occasion, Crimson Creations by ACES will rename the German Chocolate flavor as ~~At 27th~~ in honor of Chancellor Carruthers (he is the university's 27th president) and the Cookies & Cream flavor as ~~A Smart Cookie~~ in honor of Provost Howard.

Retirement can be a "sweet" reward, so bring your appetite and join us.

DACC Health Sciences Division Inter-Professional Development Day, Employment Fair set for April 24

The DACC Health Sciences Division is hosting an Inter-Professional Development Day and Employment Fair from 8 a.m. to 4:30 p.m. April 24 at the Dona Ana Community College Espina Campus, Alex Sanchez Hall, Rooms 75-79.

See presentations and interact with students in the health science programs such as dental, nursing, radiologic technology, respiratory therapy and sonography. Breakfast and lunch are provided. Free registration at <http://dacc.nmsu.edu/hs/register/>.

For more information, contact Audria Lujan at aulujan@dacc.nmsu.edu or Darla Matthew at dmatthew@dacc.nmsu.edu.

HRTM beverage presentation Bourbon, Derby 101 April 24

Get ready for the 144th Run for the Roses. Sample some of the best Kentucky bourbons and cocktails. Discover the history and traditions behind Kentucky Derby foods, such as the original Hot Brown sandwich. Attendees will receive an Official Kentucky Derby Mint Julep Glass. The presentation will be held from 5:30 to 7:30 p.m. April 24 in Gerald Thomas Hall, Room 140, and the cost is only \$25 per person. To RSVP call Katrinka Espinosa at 575-646-7324. Seating is limited.

Timothy Hoft to perform Ukranian piano music at Atkinson Hall April 25

NMSU's Department of Music will present a guest artist recital featuring Timothy Hoft, piano faculty at the University of Nevada, Las Vegas, at 7:30 p.m. Wednesday, April 25, in Atkinson Hall. Admission is free.

Hoft will perform Volume I of the cycle of 34 Preludes and Fugues by Ukrainian composer Valentin Bibik, never before heard by Las Cruces audiences. He will speak about Bibik and this monumental work before performing.

Bibik is considered one of the leading representatives of Ukrainian music. Historian and pianist Joel Sachs wrote "Valentin Bibik added something grand to the total beauty of the world, something which we all have faith will last. Those of us who knew him will never forget that the beauty of his music is a direct product of his unforgettable goodness. His music's outstanding lyricism, rich harmoniousness, and passionate freedom have won him a powerful following among performers and audiences around the world."

A pianist of unique versatility, Hoft has been praised for his recent performances. Hoft's objective approach to performing new music was especially successful. His precise control of dynamics and quiet approach to the keyboard with a perfect technique led to a beautiful, automatic sense of music making. (Michael Lodico, Ionarts.org).

To hear Hoft performing Prelude and Fugue 15, visit <https://www.youtube.com/watch?v=LGaD6G6P4Lg> and for a livestream of a recital, go to <https://livestream.com/unlvtv/bibik/videos/171283113>.

Why use passphrases?

More words = more letters. More letters = more bits. More bits = harder to crack. This summer NMSU is switching to passphrase login security. Only change your passphrase every two years. For example "passphraseisstrongerthanpassword." For more information visit <https://ict.nmsu.edu>.

NMSU announces schedule for chancellor candidate visits

New Mexico State University, and the greater Las Cruces community, will host the five finalists for NMSU's next chancellor in the coming weeks. Each candidate will visit the area separately, meet with community stakeholders and tour campus between April 22 and May 5.

John D. Floros will visit April 22-24 and will hold a public forum on April 23.

Robert J. Marley will visit April 25-27 and will hold a public forum on April 26.

Brian J. R. Stevenson will visit April 29-May 1 and will hold a public forum on April 30.

Dan Arivizu will visit May 1-3 and will hold a public forum May 2.

Barbara Damron will visit May 3-5 and will hold a public forum May 4.

Each candidate's public forum will take place from 3:15-4 p.m. at NMSU's Corbett Center Auditorium or East Ballroom. Faculty, staff, students, media and the community are invited to each. This, and other sessions, will be available via webcast at <http://panopto.nmsu.edu/chancellorsearch/>.

A full agenda for each candidate's visit is available at <https://chancellorsearch.nmsu.edu/>. Community feedback for each candidate's visit is encouraged and can be sent via the same website once the campus visits begin.

<http://newscenter.nmsu.edu/Articles/view/13070/nmsu-announces-schedule-for-chancellor-candidate-visits>

Diverse dance styles to be featured during Rhythm Nights at NMSU

Two successful New Mexico State University dance companies will showcase their talented students during the Rhythm Nights dance concert April 20-21.

Performances will be at 7:30 p.m. Friday, April 20, and at 2:30 and 7:30 p.m. Saturday, April 21, at Rentfrow Hall, 3161 Williams Avenue on the NMSU campus. Pre-sale tickets are \$15 for adults, \$10 for students and senior citizens, and \$5 for children 12 and younger. Tickets will also be available at the door for \$20 for adults, \$15 for

students and senior citizens, and \$5 for children 12 and younger.

<http://newscenter.nmsu.edu/Articles/view/13067/diverse-dance-styles-to-be-featured-during-rhythm-nights-at-nmsu>

NMSU to host screening of documentary about free speech repression in Egypt

The Communication Studies Department at New Mexico State University will screen a documentary titled “Tickling Giants” about a man known as the Egyptian Jon Stewart on Wednesday, April 25, in the Corbett Center Auditorium at 6 p.m. The screening is free and open to the public.

Bassem Youssef was a heart surgeon in Cairo up until 2011, during the Egyptian revolution. In May of that year, he started “The B+ Show” on YouTube, emulating Jon Stewart’s style of parody and satire. In three months Youssef’s show gained more than five million views.

For more information about the film, visit <http://www.ticklinggiants.com>.

<http://newscenter.nmsu.edu/Articles/view/13072/nmsu-to-host-screening-of-documentary-about-free-speech-repression-in-egypt>

NMSU student’s short film headed to Cannes Film Festival

“Good Night” is turning into a great opportunity for a group of New Mexico State University students. The short film written and directed by NMSU philosophy student Brandon T. Gass and starring NMSU students has been accepted into the Festival de Cannes Short Film Corner/Cannes Court Métrage.

The students will be attending the Cannes Film Festival, among the most prestigious in the world, May 8-19.

<http://newscenter.nmsu.edu/Articles/view/13066/nmsu-student-s-short-film-headed-to-cannes-film-festival>

NMSU to host New Mexico Indian Livestock Days in Albuquerque May 9-11

ALBUQUERQUE — Laguna native veterinarian Tolani Francisco will be the keynote speaker at the New Mexico Indian Livestock Days.

The largest agricultural conference in the Southwest designed for Native American livestock producers will be May 9-11 at the Route 66 Casino and Hotel in the Legends Theater.

The annual event is presented by New Mexico State University’s College of Agricultural, Consumer and

Environmental Sciences.

Registration fee is \$100, which includes lunch on Thursday. Registration and additional information about the presentations are available online at <http://indianlivestock.nmsu.edu>.

<http://newscenter.nmsu.edu/Articles/view/13073/nmsu-to-host-new-mexico-indian-livestock-days-in-albuquerque-may-9-11>

TO SUBMIT INFORMATION for possible inclusion in NMSU Hotline, email University Communications at hotline@nmsu.edu with a short title of your news on the subject line, details in the body of the message and a contact name and phone number. If you want the item to appear on a certain day, please specify which day and submit the item at least two days in advance. Earlier submissions are encouraged.

TO SUBSCRIBE OR UNSUBSCRIBE to NMSU Hotline, go to <https://mailman.nmsu.edu/mailman/listinfo/campus-news> and follow the prompts.

TO REVIEW HOTLINE GUIDELINES, please visit our [guidelines page](#).

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From: "Val Nye" <valnye@gmail.com>
Sent Date: Fri, 13 Apr 2018 09:10:14 -0600 (MDT)
Subject: [NMLA] Fake News Webinar - April 25
To: <nmlamembership@mailman.nmsu.edu>

Fake News or Free Speech: Is There a Right to be Misinformed?

Wednesday, 4/25/2018

- 2:00 PM-3:00 PM (Eastern)
- 1:00 PM-2:00 PM (Central)
- 12:00 PM-1:00 PM (Mountain)
- 11:00 AM-12:00 PM (Pacific)

"Fake news" has always been part of the communication landscape. The difference now is that we are inundated with social media that makes it possible to disseminate "fake news" quickly and easily. In the past "fake news" was used as propaganda to isolate individuals or groups of people, destabilize governments, and foment anarchy. "Fake news" may be inaccurate, dishonest, misleading, intentionally untrue, and even intended to damage the paradigm of factual information. But is it illegal? Is it protected by the First Amendment? Can "fake news" -- or suppressing it -- undermine our democratic way of life?

FTRF and ALA OIF are excited to host this preview of the Intellectual Freedom Committee program that Moderator Emily Knox and other panelists will offer at ALA's Annual Meeting this summer.

Visit this link for more information and to register for the webinar.

<http://www.ala.org/advocacy/intfreedom/webinar/fakenews>

From: "American Library Association" <alddirect@ala.org>
Sent Date: Fri, 27 Apr 2018 11:41:33 -0600 (MDT)
Subject: AL Direct 4/27/2018: Salaries, art, eyestrain
To: <lorie.mitchell@carlsbad.k12.nm.us>

AL Direct, April 27, 2018

Food history and preservation.
[View this email](#) in your browser.

american libraries DIRECT

American Library Association • April 27, 2018

For daily ALA and library news, check the *American Libraries* [website](#) or subscribe to our [RSS feed](#).



Newsmaker: Michael W. Twitty

Michael W. Twitty (right), author of *The Cooking Gene* and the African-American food history blog [Afroculinaria](#), has devoted his life to researching African-American culinary traditions and how they affect our understanding of the past and present. Twitty serves as honorary chair of Preservation Week, held April 22–28, which focuses this year on cooking and community archiving. *American Libraries* spoke with him about what can be learned about the past through food and about his work with Preservation Week....



American Libraries Trend, Apr. 27

UC librarians begin salary contract negotiations

A union representing University of California librarians began contract negotiations with the UC Office of the President (UCOP) on April 17, arguing for increased pay. The meeting took place in UC Berkeley's Doe Library and was the first in a series between UCOP representatives and the University Council– American Federation of Teachers. It largely focused on librarians' [academic freedom](#), which is not currently specified in UC policy documents. Demands also include a right to sabbatical leave, more professional development, and housing assistance....



Daily Californian, Apr. 17; UC-AFT Librarians Blog, Apr. 24

FREEDOM FROM DISRUPTION

LC and BnF announce collaboration

Librarian of Congress Carla Hayden and Laurence Engel, president of the Bibliothèque nationale de France, announced on April 25 a collaboration between LC and the BnF to provide digital content for a new online space for collections relating to shared French-American history. The initiative will also be supported by other US organizations, including the National Archives. During the special visit to LC, President Emmanuel Macron (right) and his wife, Brigitte, viewed a display that included treasures that will be part of the international collaboration....



Library of Congress, Apr. 25

Aurora Public Library board vows to do better

Days after a poetry exhibit drew harsh criticism that it included an Islamophobic display encouraging violence against Muslim women, Aurora (Ill.) Public Library officials have vowed to “do better” and change how exhibits are vetted. The exhibit, on display April 2–21, featured the poem “Hijab means Jihad” by Lewis University philosophy professor George Miller superimposed over a Confederate flag. Library board President John Savage said at the April 25 board meeting, “All of us here are bruised and ashamed of how this happened.” Communications Manager [Amy Roth has resigned](#) over the incident....





Activist sues police over 2016 KCPL incident

A Kansas City (Mo.) Public Library patron who was forcibly removed from a [public event](#) nearly two years ago is [suing Kansas City police officials](#) and others, saying they deprived him of his constitutional rights. Jeremy Rothe-Kushel (right), an activist and documentary filmmaker who lives in Lawrence, Kansas, was physically restrained and escorted from the event on May 9, 2016. The incident [sparked outrage](#) and drew fierce condemnation from Library Executive Director R. Crosby Kemper III....



KCUR-FM, Kansas City, Mo., Apr. 26; AL: The Scoop, Oct. 3, 2016; Kansas City Star, Apr. 26; Kansas City Public Library, Sept. 8, 2017

Florida State cancels journal deal with Elsevier

Florida State University will cancel its comprehensive subscription to Elsevier journals. Julia Zimmerman, dean of university libraries at Florida State, released [a statement](#) saying the decision to cancel the libraries' " [big deal](#)" with Elsevier had been made after "long deliberation."

"FSU is being charged too much—all because of a poorly thought-out 20-year-old contract between Elsevier and the State University System," said Zimmerman....



Inside Higher Ed, Apr. 26

The long road to DRM-free ebooks in academic libraries

Mirela Roncevic writes: "When encrypted with DRM, ebooks cannot be easily copied or printed, viewed on multiple devices, or moved from one device to another. Further, they can only be downloaded a certain number of times and blocked in certain regions. These restrictions are one reason why ebook popularity in the consumer market is stagnating. But the key issue in academic libraries revolves around the effects of various business models on budgets and libraries' ability to build sustainable digital collections."...





Art lending libraries are catching on

In many cities, it's now possible to borrow art for free. All you need is a "art lending library." Individuals can borrow an artwork, enjoy it in their own home, and return it by a due date with little to no fee. They have a decades-long history on university campuses, but they seem to be gaining popularity among museums, public libraries, and nonprofits. Despite differences in collection sizes and objectives, these institutions share certain goals, like reaching new audiences and creating new spaces for local creative discourse....



Hyperallergic, Apr. 20

University of Utah's cry closet

Visual artist [Nemo Miller](#) has installed a "cry closet" in a library at the University of Utah, where she is a student. The piece is designed to allow students 10-minute secluded crying sessions—a must for anyone even remotely close to taking a final. The closet comes with rules. You must knock before entering, only one person is allowed in the closet at a time, the lights must be turned off for the next person, and all social media posts about the closet must feature the hashtag [#cryclosetuofu](#)....



Mashable, Apr. 25; @TheU, Apr. 18



The truth about trust building

Laurie Putnam writes: "Multiple [studies by Pew Research](#) as well as studies by the [Maine State Library](#) and [CILIP](#) confirm the trusted status of librarians. When it comes to sources the public looks



to with confidence, we sit near the top of the list, shoulder to shoulder with health care providers. Relatively speaking, libraries and librarians are known as credible sources, relied on by those looking for information that will make a difference in their lives. Journalists are another story.”...

Next Libraries, Apr. 24; FactTank, Aug. 30, 2017; Library Research Service, Dec. 1, 2016; CILIP, Feb. 14

Quick tips for creating tutorials

Daniella Smith writes: “Last month I provided some tools that can be used for [creating online tutorials](#) and videos. This month, I am sharing my list of tips for improving videos. These tips are some things that I have learned along the way through trial and error.



If you don't currently create videos and need to start, don't be intimidated. You will see that it gets easier over time. As usual, the professional development is available at the end of the post....

Knowledge Quest blog, Mar. 29, Apr. 26

How to avoid computer eyestrain

Melissa Karnaze writes: “Your eyes are important, and staring at a monitor all day does them no favors. Eyestrain doesn't typically lead to permanent damage of the visual system, but it's unpleasant and can keep you from getting your work done. There are a number of preventative measures you can take to avoid eyestrain—organizing a functional workspace and modulating light exposure, for example. Let's take a closer look.”...



How-To Geek, Apr. 27

AL Direct is a free electronic newsletter emailed every Tuesday and Friday to personal members of the [American Library Association](#).

Editor, *AL Direct*: George M. Eberhart, geberhart@ala.org

Send news and feedback: aldirect@ala.org

Direct ad inquiries to: Michael Stack, mstack@ala.org

AL Direct FAQ: americanlibrariesmagazine.org/al-direct

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From: "Drew Robinson" <Drew.Robinson@CarlsbadSchools.net>
Sent Date: Thu, 26 Apr 2018 08:49:31 -0600 (MDT)
Subject: Civics-End-Of-Course.pptx
To: "Drew Robinson" <Drew.Robinson@CarlsbadSchools.net>

Attachments:Civics-End-Of-Course.pptx (1.75 MB)

From: "Society for Human Resource Management" <DoNotReply@ConnectedCommunity.org>
Sent Date: Sat, 21 Apr 2018 10:37:17 -0600 (MDT)
Subject: General HR Digest for Saturday April 21, 2018
To: <therese.rodriquez@carlsbad.k12.nm.us>



General HR

[Post New Message](#)

[Advice](#)

[I'm looking for what the next step is in...](#) Anonymous

started 28 minutes ago, [Anonymous](#) (0 replies)

[W-4 withholding and exemptions](#)

[Hello. I recently started an internship \(in...](#) Amy Cosford

started 14 hours ago, [Amy Cosford](#) (0 replies)

[Fitness for Duty](#)

- [When is it okay to ask for a Physical...](#) Anonymous
- [I want to add that these employee's made a...](#) Anonymous
- [When is it okay? When you have...](#) Anonymous

started 16 hours ago, [Anonymous](#) (2 replies)

[New HR Meet and Greet Ideas](#)

- [I am new to this particular company and...](#) Anonymous
- [Congratulations on your new job! I think you...](#) Mary Dillman

started 17 hours ago, [Anonymous](#) (1 reply)

[Senior HR generalist next steps?](#)

- [I'm looking for what the next step is in...](#) Anonymous

started 17 hours ago, [Anonymous](#) (0 replies)

[Exempt -Pay](#)

- [I new to HR duties and would appreciate any...](#) Anonymous
- [Welcome to HR! The DOL offers a series of...](#) Anonymous

started 17 hours ago, [Anonymous](#) (1 reply)

[Exempt or Non-Exempt - Development Services Specialist position](#)

started 17 hours ago, [Nichele Peck-Glaspie](#) (1 reply)



[We have a position that is classified as non...](#) Nichele Peck-Glaspie
[Looks non-exempt to me. DOL The...](#) Anonymous

started 18 hours ago, [Anonymous](#) (6 replies)

[4 day vacation turns into 10 days](#)

[Employee traveled overseas on vacation and...](#) Anonymous
[We had the same thing happen and we did...](#) Anonymous
[things she may have planned staying longer...](#) Anonymous
[thinks" she may have planned it in advance ...](#) Bea Lytle
[If this has never happened before, I would...](#) Anonymous
[As we always do, consider the "whole" person. If...](#) Richard Burns
[I think the bigger problem is the manager's...](#) Anonymous

started 18 hours ago, [Anonymous](#) (2 replies)

[Converting Employees to Another Company](#)

[Soon I will be converting about 6 employees...](#) Anonymous
[Not that I know of but it would be pretty...](#) Anonymous
[Are they basically just transferring? We...](#) Anonymous

started 19 hours ago, [Anonymous](#) (2 replies)

[Manager and Employee Dating....Maybe?](#)

[I just got a call from an employee...](#) Anonymous
[Nothing, I don't investigate 3rd hand rumors. ...](#) Todd Saffell
[Totally agree. There is so much about...](#) Anonymous

started 19 hours ago, [Anonymous](#) (2 replies)

[Employee complaint](#)

[Let me start out by saying I am VERY new...](#) Anonymous
[Regardless if it's a policy, the superior...](#) Anonymous
[Employer inquiries regarding the use of...](#) Judith Dudley

started 19 hours ago, [Anonymous](#) (2 replies)

[Persistent Applicant](#)

[We have an applicant that applies for...](#) Anonymous
[She is probably doing this to show...](#) Anonymous
[You should keep reaching out and if she ever...](#) Todd Saffell

started 19 hours ago, [Anonymous](#) (2 replies)

[Handbook - Are Translations Required?](#)

[We have a number of employees who speak...](#) Anonymous
[There is no federal law that says you have...](#) Anonymous
[No Federal Law, but depending on your...](#) Judith Dudley

started 20 hours ago, [Anonymous](#) (1 reply)

[EEO - 1 Filing](#)

[I apologize if this should be HR101 but I...](#) Anonymous

[You can use the attached form.](#)  Judith Dudley

started 20 hours ago, [Laurie Nelson](#) (0 replies)

[HRMS Software Systems](#)

[I'm evaluating several HRMS platforms: Namely,....](#) Laurie Nelson

started 20 hours ago, [Eliana Martinez](#) (3 replies)

[New Job New Position Advice?](#)

[Hello Everyone , I am starting my new job in...](#) Eliana Martinez

[Believe it or not, NY's website is pretty...](#) Anonymous

[I would suggest taking point from whoever hired...](#) Kristina Blankenship

[Thank you! I will not make any suggestion; I...](#) Eliana Martinez

started 20 hours ago, [Anonymous](#) (1 reply)

[Virtual Leadership Training!!](#)

[Does anyone have a good virtual leadership...](#) Anonymous

[Hi there, My company provides customized...](#) Luana Graves Sellars

started 20 hours ago, [Anonymous](#) (0 replies)

[Google Hire](#)

[Does anyone have experience with Google...](#) Anonymous

started 21 hours ago, [Anonymous](#) (2 replies)

[Using an old background check authorization](#)

[I am in Illinois and we are union. Back...](#) Anonymous

[It depends. For instance in the state of...](#) Anonymous

[Thank you for the information. I will...](#) Anonymous

started 21 hours ago, [Anonymous](#) (4 replies)

[Should the past stay in the past??](#)

[I received a text from an employee stating...](#) Anonymous

[I'd address with supervisor, but only the issue...](#) Ivette Dupuis

[I would counsel on the issue of sharing...](#) Kristina Blankenship

[Three separate issues - Past conviction ...](#) Anonymous

[Sharing someone's confidential information...](#) Anonymous

started 21 hours ago, [Anonymous](#) (8 replies)

[New Hire Forms Day Before Start Date](#)

[If we ask someone to come in one day prior...](#) Anonymous

[Why wouldn't you have the new employee fill...](#) Anonymous

[I thought so - its a bad day to start...](#) Anonymous

[If mandatory, you'll need to count as first day...](#) Ivette Dupuis

[If no one's going to be there on the hire...](#) Anonymous

[Maybe you can postpone the first day to...](#) Anonymous

[Yes. We provide new hire paperwork about a...](#) Anonymous

[I send out new hire forms through email as...](#) Anonymous

[For the IDs, you need to give them 3 days...](#) Anonymous

started 21 hours ago, [Anonymous](#) (0 replies)

[Motor Vehicle Reports at Time of Hire](#)

[Greetings Fellow HR Professionals, I...](#) Anonymous

started 21 hours ago, [Anonymous](#) (3 replies)

[Resignation and Vacation Time](#)

[When an employee leaves our company, we pay...](#) Anonymous

[Our company doesn't pay any vacation or...](#) Anonymous

[OP here... it clearly states in our...](#) Anonymous

[You are going to pay the vacation time one...](#) Anonymous

started 21 hours ago, [Kerri Murphy](#) (1 reply)

[GDPR - General Data Protection Regulation](#)

[The GDPR \(General Data Protection Regulation\)...](#) Kerri Murphy

[My understanding is that it affects EU...](#) Anonymous

started 21 hours ago, [Anonymous](#) (4 replies)

[Learning Style](#)

[One of my employees is receiving on the...](#) Anonymous

[A good trainer trains to the way best...](#) Anonymous

[She definitely has some ownership for this](#) Anonymous

[If she knows enough about learning styles...](#) Anonymous

[Agree with points made. I think the employee's...](#) Mary Dillman

started 21 hours ago, [Anonymous](#) (1 reply)

[Mandatory Online Compliance Training](#)

[Hi there, I am working towards...](#) Anonymous

[Hi there, I see that you are looking for...](#) Luana Graves Sellars

started 22 hours ago, [Barb Ronk](#) (3 replies)

[employee worked for a day, doesn't want paid??](#)

[This has been a week of odd happenings! We...](#) Barb Ronk

[I would pay whatever the rate was for the...](#) Anonymous

[You pay him as best you can. This is why...](#) Anonymous

[If you have the documented time card and...](#) Anonymous

started 22 hours ago, [Anonymous](#) (7 replies)

[How do you handle - Short Term Disability?](#)

[We have an employee out for a back problem...](#) Anonymous

[I just pay out the waiting period. If you...](#) Anonymous

[We have a waiting period of 7 days before...](#) Anonymous

[60/50. Anyone else?](#) Anonymous

[50/50 What?](#) Anonymous

[The responses received so far are a split...](#) Anonymous

[We pay only the waiting period, and then...](#) Anonymous

[Are you saying that if she isn't approved...](#) Anonymous

started 22 hours ago, [Melanie Foley](#) (0 replies)

[Employment Verification Switch from In House to 3rd Party](#)

[Hello, We are considering transitioning...](#) Melanie Foley

started 22 hours ago, [Anonymous](#) (1 reply)

[Do you have a formal onboarding program](#)

[We are putting together an Ambassador...](#) Anonymous

[We don't have an ambassador program but this is...](#) Carolyn Schatzberg

started 22 hours ago, [Anonymous](#) (1 reply)

[Candidate with marijuana prescription](#)

[Happy Friday! I have a candidate with the...](#) Anonymous

[In Coates V Dish Network, the Colorado...](#) Anonymous

started 23 hours ago, [Anonymous](#) (7 replies)

[Candidate with marijuana prescription](#)

[Happy Friday! I have a candidate with the...](#) Anonymous

[What sort of role? A medical marijuana...](#) Anonymous

[I am in NY where medical marijuana is...](#) Anonymous

[I think you have to treat this as you would...](#) Anonymous

["I think you have](#) Anonymous

[Same here in Florida. We are a completely drug...](#) Kerri Murphy

[Even CA courts have said you don't need to...](#) Ivette Dupuis

[With it legal here in California, we've...](#) Anonymous

started 23 hours ago, [Anonymous](#) (1 reply)

[Candidate with Marijuana prescription](#)

[Happy Friday! I have a candidate with the...](#) Anonymous

[What would you do if you found another Rx...](#) Anonymous

started 23 hours ago, [Anonymous](#) (3 replies)

[Temp to Perm](#)

[Hi Everyone Can someone let me know if...](#) Anonymous

[First, we need to eradicate the notion of ...](#) Anonymous

[Temp time through an agency is counted...](#) Anonymous

[Temp hours are also considered in state...](#) Anonymous

started 23 hours ago, [Anonymous](#) (0 replies)

[Candidate with Marijuana prescription](#)

[Happy Friday! I have a candidate with the...](#) Anonymous

started 23 hours ago, [Anonymous](#) (3 replies)

[Nervous during the phone interview](#)

[Happy Friday! I had a phone interview...](#) Anonymous

[It depends on the role and if they recover...](#) Anonymous

[For me, nervousness isn't a turn off. It's...](#) Anonymous

[Okay. Thank you for the advice. This is...](#) Anonymous

started 23 hours ago, [Anonymous](#) (8 replies)

[Requests for raises](#)

- [Hello! Just curious...how do you guys...](#) Anonymous
- [We assign pay increases in alignment with...](#) Anonymous
- [Are these requests happening during performance...](#) Ja'Net Christmas
- [These are random requests as we are now...](#) Anonymous
- [These are random requests as we are...](#) Anonymous
- [I do not entertain raise requests directly...](#) Anonymous
- [I agree with all of the above. There should be...](#) Ja'Net Christmas
- [That's a great place to start. Thank you.](#) Anonymous
- [Wow! Thank you. This community is such a...](#) Anonymous

started 23 hours ago, [Paula Dean](#) (6 replies)

[Third-party background check - company recommendations](#)

- [We would like to use a third-party company to...](#) Paula Dean
- [We are in New York, but we use Scherzer...](#) Erica Berthen
- [We use First Advantage. Have been happy...](#) Anonymous
- [Various employers have used Sterling Backcheck...](#) Roberta Weingarten
- [Validity Screening Solutions.](#) Anonymous
- [Hello, I have used Hire Right and Atlantic...](#) Jenna Donatell
- [I'm currently using Shield Screening \(I seem to...](#) Karla Kammerer Shedd

started 23 hours ago, [Sarah Perry](#) (1 reply)

[Best place to Work applications](#)

- [Our organization has decided to participate in...](#) Sarah Perry
- [To me, this is very specific to your...](#) Anonymous

started 23 hours ago, [Anonymous](#) (3 replies)

[Our Co. is in TX but we have an employee relocating to FL](#)

- [Hello, Our company is based in Texas. ...](#) Anonymous
- [I am definitely not the expert, but we had...](#) Anonymous
- [You also need to set up your WC for Florida](#) Antonio Morales
- [Thanks for the reply!](#) Melinda Flores

started 23 hours ago, [Rashell Carter](#) (1 reply)

[HRIS for a MLM](#)

- [I'm working with a start up MLM company. I set...](#) Rashell Carter
- [Hi Rashell, I am in the document management...](#) Kyle O'Donnell

started yesterday, [Anonymous](#) (1 reply)

[ADA Interactive Process - For How Long?](#)

- [Your responsibility is to go through the...](#) Anonymous

started yesterday, [Anonymous](#) (28 replies)

[Who does HR report to?](#)

- [DOO with 38 employees- I report to our CFO...](#) Anonymous

[I'm a DOO with 70 employees. When I was...](#) Anonymous
[Past companies I reported directly to the...](#) Anonymous
[I would fight hard against having HR...](#) Anonymous
[In my HR career, HR has always reported to...](#) Anonymous
[Last year we used to report to the CFO and...](#) Anonymous
[â€œI, 110 employees - I report to the...](#) Robin Cooley
[I'm a DOO in a company of about 30. I report to...](#) Stephanie Hines
[I report to our Finance Director.](#) Jamie Wideman
[DOO with 72 employees and I report to the CFO. ...](#) Ruth Sokol
[DOO with 117 employees and I report to the...](#) Audrey Berg
[When I was first hired I reported to the...](#) Anonymous
[This should just be an ongoing survey question...](#) Ivette Dupuis
[â€œDOO, 80 employees in 2 locations. I report to...](#) Barb Ronk
[â€œDOO, 75 employees, 4 states. I originally...](#) Anonymous
[Mostly to the CFO or the President. I don't...](#) Susana Guzman-Agle
[We are in the retail industry, we have...](#) Anonymous
[50 employees - I report to the Controller. He...](#) Bandy Pair
[I report to our VP of Finance who is essentially...](#) Ashley Rohner
[I report to the president and prefer that.](#) Anonymous
[We report to the CFO.](#) Jennifer Weber
[DOO with about 60 employees. I report to COO.](#) Anonymous
[I am in a small company, I report directly to...](#) Carolyn Schatzberg
[We report to the CEO.](#) Justine Heller

started yesterday, [Anonymous](#) (6 replies)

[Employee paid for training and expects reimbursement](#)

[â€œWould the manager have approved if he...](#) Anonymous
[Were the approval and reimbursement procedures...](#) Todd Saffell

started yesterday, [Eric Emerson](#) (1 reply)

[HR.COM ambassador membership](#)

[â€œTook a look and appears to be more or less like...](#) Darrel Keesee

started yesterday, [Anonymous](#) (15 replies)

[Need advice](#)

[She may need FMLA for psychological...](#) Anonymous
[â€œWe would likely accept her text as her...](#) Anonymous
[Given her circumstances, I'd probably offer her...](#) Ivette Dupuis
[I would accept her resignation. She is...](#) Anonymous
[â€œThank you. It's hard not to have...](#) Anonymous
[â€œThank you for your help.](#) Anonymous
[â€œI, I would give her another chance - Final...](#) Robin Cooley
[I work in a nursing home. I have an...](#) Anonymous

[Do you think she'll sue on her mother's...](#) Anonymous
[When you say "social media", are you...](#) Anonymous
[Definitely review social media and the company...](#) Darrel Keesee

started yesterday, [Anonymous](#) (6 replies)

[How Many Chances...Recruiting](#) [↗](#)

[I agree with previous posters - I leave a...](#) Elizabeth Grein
[This is happening more and more in all...](#) Anonymous
[We could all tell you what we'd do. That...](#) Anonymous

started yesterday, [Anonymous](#) (8 replies)

[Name change](#) [↗](#)

[As long as it's just a request for an email...](#) Albert Correa
[I am trying to learn and not be snarky \(for once...](#) Todd Saffell
[There's a big difference between changing your...](#) Ivette Dupuis
[The employee can amend their email...](#) Anonymous
[Todd, I'm not the same commenter from...](#) Anonymous

started yesterday, [Gina Brainard](#) (9 replies)

[Recruiting](#) [↗](#)

[Yes. I'm hiring for entry-level production and...](#) Michelle Wynia
[Same here. I think about 25% actually show...](#) Anonymous
[In addition to standard job postings and...](#) Anonymous
[I actually hire professionals, social...](#) Anonymous
[By the time I came back, she had...](#) Anonymous
[You are definitely not alone. I'm in Northwest...](#) Andrea Kleinman
[The first week of April, I booked 14...](#) Anonymous
[You are NOT alone. Six months ago, I was asked...](#) Kristina Blankenship

started yesterday, [Anonymous](#) (13 replies)

[Direct deposit](#) [↗](#)

[I believe that you can as a condition of...](#) Anonymous
[That is funny but atleast you Googled it...](#) Anonymous
[NY does NOT allow an employer to mandate...](#) Anonymous
[Please indicate where you got that from?](#) Anonymous
[www.goldbergsegalla.com/resources/news-and...](#) Anonymous
[You are quite correct. It may NOT be a...](#) Anonymous
[Bottom line: you may need written consent. ...](#) Ivette Dupuis
[In NY you must have written consent and you...](#) Anonymous

started yesterday, [Laurel Diver](#) (13 replies)

[Exempt Payperiods](#) [↗](#)

[We are in the retail industry and pay...](#) Anonymous
[Engineering/Consulting - paid one week...](#) Anonymous
[We pay every 2 weeks, on a Friday. Our pay...](#) Patricia Kleber

[We are a 30 EE technology consulting...](#) Anonymous

started yesterday, [Anonymous](#) (11 replies)

[HELP - Terminate To Retain Supervisor?](#)

[The employee was grossly insubordinate to...](#) Anonymous

[I'd terminate Paul not only because he is...](#) Anonymous

[You're not terminating to retain a valued...](#) Anonymous

started yesterday, [Rikisha Hughes](#) (12 replies)

[Employees working on weekends](#)

[Would this time be considered de minimus? ...](#) Anonymous

[Not sure about the amount of time spent but...](#) Anonymous

[Nope! Pay em \(for the backwages too\).](#) Anonymous

[Rikisha As others noted, as the employees...](#) Milagros Ocasio

started yesterday, [Anonymous](#) (21 replies)

[Should I talk to both employees at once?](#)

[I would not meet with 2 complaining...](#) Anonymous

[The manager is aware. What if I said I am the...](#) Roberta Weingarten

[I don't meet with groups about issues. I...](#) Anonymous

[I would suggest that you first meet with...](#) Anonymous

[I would meet with them separately. If it...](#) Anonymous

[The question is very simple. Should I meet...](#) Anonymous

started yesterday, [Anonymous](#) (6 replies)

[Upward Feedback](#)

[Maybe a 360 review is needed.](#) Anonymous

[Hi Allison, I should have asked sooner - how...](#) Mary Dillman

started yesterday, [Anonymous](#) (8 replies)

[Salary vs hourly](#)

[Exempt employees are paid for all hours...](#) Anonymous

started yesterday, [Stella Anup Raja](#) (10 replies)

[SHRM CP](#)

[I'm preparing to test as well. In addition to...](#) Jeanne Bohlen

[I wouldn't focus too much on terminology, if I...](#) Ivette Dupuis

[I take my test early May and it's alot of...](#) Anonymous

[Ed say it is all situational, learn how...](#) Anonymous

[It's impossible to know everything. However...](#) Ivette Dupuis

[Before I started studying I took the...](#) Anonymous

[Like I tell my students, better to score a 68...](#) Ivette Dupuis

[If Ivette created a study session for...](#) Anonymous

[I'm studying as hard as possible for the SHRM-CP...](#) Jennifer Malerich

started yesterday, [Anonymous](#) (3 replies)

[Employee with Bad Attitude](#)

[The answer is you can't. People are made...](#) Anonymous

started yesterday, [Robyn Beresh](#) (2 replies)

[Peanut Allergy](#)

[We have a no scented products prohibition](#) Anonymous

started yesterday, [Loretta Hoover](#) (3 replies)

[Corporate Mataching Gift Program](#)

[We are a company of about 40 people as well. We...](#) Kathleen Zipper

started yesterday, [Anonymous](#) (3 replies)

[Past employee information](#)

[Thank you!](#) Anonymous

[Please make sure that the information you...](#) Anonymous

started yesterday, [Michelle Doran](#) (2 replies)

[Continuous Performance Review Process](#)

[We've been doing quarterly reviews for almost 2...](#) Kathleen Zipper

started yesterday, [Anonymous](#) (6 replies)

[Depression and confidentiality](#)

[Your concern may be an off branch of your...](#) Anonymous

[I agree with 6. Is there any reason to...](#) Anonymous

started yesterday, [Anonymous](#) (16 replies)

[2 Different Tattoo Policies](#)

[I have tattoos on the front and back of my...](#) Anonymous

[I have tattoos on the front and back...](#) Anonymous

[I would rather poke myself in the eye than...](#) Anonymous

started yesterday, [Anonymous](#) (9 replies)

[Documentation of Divorce to Drop Coverage](#)

[I would ask for a copy of the divorce decree. ...](#) Milagros Ocasio

[Our carrier requires the spouse's signature or...](#) Jan Savoie

[If they have pre-tax contributions they...](#) Anonymous

[The divorce decree outlines specifically...](#) Anonymous

[We require the divorce decree, You should...](#) Anonymous

started yesterday, [Anonymous](#) (9 replies)

[I-9](#)

[Review this for how to correct your I9s www.ice...](#) Suzanne Tiner

[I was going to refer the same websites that has...](#) Eliana Martinez

started yesterday, [Nicole Holder](#) (5 replies)

[Personality Profile Assessment Test](#)

[I agree with the previous poster - "Personality...](#) Albert Correa

[We use the DISC Behavioral Assessment](#) Anonymous

[I am a fan of MBTI \(not a validated selection...](#) Ivette Dupuis

started yesterday, [Anonymous](#) (2 replies)

[Contractor/Staffing Firm](#)

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[_](#) [_](#)

[We would typically know before starting a...](#) Peter Giglione

started 2 days ago, [KATHERINE GERLOFF](#) (5 replies)

[Supervisor Handbook](#) [_](#)

[â€œ Would you be willing to share your...](#) Robin Cooley

started 2 days ago, [Anonymous](#) (7 replies)

[Calculating OT - annual bonus](#) [_](#)

[_ Ok, thank you for clarifying. You wouldn't...](#) Anonymous

started 2 days ago, [Anonymous](#) (12 replies)

[Paroled felon](#) [_](#)

[_ # 12 here. Thank you for the clarification,...](#) Anonymous

started 2 days ago, [Jennifer Armstrong](#) (18 replies)

[What have you learned lately?](#) [_](#)

[â€œ That a winner can be humble and caring, and...](#) Michael Smith

[_ Sometimes as an HR Coordinator I know more...](#) Anonymous

[_ That I don't know the ACA law well enough...](#) Anonymous

[_ I learned a few things: I...](#) Anonymous

[_ That I cannot bring a company out of the...](#) Anonymous

[_ That people - no matter how old they are - ask...](#) Ja'Net Christmas

[_ Not learned lately but what is perceived as...](#) Anonymous

[_ What a fun topic! The company I work for is...](#) Anita Ragusa

[_ That the most important thing in a job is to...](#) Susana Guzman-Agle

[_ I'd rather someone ask a "dumb" question...](#) Anonymous

started 2 days ago, [Eric Emerson](#) (5 replies)

[In House drug testing](#) [_](#)

[â€œ , We also do in house testing, but have a...](#) Robin Cooley

started 3 days ago, [Anonymous](#) (14 replies)

[It's Not You, It's Me...](#) [_](#)

[_ We have the same issue but mostly for employees...](#) Susana Guzman-Agle

started 3 days ago, [Anonymous](#) (4 replies)

[Employee Privacy Rights... No More!](#) [_](#)

[_ Not positive from a legal standpoint, but...](#) Anonymous

[_ Same standard.](#) Ivette Dupuis

[_ I think the OP needs to clarify what...](#) Anonymous

started 3 days ago, [Anonymous](#) (41 replies)

[Catering To One Employee's Dieting Needs](#) [_](#)

[_ I am on a very strict diet myself at the moment](#) Jamie Wideman

[_ Our receptionist gets huffy when any...](#) Anonymous

started 4 days ago, [Anonymous](#) (21 replies)

[What would you do? Or is this just hopeless](#) [_](#)

[_ â€œ Couple of suggestions \(and understand that...](#) Anonymous

[Love the mind trick!! I HATE listening to...](#) Anonymous
[I have the same reaction when I see others...](#) Ivette Dupuis

started 5 days ago, [Anonymous](#) (63 replies)

[Interview!](#) [🔗](#)

[Haha! All the honeymoons! I meant...](#) Anonymous

started 9 days ago, [Anonymous](#) (6 replies)

[SHRM-CP](#) [🔗](#)

[â€œCongratulations on earning your...](#) Anonymous

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Apr 21, 2018 11:40 AM
Anonymous

—

I'm looking for what the next step is in my career path. I was in HR Manager for a little over a year at a retail store and now have been a senior HR generalist for a Consulting HR company for 2 years. I would just like to have some feedback on what are some next steps in my career path in HR what kind of positions can I apply for now at this point in time I'm ready for the next steps and unfortunately the company that I'm with doesn't have that opportunity at this time.

Thanks for your advice

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Apr 20, 2018 9:10 PM
[Amy Cosford](#)

Hello. I recently started an internship (in Illinois) and the HR team believes that you can only be exempt on a W-4 or you can only withhold (whatever amount). They believe you can't be exempt in

federal and withhold 0, for instance, in state and vice versa. Could somebody clear this up for me, and perhaps my team?

Amy Cosford
Business Major - HR Concentration
University of Wisconsin-Parkside

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Apr 20, 2018 7:36 PM
Anonymous

—
When is it okay to ask for a Physical Fitness for Duty evaluation/ exam?

We have a couple of employees who are heavy set and they may not be able to meet the physical demands of the job. They worked as a team before but now are working alone, one of them got hurt.

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Apr 20, 2018 8:35 PM
Anonymous

—
I want to add that these employee's made a harassment complaint against a supervisor a few weeks before.

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Original Message:
Sent: 04-20-2018 19:36
From: Anonymous
Subject: Fitness for Duty

—
When is it okay to ask for a Physical Fitness for Duty evaluation/ exam?

We have a couple of employees who are heavy set and they may not be able to meet the physical demands of the job. They worked as a team before but now are working alone, one of them got hurt.

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Apr 21, 2018 7:35 AM
Anonymous

—
When is it okay? When you have justification based on business, job, and safety concerns. Simply observing someone's weight isn't enough. What are the performance and safety concerns? Is anyone losing time for medical reasons and if so, is FMLA applicable? What do you do as a regular practice? Would you be asking this question if the individuals weren't overweight?

[This document is a good start.](#)

Assuming the injury is work-related, we wouldn't allow the person to work without medical clearance. The insurance company would want to see that too.

How does the harassment complaint tie into this? We have part of the stories, and not all the information needed to be of the best help. Can you give us more relevant context?

Anonymousk

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Original Message:
Sent: 04-20-2018 19:36
From: Anonymous
Subject: Fitness for Duty

—

When is it okay to ask for a Physical Fitness for Duty evaluation/ exam?

We have a couple of employees who are heavy set and they may not be able to meet the physical demands of the job. They worked as a team before but now are working alone, one of them got hurt.

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Apr 20, 2018 6:25 PM
Anonymous

—

I am new to this particular company and they have had several HR people within a short period of time. I want to have a small yet interactive meet and greet to get to know and engage with them to help transition smoothly into the new role and boost the morale. Any ideas of what I can do? This is a very busy retail store so time is of the essence. I was thinking maybe setup a booth in the break room and provide snacks and just mingle but that sounds a little boring. First impression is what really matters right?

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Apr 21, 2018 9:12 AM
[Mary Dillman](#)

Congratulations on your new job! I think you are on the right track with your thought to "mingle" with the employees. My suggestion is rather than have the employees come to you, you go out into the store's various departments and greet and mingle with employees. Perhaps arrange with department managers to "job shadow" selected store associates for an hour or so. For the most part, I think you want to do a lot of observation about how the business runs and what the culture is like in the company. Come at this from the perspective of just building relationships first, with employees at all levels of the company. Those insights and relationships will guide you in prioritizing the HR deliverables and services the business needs most in the near future and longer-term to be successful.

Best of luck to you!

Mary Dillman
Flemington

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Original Message:
Sent: 04-20-2018 18:24
From: Anonymous
Subject: New HR Meet and Greet Ideas

—
I am new to this particular company and they have had several HR people within a short period of time. I want to have a small yet interactive meet and greet to get to know and engage with them to help transition smoothly into the new role and boost the morale. Any ideas of what I can do? This is a very busy retail store so time is of the essence. I was thinking maybe setup a booth in the break room and provide snacks and just mingle but that sounds a little boring. First impression is what really matters right?

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Apr 20, 2018 6:24 PM
Anonymous

—
I'm looking for what the next step is in my career path. I was in HR Manager for a little over a year at a retail store and now have been a senior HR generalist for a Consulting HR company for 2 years. Started I was a paralegal for about 8 years. I would just like to have some feedback on what are some next steps in my career path in HR what kind of positions can I apply for now at this point in time I'm ready for the next steps and unfortunately the company that I'm with does not have that opportunity at this time.

Thanks for your advice

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Apr 20, 2018 6:20 PM
Anonymous

—

I new to HR duties and would appreciate any feed back. We have an employee that is currently on salary (Exempt from overtime). She has used all her sick time 40hrs for this year and does not have that many hours left of vacation time. I know if she works half day we still need to pay her for the whole day. If she misses a full day are we allowed to deduct a days pay if she calls in? Or maybe my question should be when is it okay to deduct pay from a exempt-salary employee? She does not have any medical issues and all her reasons as to why vary from she has a stomach ache to her child is sick.

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Apr 21, 2018 7:44 AM
Anonymous

—

Welcome to HR! The DOL offers a series of very good fact sheets, and as a new HR person I would start there with many of these questions. [Fact Sheet 17G](#) has your answers to this one.

If her absences are due to the use of sick time, which you say is for her stomach aches and her child's sickness, then there ARE medical issues. Are you a FMLA-covered employer (50+ employees), and in what state?

Anonymonk

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Original Message:
Sent: 04-20-2018 18:20
From: Anonymous

Subject: Exempt -Pay

I new to HR duties and would appreciate any feed back. We have an employee that is currently on salary (Exempt from overtime). She has used all her sick time 40hrs for this year and does not have that many hours left of vacation time. I know if she works half day we still need to pay her for the whole day. If she misses a full day are we allowed to deduct a days pay if she calls in? Or maybe my question should be when is it okay to deduct pay from a exempt-salary employee? She does not have any medical issues and all her reasons as to why vary from she has a stomach ache to her child is sick.

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Apr 20, 2018 6:19 PM

[Nichele Peck-Glaspie](#)

We have a position that is classified as non-exempt and was vacated last month. We identified a new candidate for the position and the supervisor tells me by the way the position is going to change form non-exempt to exempt.

The duties are:

Responsible for:

- Gift Entry and Donor Acknowledgement
- Database Maintenance, Reporting, and Prospect Research
- Special Event Support
- Volunteer Program support

JOB PURPOSE: The Development Services Specialist is the front line staff member for CYC's Development Services Department and is integral in the execution of the organization's donor cultivation and stewardship processes. This position will be the key staff member entering and acknowledging donations, supporting database maintenance, and ensuring that information is entered timely and accurately. This position also will provide general support for the Development & Communications Department by researching donors, assisting with the annual appeal, supporting special events, and coordinating volunteer groups at Centers.

The supervisor and I met to discuss the duties with reviewing the FLSA guidelines and from the meeting feels that the position is exempt classification. The COO and I discussed the duties with the supervisor and CEO, the first discussion was that it will stay non-exempt. After the discussion, the COO researched FLSA on Administrative Exemption and Discretion and Independent Judgement; COO now feels that the language is so gray how can you really classify the position as non-exempt; went further to say, I'm inclined to possibly debate this one.

My question is if other organizations that may have a similar position can please share the classification for their position. I'm seeking additional resources to support is the position non-exempt or

exempt.

Thanks,

Nichele Peck-Glaspie
Sr. Director of Human Resources
Chicago Youth Centers
Chicago IL

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Apr 20, 2018 8:15 PM
Anonymous

—

Looks non-exempt to me.

DOL

The employee's primary duty must be the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers; and The employee's primary duty includes the exercise of discretion and independent judgment with respect to matters of significance. To meet the "directly related to management or general business operations" requirement, an employee must perform work directly related to assisting with the running or servicing of the business.

This is an admin support position--I think.

Ask the manager why they want it to be exempt. If it's OT avoidance, well.....

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Original Message:
Sent: 04-20-2018 18:19
From: Nichele Peck-Glaspie
Subject: Exempt or Non-Exempt - Development Services Specialist position

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Thanks,

Nichele Peck-Glaspie
Sr. Director of Human Resources
Chicago Youth Centers
Chicago IL

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Apr 20, 2018 5:32 PM
Anonymous

—
Employee traveled overseas on vacation and said airlines messed up her reservations so she couldn't get back on time extending vacation by 6 days. It put a strain on her co-workers, poor service to our customers, etc. She has made this trip before and this is the 1st time there was a delay in her return. Her manager asked to see something from the airlines confirming they messed up her reservations (lost them or something) and she handed him 63 pages - I eyeballed and I couldn't make out heads or tails - much too much to go through. Manager wants some type of corrective action, but how do you address something that is out of the employees' control - or is it? HELP...thanks,

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Apr 20, 2018 5:36 PM
Anonymous

—
We had the same thing happen and we did not ask for documentation nor write the employee up. If the employee provided documentation, why does the manager want to write her up? Just because?

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Original Message:

Sent: 04-20-2018 17:32

From: Anonymous

Subject: 4 day vacation turns into 10 days

—
Employee traveled overseas on vacation and said airlines messed up her reservations so she couldn't get back on time extending vacation by 6 days. It put a strain on her co-workers, poor service to our customers, etc. She has made this trip before and this is the 1st time there was a delay in her return. Her manager asked to see something from the airlines confirming they messed up her reservations (lost them or something) and she handed him 63 pages - I eyeballed and I couldn't make out heads or tails - much too much to go through. Manager wants some type of corrective action, but how do you address something that is out of the employees' control - or is it? HELP...thanks,

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Apr 20, 2018 6:35 PM

Anonymous

—

Things she may have planned staying longer in advance....

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Original Message:

Sent: 04-20-2018 17:36

From: Anonymous

Subject: 4 day vacation turns into 10 days

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Apr 20, 2018 6:36 PM

[Bea Lytle](#)

â€œthinks" she may have planned it in advance

Bea Lytle
HR Manager
Cenikor Foundation
Houston TX

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Original Message:
Sent: 04-20-2018 18:35
From: Anonymous
Subject: 4 day vacation turns into 10 days

â€œthings she may have planned staying longer in advance....

Original Message:
Sent: 04-20-2018 17:36
From: Anonymous
Subject: 4 day vacation turns into 10 days

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From: Anonymous
Subject: 4 day vacation turns into 10 days

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Apr 20, 2018 7:23 PM
Anonymous

—
If this has never happened before, I would not 'punish' on a hunch (i.e. "thinks"). If she had asked for 10 days and been denied, then this happened, I might be more suspect. I think the manager is reaching, unless there is some past behavior you have not shared with us.

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Original Message:

Sent: 04-20-2018 18:35

From: Bea Lytle

Subject: 4 day vacation turns into 10 days

"thinks" she may have planned it in advance

Bea Lytle
HR Manager
Cenikor Foundation
Houston TX

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Apr 20, 2018 7:51 PM
[Richard Burns](#)

As we always do, consider the "whole" person. If it's good employee who has not had performance/behavior problems, take it in stride...

But Consider:

- Did the employee notify manager of the delay and provide updates?
- Was the documentation of the delay a good faith effort or was the "63 pages" just noise (i.e. "here's your stinking documentation")?
- Personally, I I would not spend the \$\$\$ to overseas for 4 days, but if overseas is Nassau, I might do it. If it was Paris, no way...smells.

Bottom line, I think a 6 day overstay is a problem. Do the due diligence, make a good call that is right for the company and the employee.

Best wishes.

Rich Burns SHRM-SCP
Alinear LLC
Reno NV

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Original Message:

Sent: 04-20-2018 17:32

From: Anonymous

Subject: 4 day vacation turns into 10 days

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Apr 21, 2018 7:41 AM

Anonymous

—

I think the bigger problem is the manager's lack of trust of this employee. It's never been a problem, and this is the first time it happens. Someone thinks she was trying to extend her vacation. Did she ask for more time in the beginning, and was that time denied? Why do you think she would do this? Why is she not credible to you?

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Anonymonk

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Original Message:

Sent: 04-20-2018 17:32

From: Anonymous

Subject: 4 day vacation turns into 10 days

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Apr 20, 2018 5:25 PM

Anonymous

—

Soon I will be converting about 6 employees to another company name with its own EIN. Is there any type of letter/document that can be used for "bridging" background checks so that I do not have to incur the cost of running them again?

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Apr 20, 2018 5:29 PM
Anonymous

—

Not that I know of but it would be pretty simple to just draft a memo that states that Company A will accept all background checks that were previously conducted by Company B. List employees who are bridged.

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Original Message:

Sent: 04-20-2018 17:24

From: Anonymous

Subject: Converting Employees to Another Company

—

Soon I will be converting about 6 employees to another company name with its own EIN. Is there any type of letter/document that can be used for "bridging" background checks so that I do not have to incur the cost of running them again?

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Apr 20, 2018 5:34 PM
Anonymous

—

Are they basically just transferring? We have 4 companies and when employee's transfer, we do have them fill out new hire paperwork (everything is online) but we do not run a new background check since they're already an employee.

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Original Message:

Sent: 04-20-2018 17:24

From: Anonymous

Subject: Converting Employees to Another Company

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—

Soon I will be converting about 6 employees to another company name with its own EIN. Is there any type of letter/document that can be used for "bridging" background checks so that I do not have to incur the cost of running them again?

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Apr 20, 2018 5:06 PM
Anonymous

—

â€just got a call from an employee saying that she wasn't sure if she should report something because she wasn't sure if it was true.

She stated she thought that "maybe" a manager and one of their direct reports were dating (which is against company policy.) She stated that she has never seen any proof or seen anything visually that would make her think they're dating and that maybe this manager just favors this employee. She stated that someone else was talking about the 2 of them dating and that's how this came to her attention. She wanted to me to investigate but didn't want me to use her name to ANYONE, not even my supervisor, which is not possible. She said she would try to ask the person that spoke about it why they think the 2 are dating and get back to me.

What would you do next?

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Apr 20, 2018 5:37 PM
[Todd Saffell](#)

Nothing, I don't investigate 3rd hand rumors.

In Todd We Trust

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Original Message:

Sent: 04-20-2018 17:06

From: Anonymous

Subject: Manager and Employee Dating....Maybe?

—

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What would you do next?

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Apr 20, 2018 5:41 PM

Anonymous

—

^^I totally agree. There is so much about her story that is questionable - not worth your time and effort.

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Original Message:

Sent: 04-20-2018 17:37
From: Todd Saffell
Subject: Manager and Employee Dating....Maybe?

Nothing, I don't investigate 3rd hand rumors.

In Todd We Trust

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Apr 20, 2018 4:59 PM
Anonymous

—

Let me start out by saying I am VERY new to HR and that I am the only person who does HR at our business. So, I just received a complaint from an employee that a superior is prying when they are turning in time off for a doctor's appointment, asking what medications they are taking and which doctors they see (and recommending doctors). This employee also left a book out on their desk (not work related), and I guess the superior saw it and started going around the business asking co-workers why the employee was reading the book and why they were seeing a therapist.

The superior should obviously not be asking about medications or doctors, nor should they go around discussing it with other employees. What steps should be taken to handle this? The employee stated they did not want to file a formal complaint, which they kind of did by coming to me anyway, but they don't want anyone to get in trouble.. They just want the superior to stop and know it isn't ok. In my mind the simple thing to do would be to go to the superior and let them know that they should not be doing any of that, but I don't really know what else to do. We do not have anything in our policy that I could really tie to it. Only a small section regarding personal conduct , which is very vague, and then depending on the severity, harassment. Can someone please let me know the steps I should or shouldn't take?

THANKS!!!

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Apr 20, 2018 5:02 PM
Anonymous

Regardless if it's a policy, the superior has to respect the privacy of the employee regarding their doctor appointments, etc. I would have a stern conversation that the behavior is inappropriate and should not continue.

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Original Message:

Sent: 04-20-2018 16:59

From: Anonymous

Subject: Employee complaint

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THANKS!!!

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Apr 20, 2018 5:12 PM
[Judith Dudley](#)

Employer inquiries regarding the use of prescription medications may be prohibited under the ADA in all but a few circumstances. The EEOC has issued guidance explaining the exceptions to the medical inquiries limitations (see below.) You must have a conversation with this manager.

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[Enforcement Guidance on Disability-Related Inquiries and Medical Examinations](#)

Eeoc

Enforcement Guidance on Disability-Related Inquiries and Medical Examinations



1. SUBJECT: EEOC Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees Under the Americans with Disabilities Act (ADA)

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Judith Dudley, SHRM-CP
Director of Human Resources
Austin, TX

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THANKS!!!

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Apr 20, 2018 4:49 PM

Anonymous

—

We have an applicant that applies for almost every position we post. On the occasions that this person has been qualified for the job, we have sent emails to do a phone screening and to date have never received a response. So far, the applicant has applied 13 times in the past 8-9 months. At this time, I want to send an email stating that we will no longer consider her applications because of her failure to respond. I almost feel like it's a game to her at this point, but it does come up when I need to do applicant tracking. Would you send an email or just continue to ignore?

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Apr 20, 2018 5:10 PM

Anonymous

—

as she is probably doing this to show unemployment she is applying for jobs. I would just continue to ignore, but also document the times you have tried to call, et up, etc. Even if you told her she would not be considered, it will not stop her from applying. Whatever her reason, she clearly does not really want to be employed, so your words will have little effect anyway.

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Original Message:
Sent: 04-20-2018 16:49
From: Anonymous
Subject: Persistent Applicant

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Apr 20, 2018 5:35 PM

[Todd Saffell](#)

You should keep reaching out and if she ever replies set up an offsite interview and then no-show. It's poetic justice.

In Todd We Trust

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From: Anonymous
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Apr 20, 2018 4:42 PM
Anonymous

—

We have a number of employees who speak English as a second language. Some are more fluent than others. However, it is a requirement of working here to speak and read basic English. I am creating an Employment Handbook. Am I obligated to publish it in the languages spoken fluently by our non-fluent employees? I ask because it seems to me that once you publish a translation, to some extent, you lose control of what the document actually says. (Since I do not speak Vietnamese, Bengali, etc.) Your feedback and advice are much appreciated!

Thank you,
Heather
â€œ

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Apr 20, 2018 4:47 PM
Anonymous

—

There is no federal law that says you have to provide it. I don't know if there is any state that demands that either. I live in GA where English is two different languages, one for TV and the other you hear every where you go. I know the State of GA doesn't have that. Find out in your state.

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Original Message:
Sent: 04-20-2018 16:41
From: Anonymous
Subject: Handbook - Are Translations Required?

—

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Your feedback and advice are much appreciated!

Thank you,

Heather

â€œ

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Apr 20, 2018 5:27 PM

[Judith Dudley](#)

â€œNo Federal Law, but depending on your population, you may want to.

[EEOC Requires Workplace Translation](#)

Gordonrees



EEOC Requires Workplace Translation

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Judith Dudley, SHRM-CP
Director of Human Resources
Austin, TX

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Thank you,
Heather
â€œ<

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Apr 20, 2018 4:01 PM
Anonymous

—
I apologize if this should be HR101 but I need some clarification. In all of my research, I have found that my company does not yet meet the minimum requirements for the EEO - 1 filing. We are under 100 employees, are not part of any government, school agencies etc. but the company has only been keeping tabs on part of the information that goes on the survey - age, sex but not race.

Am I correct in saying that I should go back and collect the information as we get closer to the employee limit so that I have it and start taking the information for any new hires going forward? If so, what do you think would be the best way to go about getting this information, send out a survey and have each employee fill it out and return it to me separately?

Thank you in advance for any guidance and advice.

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Apr 20, 2018 5:45 PM | [view attached](#)
[Judith Dudley](#)

You can use the attached form.

Judith Dudley, SHRM-CP
Director of Human Resources
Austin, TX

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Original Message:
Sent: 04-20-2018 16:00
From: Anonymous
Subject: EEO - 1 Filing

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Thank you in advance for any guidance and advice.

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Apr 20, 2018 3:48 PM

[Laurie Nelson](#)

I'm evaluating several HRMS platforms: Namely, BambooHR, Oracle, etc. Getting ready to move off our PEO. Does anyone have any feedback on platforms they either love or don't love? Would like to hear some user feedback rather than sales pitch decks.

Laurie Nelson
Head of Operations
Culver City CA

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Apr 20, 2018 3:43 PM

[Eliana Martinez](#)

Hi Hello Everyone ,

I am starting my new job in about two weeks and would like to hear any advice for a first time H.R Manager. I am excited and nervous all at the same time. I would also like to know if anyone can recommend a good NYS labor law book I should have handy or if sticking to SHRM Legal and Compliance a better go to. Anything to help my jitters.

Eliana Martinez SHRM-CP
Kew Gardens Hills

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Apr 20, 2018 4:07 PM

Anonymous

—

Believe it or not, NY's website is pretty informational.

And of course, google is your friend.

Will you be the only HR representation there, or are there others?

Whatever you do, sit back and get to know the key players and earn credibility before recommending changes. Find out who the golden children are and make them your best work friends.

Best of luck to you in your new role!

anon #6 â€œ<

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Original Message:

Sent: 04-20-2018 15:42

From: Eliana Martinez

Subject: New Job New Position Advice?

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Eliana Martinez SHRM-CP
Kew Gardens Hills

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Apr 20, 2018 4:14 PM

[Kristina Blankenship](#)

I would suggest taking point from whoever hired you. Often they can give the best direction of what the company is looking for from someone in your role. I was advised to sit back and get to know the company and employees for the first year by building relationships (and trust) before trying to implement any changes. It has worked well. I just passed my one year anniversary, and am now moving forward with implementing several much needed changes. It gave me the opportunity to create more educated and therefore effective plans for moving forward in the direction we all want the company to go. My hiring manager is my biggest advocate for the implementing of said changes.

Kristina Blankenship
Human Resources Director
Sky Powersports
Lake Wales FL

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Sent: 04-20-2018 15:42
From: Eliana Martinez
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Eliana Martinez SHRM-CP
Kew Gardens Hills

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Apr 20, 2018 4:18 PM

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[Eliana Martinez](#)

Thank you! I will not make any suggestion; I know would do that too. I know I have two people in my department and I think a 3rd one will be hired.

Look out for the Golden Egg- check . I will Fee Fi Foe Fum my way in there . You mean nyc.gov?

Eliana Martinez SHRM-CP
Queens, NY

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Original Message:
Sent: 04-20-2018 16:06
From: Anonymous
Subject: New Job New Position Advice?

—
Believe it or not, NY's website is pretty informational.

And of course, google is your friend.

Will you be the only HR representation there, or are there others?

Whatever you do, sit back and get to know the key players and earn credibility before recommending changes. Find out who the golden children are and make them your best work friends.

Best of luck to you in your new role!

anon #6
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Sent: 04-20-2018 15:42
From: Eliana Martinez
Subject: New Job New Position Advice?

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Eliana Martinez SHRM-CP
Kew Gardens Hills

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Apr 20, 2018 3:21 PM

Anonymous

—

Does anyone have a good virtual leadership training program? We have managers spread out and want to find ways to train them on basic leadership skills. Does anyone have any good recommendations?

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Apr 20, 2018 5:01 PM

[Luana Graves Sellars](#)

Hi there,

My company provides customized online leadership training with certified coaches. If your interested in sharing more about what you specifically are looking to do, I would be more than happy to help you.

Luana Graves Sellars
Talent Curve Solutions & Leathers Milligan
Specialists in Human Capital Management
www.talentcurve.com
www.leathersmilligan.com


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Original Message:
Sent: 04-20-2018 15:20
From: Anonymous
Subject: Virtual Leadership Training!!

—
Does anyone have a good virtual leadership training program? We have managers spread out and want to find ways to train them on basic leadership skills. Does anyone have any good recommendations?

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 Apr 20, 2018 3:12 PM
Anonymous

—
Does anyone have experience with Google Hire? I've never heard of it, but I have a Google rep trying to get on my calendar.

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 Apr 20, 2018 3:05 PM
Anonymous

—

I am in Illinois and we are union.

Back in January we advertised for a position. We narrowed our choices down to three individuals. When the three came in for their interviews we had them sign an authorization to do a background check if they were chosen for the position. We selected our candidate, did the background check, all great. He is now employed. Now, almost three months later we are in need of hiring another individual. We have been in contact with him and he is interested in the position. I have been asked to use his previous signed and dated authorization to run a background check. Is this okay or do I need a new current authorization?

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Apr 20, 2018 3:32 PM

Anonymous

—

It depends. For instance in the state of GA, if you want a state search, you have to have a signed form that is under 90 days. Find out if there is any such thing in your state. It also depends on for how long the release is. The release we get signed says, for 30 days, 90 day, 180 days, throughout my employment. The employee chooses on of the four. If your is the same, unless the candidate picked 180 days, you can't use it. Reputable background agencies do not accept the through out my employment choice and require you to get a new consent.

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Original Message:

Sent: 04-20-2018 15:04

From: Anonymous

Subject: Using an old background check authorization

—

I am in Illinois and we are union.

Back in January we advertised for a position. We narrowed our choices down to three individuals. When the three came in for their interviews we had them sign an authorization to do a background check if they were chosen for the position. We selected our candidate, did the background check, all great. He is now employed. Now, almost three months later we are in need of hiring another individual. We have been in contact with him and he is interested in the position. I have been asked to use his previous signed and dated authorization to run a background check. Is this okay or do I need a new current authorization?

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Apr 20, 2018 4:02 PM

Anonymous

—

Thank you for the information. I will check the document to see if there is a time frame on it.

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Original Message:

Sent: 04-20-2018 15:32

From: Anonymous

Subject: Using an old background check authorization

—

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Apr 20, 2018 2:57 PM
Anonymous

—

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I first interviewed the employee who sent me the text and asked him why he thought the night supervisor was doing such things. He went on to explain that when the night supervisor was hired he knew he looked familiar and realized that the night supervisor had been in prison with his brother for a significant amount of time. He went on to say that perhaps the night supervisor was concerned that this employee would expose his past and that he could potentially lose his job with us.

I interviewed two other night shift employees who verified the information. I pulled the supervisor's personnel file (he's been with us about one month) and although already hired called on his references. I discovered that he was not truthful on his application stating that he was employed ten years more than he actually was. The application asks if you've ever been convicted of a crime (Virginia application) and he said "yes". A background check of this employee was not done because I was on vacation and the hiring manager had a desperate need for someone with his qualifications. I understand that since we did not check his references prior to hiring him we can not terminate him because of what has come to light.

So here is my issue and question. When do you stop punishing someone for their past? If all this is true is it really any of our business? For me, the issue is two-fold, one he should not be sharing employees salaries or talking negatively about an employee with anyone. But more importantly, I'm concerned with the rest of the team talking about and googling this supervisor and sharing whatever they find and then coming to their own conclusions about this person.

We have a "no gossip policy", and "no harassment policy" that can lead to termination. In a way, they are all guilty? Please give me your thoughts on this as I am truly stumped as to what to do and how to be able to move passed this.

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Apr 20, 2018 3:07 PM
[Ivette Dupuis](#)

I'd address with supervisor, but only the issue with his sharing of confidential info.

That's enough, no need to bring up his past in prison or background check.

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:
Sent: 04-20-2018 14:56
From: Anonymous
Subject: Should the past stay in the past??

—

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Apr 20, 2018 4:09 PM
[Kristina Blankenship](#)

I would counsel on the issue of sharing confidential information. End of story. If the past comes up in relation to the new supervisor, counsel the employees talking about it in relation to your no gossip policy...

Kristina Blankenship
Human Resources Director
Sky Powersports
Lake Wales FL

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Apr 20, 2018 4:13 PM

Anonymous

Three separate issues -

Past conviction - sounds like he disclosed it and it wasn't followed up internally so move on.

Inappropriate disclosures, allegedly to marginalize person who has something on him - the reason doesn't matter but if there may have been inappropriate behavior it should be investigated and handled inappropriately

Fraudulent application/lying about work history - we would terminate for this if it came up regardless of the reason we found it.

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Apr 20, 2018 4:26 PM

Anonymous

Sharing someone's confidential information is a fireable offense for me. If he is a supervisor on an entirely different shift, he has no reason to get to this person's file. He still did it to create a problem. If he gets into someone's file to do this, how are you sure that he doesn't collect information to sell? What would you do if he sold someone's SS# or created a Credit card account in someone's name?

Lying in your application is also a good enough reason for firing. I'd get him out of there before you can say Bob's your uncle! Just so you understand, I am not recommending you fire him because he was in prison, but because he is still a problematic employee.

About the gossiping, you just have to chuck this one up to management failure. Your company didn't do its due diligence. So now it is paying for it. Move on!

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Apr 20, 2018 2:54 PM
Anonymous

—
If we ask someone to come in one day prior to their start date to fill out new hire forms, does that count as their new first day of employment? Is that compensable time?

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Apr 20, 2018 3:04 PM
Anonymous

—
Why wouldn't you have the new employee fill out the paperwork on their actual first day? Why have him/her come in a day early?
The day that someone fills out paperwork is the day I consider them to be hired.

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Original Message:
Sent: 04-20-2018 14:53
From: Anonymous
Subject: New Hire Forms Day Before Start Date

—

If we ask someone to come in one day prior to their start date to fill out new hire forms, does that count as their new first day of employment? Is that compensable time?

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Apr 20, 2018 3:07 PM
Anonymous

—
I thought so - its a bad day to start someone bc people are traveling or in offsite meetings, so there's nobody to give out the paperwork and do a proper first day on the day originally scheduled.

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Apr 20, 2018 3:10 PM
[Ivette Dupuis](#)

If mandatory, you'll need to count as first day and pay 'em.

Ivette Dupuis SHRM-SCP
Orlando

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Apr 20, 2018 3:10 PM

Anonymous

—
If no one's going to be there on the hire date to do the paperwork, who's going to be there when the employee shows up to work?

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Original Message:

Sent: 04-20-2018 15:07

From: Anonymous

Subject: New Hire Forms Day Before Start Date

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Apr 20, 2018 3:11 PM
Anonymous

—

Maybe you can postpone the first day to another day when more staff will be in (and welcome this new hire)?

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Original Message:

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Apr 20, 2018 3:23 PM

Anonymous

—

Yes. We provide new hire paperwork about a week in advance in case they want to review them, but we don't require them to complete it until their first week. It sounds like you're requiring it to be completed in advance, so you must pay.

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Apr 20, 2018 3:26 PM

Anonymous

—

I send out new hire forms through email as soon as I get a signed acceptance of the offer letter. Some of these documents I send are consent for background check and release forms for reference etc. I also send the I-9, W-4 etc as well. If they complete and send it back find, if not a day beef or so, I send a reminder to bring all the necessary forms the next day. If someone forgets IDs or important document, I ask to come back when they have it and send them back.

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Original Message:

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Apr 20, 2018 3:41 PM
Anonymous

—
For the IDs, you need to give them 3 days to provide this. You don't send them home that day.
So, if someone starts on a Monday, they have until Thursday to provide the documentation.

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Original Message:

Sent: 04-20-2018 15:25

From: Anonymous

Subject: New Hire Forms Day Before Start Date

—
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Apr 20, 2018 2:40 PM

Anonymous

—

â€œ

Greetings Fellow HR Professionals, I work for a medium-sized Telecommunications company, specializing in wireless products and service. We are primarily a retail business and serve nationally in 26 states. We have fleet and pooled motor vehicles that are used with many of our associates: our Engineers are DOT certified and many associates are assigned vehicles immediately at hire, as the vehicle is an important tool for them in their job. For most of these associates, we include "driving" as a requirement of the job in the job description and require a motor vehicle report to be run at the time of hire as contingency for hire: if they fail this MVR (by not meeting our company standards, which are based on a clean driving record that is devoid of major violations such as reckless driving, driving under the influence, failure to report an accident, etc. for a period of 3 years since the resolution of the incident) they will not pass contingencies and will not be hired. Our challenge is we have a large number of additional associates that do not have an MVR performed at hire, but then subsequently need to drive either on company time (limited miles, but consistently driving for work) or are assigned to a pool vehicle which they have to be Fleet Certified for (requiring MVR) after they are hired. Our goal is to shore-up what positions these are, and then ensure we are running MVRs for the folks that will drive a pooled vehicle at hire. For those not driving a pooled vehicle, and we would just require a valid drivers license at hire. Where we are getting hung up is in situations where we may have a position that requires driving at various amounts, depending on where you are geographically: with these positions, we currently run MVRs on this entire job code. We identified a problem with this approach for some of these positions, as we sometimes have to reject a candidate because of their poor driving record, but for the location they are applying for they actually would NOT need the MVR because of geography. For example, a store manager located in say New Hampshire, would need to drive to two different stores and for store meetings; driving would be a requirement of the job due to the amount of driving, and the candidate would have to have a valid driver's license and pass an MVR at hire due to the amount of driving. They may become fleet certified as well for a pooled fleet vehicle. That said, for this same position in say, New York City, the candidate would be able to visit all of their stores and attend meetings by taking a train, bus, taxi, etc. and thus not need the driver's license. Most store managers will need the MVR run and so we will include it in the contingency. But, not all store managers need to drive. So, for those that might fail and don't need to drive due to geo-location, the question becomes "how could we approach this without having two different job descriptions with different requirements?" I'm curious about the above situation (what ways this could be handled-one job scrip that contains MVR requirement, but in geo locations where it is not needed, avoiding the MVR), and I'm also curious to ways others are approaching using MVR as a contingency for hire in general-when do you apply it and under what situations? We don't want to run one for every job that has some level of driving because of complicating the requirements/process and also due to cost. We will run one for every person who is assigned a vehicle, bar none. We are stuck on those positions that might have both lots of driving ("sometimes") and that same position in some places having very little driving...

Thoughts?

...discuss :)

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Apr 20, 2018 2:39 PM
Anonymous

—

When an employee leaves our company, we pay out any remaining vacation time. Sick time is use it or lose it. A lot of times they will give notice but use at least a few sick days before they leave. It happens and the bosses are mostly ok with it. My questions is this... can the boss make an employee leave sooner than the date given on their notice and make them use their vacation time to cover their checks until then?

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Apr 20, 2018 4:21 PM
Anonymous

—

Our company doesn't pay any vacation or sick time once you give notice to leave. We have a use or lose it policy clearly outlined in our EE handbook. They consider your notice, your resignation (no matter the date). Also, since we are in FL (an at -will right to work state), we do not have to allow you to work out your offered notice. Notice is what the employee is willing to work, the employer is not obligated to let them work it out. In the event we accept the notice and the EE shows up to work the entire notice (which is rare), no paid time off is given or paid out.

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Original Message:

Sent: 04-20-2018 14:38

From: Anonymous

Subject: Resignation and Vacation Time

—

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Apr 20, 2018 9:11 PM

Anonymous

—

OP here... it clearly states in our handbook that any unused vacation time will be paid out at separation but sick time will be lost. We have an employee who gave a month's notice and offered to stay to help us through a very busy time. The boss accepted the notice and said thanks for staying to help. Today he approached the employee and "suggested" they use their vacation time up so he won't have to pay it out.

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Original Message:

Sent: 04-20-2018 16:21

From: Anonymous

Subject: Resignation and Vacation Time

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Apr 21, 2018 7:30 AM

Anonymous

—

You are going to pay the vacation time one way or the other. I think the decision is based on how much you need that person there to help and what kinds of positive contributions the employee will make. When we accept resignations and allow people to stop working, we pay out the notice period AND the unused PTO.

How much is the payout?

Anonymonk

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Original Message:

Sent: 04-20-2018 21:10

From: Anonymous

Subject: Resignation and Vacation Time

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Apr 20, 2018 2:26 PM

[Kerri Murphy](#)

âThe GDPR (General Data Protection Regulation) law goes into effect in the European Union next month, and US companies with employees in the EU are expected to comply. What is not clear to me is whether our company must comply, as we do not do any business in the EU. We do, however, have employees who are EU citizens that are here in the US working on temporary visas. Is their HR data subject to protections of this EU law?

Kerri Murphy SHRM-CP

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Apr 20, 2018 5:28 PM

Anonymous

—

My understanding is that it affects EU citizens, period, so I would say yes it would affect your people.

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Original Message:

Sent: 04-20-2018 14:26

From: Kerri Murphy

Subject: GDPR - General Data Protection Regulation

â€¢The GDPR (General Data Protection Regulation) law goes into effect in the European Union next month, and US companies with employees in the EU are expected to comply. What is not clear to me is whether our company must comply, as we do not do any business in the EU. We do, however, have employees who are EU citizens that are here in the US working on temporary visas. Is their HR data subject to protections of this EU law?

Kerri Murphy SHRM-CP

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Apr 20, 2018 2:25 PM

Anonymous

â€¢One of my employees is receiving on the job training to take on additional responsibilities. The goal is for her to transition to the next position level in order to provide some relief to others currently in the role. The attempt at training has been over the course of maybe the last 12 months. The employee, however, keeps saying that she's not able to take on the additional responsibilities because she's not being trained in a way that compliments her learning style. She's also saying that she's not able to meet her performance goals because she's not being trained in the manner that compliments her learning. Is there any obligation to "compliment" her learning? What role does she play in taking responsibility for learning the new tasks? Any feedback is appreciated.

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Apr 20, 2018 2:28 PM
Anonymous

—

A good trainer trains to the way best suited to the learner.

That being said, she's been being "trained" for a year now. Unless she has a disability you're not addressing, it's time to put her back into her previous role and find someone else who can pick up the responsibilities.

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Original Message:
Sent: 04-20-2018 14:24
From: Anonymous
Subject: Learning Style

—

One of my employees is receiving on the job training to take on additional responsibilities. The goal is for her to transition to the next position level in order to provide some relief to others currently in the role. The attempt at training has been over the course of maybe the last 12 months. The employee, however, keeps saying that she's not able to take on the additional responsibilities because she's not being trained in a way that compliments her learning style. She's also saying that she's not able to meet her performance goals because she's not being trained in the manner that compliments her learning. Is there any obligation to "compliment" her learning? What role does she play in taking responsibility for learning the new tasks? Any feedback is appreciated.

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Apr 20, 2018 2:56 PM
Anonymous

—

She definitely has some ownership for this. Has she provided you (the company) with information about what type of learning she needs? You don't have to guess. She needs to communicate her needs.

If she has a covered disability under ADA, then you enter into the interactive process to evaluate what you can do to reasonably accommodate her disability.

If we are talking about a learning style preference (with preference being the operative word), then that's a different discussion. For most people, learning by doing is the most effective way to learn. Maybe she should try that.

Here's what really concerns me. She's not meeting current performance goals. Why in the world are you training her for a promotion and additional responsibilities?

Moon Willow

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Sent: 04-20-2018 14:24
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Apr 20, 2018 3:16 PM
Anonymous

—

If she knows enough about learning styles to know what hers is, then she should also know enough to make sure she is adapting to what's being offered so that she can pick up on the new material. If she's been training for 12 months and still can't get it, perhaps she isn't the right fit for this new position. Or, perhaps knowing you're looking elsewhere for a better fit will help her have a miraculous learning "breakthrough."

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Original Message:
Sent: 04-20-2018 14:24
From: Anonymous
Subject: Learning Style

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Apr 20, 2018 3:37 PM

[Mary Dillman](#)

Agree with points made. I think the employee's manager needs to "dig a bit deeper" with the employee about not being able to pick up the additional responsibilities; it may have nothing or very little to do with the training. Is this a new training program, or have other employees successfully completed it and moved to the new role?

Mary Dillman
Flemington

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Apr 20, 2018 2:10 PM
Anonymous

—

Hi there,

I am working towards implementing online training for the company, and am wondering what topics does your company focus on for online training and who do you use for delivering the training. We use ADP and I am reviewing their online training to see if their content is good and if it covers everything needed. E.g. Harassment Prevention

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Apr 20, 2018 5:09 PM
[Luana Graves Sellars](#)

Hi there,

I see that you are looking for online training. My company specializes in online training based specifically on your companies requirements for compliance. If your interested in talking, I would be more that happy to help you customize a program that would fit your needs.

Luana Graves Sellars
Talent Curve Solutions & Leathers Milligan
Specialists in Human Capital Management
[www.talentcurve.com](#)
[www.leathersmilligan.com](#)

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Original Message:
Sent: 04-20-2018 14:09
From: Anonymous
Subject: Mandatory Online Compliance Training

Hi there,

I am working towards implementing online training for the company, and am wondering what topics does your company focus on for online training and who do you use for delivering the training. We use ADP and I am reviewing their online training to see if their content is good and if it covers everything needed. E.g. Harassment Prevention

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Apr 20, 2018 1:53 PM

[Barb Ronk](#)

There has been a week of odd happenings! We had a part time employee start on Monday as a delivery driver for our parts department. He worked a few hours and did not come back the next day. His manager called him and was told that he was not returning, would not be returning his new hire forms, and does not need paid for the hours worked on Monday. What do I do about this? Document it on his timecard?
Have a great weekend!

Barb
Payroll/HR Admin
PA

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Apr 20, 2018 1:54 PM
Anonymous

I would pay whatever the rate was for the number of hours that you show worked. If I didn't have enough information for a payroll system, i would do a quick calc/manual check.

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Original Message:

Sent: 04-20-2018 13:52

From: Barb Ronk

Subject: employee worked for a day, doesn't want paid??

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Barb
Payroll/HR Admin
PA

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Apr 20, 2018 1:55 PM
Anonymous

—
You pay him as best you can.
This is why those forms should be completed before someone gets out into their work day.
Hope you got the I-9. If not, put a notation on it in your termed I-9 files.

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PA

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Apr 20, 2018 1:56 PM
Anonymous

â€¢ If you have the documented time card and you have the SSN - pay him and document why there is no other paperwork. If you don't have the information available to process a check, then just document. You might call the DOL for guidance. I would not want to be hit with a claim and a 30 day penalty for non-payment of wages (he may run this scam, who knows?) just because he says he does not want to be paid.

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Apr 20, 2018 1:34 PM
Anonymous

—

—
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Apr 20, 2018 1:39 PM
Anonymous

—

I just pay out the waiting period.
If you pay beyond that and she gets approved, you'll need to notify the carrier and they'll need to make adjustments to benefits paid to the employee. it just becomes a mess and more time than it's worth when you pay beyond the waiting period.


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Original Message:
Sent: 04-20-2018 13:34
From: Anonymous
Subject: How do you handle - Short Term Disability?

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 Apr 20, 2018 1:40 PM
Anonymous

—
We have a waiting period of 7 days before STD kicks in. Does this apply?

If this time passed, we would continue to apply PTO until we had a final determination. Then we would work with the carrier on adjustments. Even if the employee was denied, they would still use PTO to cover the time out.

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Apr 20, 2018 2:06 PM

Anonymous

—

â€”/50. Anyone else?

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From: Anonymous

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Apr 20, 2018 2:21 PM

Anonymous

50/50 What?

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From: Anonymous

Subject: How do you handle - Short Term Disability?

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Apr 20, 2018 2:22 PM

Anonymous

The responses received so far are a split decision.

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Original Message:

Sent: 04-20-2018 14:21

From: Anonymous
Subject: How do you handle - Short Term Disability?

—

50/50 What?
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Apr 20, 2018 6:18 PM
Anonymous

—

âWe pay only the waiting period, and then can pay 'coordination' amounts of PTO (if the employee wants to) since STD does not make the employee whole.

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Original Message:
Sent: 04-20-2018 14:22
From: Anonymous
Subject: How do you handle - Short Term Disability?

—

âThe responses received so far are a split decision.
Original Message:
Sent: 04-20-2018 14:21
From: Anonymous

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Subject: How do you handle - Short Term Disability?

—

50/50 What?

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Sent: 04-20-2018 13:34

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Subject: How do you handle - Short Term Disability?

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Apr 20, 2018 6:21 PM

Anonymous

—

Are you saying that if she isn't approved for STD you would pay out her sick or vacation to cover and that's why you're not sure what to do without knowing the outcome of her application? In some states you would need the employee's authorization to pay wages (accrued vacation counts).

I would not pay any additional amount past the waiting period unless the claim is denied and the employee then requests the use of accrued vacation.

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Apr 20, 2018 1:30 PM

[Melanie Foley](#)

Hello,

We are considering transitioning Employment Verification services from our internal HR Support Services group to a 3rd party vendor. Has anyone had experience with this and if so, what were the challenges/issues that came up and are you happy you made the change?

Things we are concerned about:

- level of customer service- currently we provide some verifications over the phone, but the new provider will only give electronic verifications. This may cause some delays but also will increase the level of security so may still come out as a benefit

- verifier having to pay for verifications- currently there is no charge to anyone for verifications, but going forward a vetted verifier will need to pay for each employment verification (excluding government verifiers and also employees can obtain one verification per year for no charge). It seems as though many large verifiers would already be accustomed to having to pay for reports so they have just gotten lucky up until this point that there has been no charge?

Any other thoughts or warnings?

Thanks!

Melanie Foley SHRM-CP
Tufts University
Medford MA

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Apr 20, 2018 1:14 PM



Anonymous

We are putting together an Ambassador Program of sorts (not brand ambassador)...more of a formal onboarding program using long term employees to be ambassadors/mentors, whatever you choose to call them.

I'm wondering for those who already have a program and a "committee" of sorts :

A) Do you have an Ambassador Program Mission/Values/Goal Statement you'd be willing to share ?

B) Do you just do all of the onboarding tasks with the employee or do you formally address with them that you have an Ambassador program for reasons A,B,C and they can expect to have periodic contact with specific Ambassadors for reasons A,B,C ?

I hope this makes sense... Part of me just wants to do to make sure we are doing what we need to behind the scenes to be sure employees are informed, engaged, etc....but part of me thinks they should know we care enough to really put effort into making sure these things are happening and we value any feedback to always help us be better as a company ?

Thank you

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Apr 20, 2018 4:43 PM

[Carolyn Schatzberg](#)

We don't have an ambassador program but this is how I handle onboarding - I have all employees send a reply email accepting the offer letter. I reply, letting them know a few days before they start I will send them a welcome packet with a questionnaire. The questionnaire is a just a few questions about them - what they like to do for fun, do they have any siblings nothing invasive or too personal. I share the answers with their new team and the training manager. This gives everyone a chance to find something in common and make breaking the ice a little easier especially in the breakroom that first day.

When they start I sit with them for the better part of the first morning, have them do all of the paperwork and give them an introduction to the company. We are a small office so I take them on a tour introduce them to everyone and then hand them off to the training manager to start their learning.

They are assigned a mentor - someone in their department who they will work closely with as the training program comes to a close to help assist them with any questions they may have. I hope this helps.

Carolyn Schatzberg
HR Manager

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Bethpage, NY

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Original Message:

Sent: 04-20-2018 13:14

From: Anonymous

Subject: Do you have a formal onboarding program

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Thank you

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Apr 20, 2018 1:12 PM

Anonymous

Happy Friday!

I have a candidate with the skill set that we are looking for. We are eager to fill out the position. This candidate is the most qualified candidate that we have in the past few months and his expected compensation is within our range. We have 0 tolerance with drug and alcohol as many complies do. We also require all employees to have drug test when they are hired. With the medical marijuana is legal in California, can I deny to hire him because his drug test is positive (although he has the prescription)?

Thank you!

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Apr 20, 2018 1:51 PM
Anonymous

—

In Coates V Dish Network, the Colorado supreme court said you can fire people for testing positive even though he had a prescription for marijuana and no one believes he is abusing the system. He is quadriplegic. On the other hand, Bill Maher says, "apparently everyone in California has a glaucoma because everyone has a certificate for Marijuana use". Unless the state of California has a statuet to cover those, you are within your rights to not hire him.

Original Message:
Sent: 04-20-2018 13:12
From: Anonymous
Subject: Candidate with marijuana prescription

—

Happy Friday!
I have a candidate with the skill set that we are looking for. We are eager to fill out the position. This candidate is the most qualified candidate that we have in the past few months and his expected compensation is within our range. We have 0 tolerance with drug and alcohol as many complies do. We also require all employees to have drug test when they are hired. With the medical marijuana is legal in California, can I deny to hire him because his drug test is positive (although he has the prescription)?

Thank you!

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Apr 20, 2018 12:56 PM
Anonymous

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Apr 20, 2018 1:03 PM
Anonymous

What sort of role?

A medical marijuana prescription does not mean this person will be high everyday. Assuming they are taking prescribed amount that should not get them "party" high.

Does your zero tolerance policy also account for all prescriptions?

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Original Message:

Sent: 04-20-2018 12:55

From: Anonymous

Subject: Candidate with marijuana prescription

Happy Friday!

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Thank you!

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Apr 20, 2018 1:11 PM
Anonymous

—

I am in NY where medical marijuana is permissible.
However, marijuana is still illegal Federally and that's the stance we continue to take.

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Original Message:

Sent: 04-20-2018 12:55

From: Anonymous

Subject: Candidate with marijuana prescription

—

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Thank you!

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Apr 20, 2018 2:24 PM
Anonymous

—

I think you have to treat this as you would for any other prescription. If he is legally taking it then I wouldn't see the reason not to hire him so long as he is not impaired while working.

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Thank you!

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Apr 20, 2018 2:30 PM
Anonymous

—

"I think you have...."

No. You do not.

Marijuana is still illegal Federally.

Some states MAY have stipulations regarding medical marijuana, however, not all do.

"Thinking" a company should and being "required to" are two completely different things.

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Sent: 04-20-2018 14:24

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Thank you!

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Apr 20, 2018 2:32 PM

[Kerri Murphy](#)

Same here in Florida. We are a completely drug-free workplace, we follow federal law, do not recognize medical marijuana as a legitimate prescription. All employees and candidates are notified of this in advance.

To OP: I would not suggest making an exception for one person. Follow your policy, or change your policy.

Kerri Murphy SHRM-CP

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Original Message:
Sent: 04-20-2018 13:02
From: Anonymous
Subject: Candidate with marijuana prescription

—
What sort of role?

A medical marijuana prescription does not mean this person will be high everyday. Assuming they are taking prescribed amount that should not get them "party" high.

Does your zero tolerance policy also account for all prescriptions?
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Sent: 04-20-2018 12:55
From: Anonymous
Subject: Candidate with marijuana prescription

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Thank you!

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Apr 20, 2018 2:40 PM
[Ivette Dupuis](#)

Even CA courts have said you don't need to accommodate medical marijuana use.

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:

Sent: 04-20-2018 13:02

From: Anonymous

Subject: Candidate with marijuana prescription

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Sent: 04-20-2018 12:55

From: Anonymous

Subject: Candidate with marijuana prescription

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Thank you!

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Apr 20, 2018 2:45 PM

Anonymous

—

With it legal here in California, we've modified our policies to treat it like alcohol. Basically, what you do on your own time is your own business but we have a zero tolerance while working or operating a company vehicle. We would hire someone who tests positive to marijuana, but no other drugs, especially if they have a prescription. We would, however, make it very clear that they cannot "medicate" while they are on the clock.

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Original Message:

Sent: 04-20-2018 12:55

From: Anonymous

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Thank you!

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Apr 20, 2018 12:54 PM

Anonymous

—

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Apr 20, 2018 1:39 PM
Anonymous

—

What would you do if you found another Rx drug in his system? I would treat this the same way.

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Original Message:
Sent: 04-20-2018 12:53
From: Anonymous
Subject: Candidate with Marijuana prescription

—

Happy Friday!
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Thank you!

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Apr 20, 2018 12:51 PM
Anonymous

—

Hi Everyone

Can someone let me know if there are any rules/regulations that would require a company to count a temps service time if hired a a full time employee? If so, what must the temp service time be used for? Would a company just give the newly employee person an adjusted service date ? What date would be used for if severance were to come into play down the road ?

If there is a specific link or reg I should read, please point me in the right direction.

Thanks.

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Apr 20, 2018 12:56 PM
Anonymous

—
First, we need to eradicate the notion of "permanent" employment. I like to use "temp to regular".

If this was a temporary employee hired by the employer, I would adjust service date. If this was a temp employee through a temp agency, we would not adjust service date but start with day one of hire with the company.

AJ

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Original Message:

Sent: 04-20-2018 12:50

From: Anonymous

Subject: Temp to Perm

—
Hi Everyone

Can someone let me know if there are any rules/regulations that would require a company to count a temps service time if hired a a full time employee? If so, what must the temp service time be used for? Would a company just give the newly employee person an adjusted service date ? What date would be used for if severance were to come into play down the road ?

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Thanks.

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Apr 20, 2018 1:12 PM
Anonymous

Temp time through an agency is counted towards FMLA.

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Original Message:
Sent: 04-20-2018 12:50
From: Anonymous
Subject: Temp to Perm

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Thanks.

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Apr 20, 2018 1:18 PM
Anonymous



Temp hours are also considered in state sick leave and state leave time in Oregon.

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Original Message:
Sent: 04-20-2018 13:12
From: Anonymous
Subject: Temp to Perm

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Apr 20, 2018 12:49 PM
Anonymous



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Thank you!

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Apr 20, 2018 12:22 PM

Anonymous

Happy Friday!

I had a phone interview yesterday and I felt very prepared and excited. However, the second I got on the phone I became really nervous and I can tell he was picking up on it. However, once we started discussing my experience and the behavioral questions I was able to bring it back in and felt very comfortable. After each of the behavioral questions, he would say "That is a really great answer". I should hear back sometime today in regards to the next step of the interviewing process. He also mentioned pay, and I told him what I would like to make and he said, "That is right there in our range and would be no problem." I could not really read the interviewer on their thoughts but hopefully my nervousness was not an automatic rejection.

My question is, if an applicant is obviously nervous is it an instant turn off? And...if you do get nervous, how do you overcome that during the interview process? I feel like I actually have done better in the past when the interview was face to face.

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Apr 20, 2018 12:26 PM

Anonymous

—

It depends on the role and if they recover from it. I've spoken to plenty of candidates who sounded nervous at first and then recovered, brought them in for an in-person and their nerves were under control, and they worked out perfectly fine. I probably wouldn't hire a receptionist or customer service person who gets very nervous on the phone, because it can make customers think the person is unsure of what they're saying.

For interviews in general, my advice is always to remember that interviews are two-way conversations to determine fit. You're interviewing them as much as they're interviewing you. Don't let yourself get into the mindset that you're being interrogated or that this is a conversation to determine your worth as an individual. Works well for dating too. ;)

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Original Message:

Sent: 04-20-2018 12:21

From: Anonymous

Subject: Nervous during the phone interview

—

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Apr 20, 2018 12:27 PM

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Anonymous

—

For me, nervousness isn't a turn off. It's all in how the questions are answered. I remember interviewing and how nerve wracking the process can be, so I tend to be more understanding of a candidate who may be newer to the process. I'm sure you did great =)

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Apr 20, 2018 12:45 PM

Anonymous

—

Okay. Thank you for the advice.

This is for an HR coordinator role. I was nervous but once I was able to show case my experience and understanding of the role, I felt like the conversation flowed a lot easier after that. The biggest

issue I have, is when I get nervous I sometime's start to babble on and forget to breath and just end up sounding winded. So that is how this interview started out. LOL.

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Apr 20, 2018 12:15 PM

Anonymous

—

Hello! Just curious...how do you guys prefer to receive salary increase requests, via email or in-person? Also, do you require an employee to outline why they deserve the increase. What criteria do you use to determine eligibility?

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Thanks.

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Apr 20, 2018 12:21 PM
Anonymous

—

We assign pay increases in alignment with the performance evaluations.

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Original Message:

Sent: 04-20-2018 12:14

From: Anonymous

Subject: Requests for raises

—

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Thanks.

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Apr 20, 2018 12:22 PM
[Ja'Net Christmas](#)

Are these requests happening during performance review/merit increase time or are they random occurrences?

Ja'Net Christmas
Washington

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Thanks.

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Apr 20, 2018 12:30 PM
Anonymous

—
These are random requests as we are now trying to implement a review/evaluation process. Some employees have not received increases in up to four years....

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Original Message:
Sent: 04-20-2018 12:21
From: Ja'Net Christmas
Subject: Requests for raises

Are these requests happening during performance review/merit increase time or are they random occurrences?

Ja'Net Christmas
Washington

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Apr 20, 2018 12:33 PM
Anonymous

—

These are random requests as we are now trying to implement a review/evaluation process. Some employees have not received increases in up to four years....

Anonymous, 04-20-2018 12:30

I think you have a more systemic problem that you need to address. Start with developing and implementing formal review/evaluation process that then leads to performance based increases on an annual basis. For those who haven't had increases for a couple of years, I would also conduct an updated benchmark analysis - see how your compensation levels are compared to market for comparable positions and then apply market adjustments to get them caught up.

AJ

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From: Ja'Net Christmas

Subject: Requests for raises

Are these requests happening during performance review/merit increase time or are they random occurrences?

page 98 of 245

Ja'Net Christmas
Washington

Original Message:
Sent: 04-20-2018 12:14
From: Anonymous
Subject: Requests for raises

—
Hello! Just curious...how do you guys prefer to receive salary increase requests, via email or in-person? Also, do you require an employee to outline why they deserve the increase. What criteria do you use to determine eligibility?
Thanks.

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Apr 20, 2018 12:36 PM
Anonymous

—
I do not entertain raise requests directly from employees.

If an employee wants an out of cycle increase, they can ask their manager. The manager will decide if its something they want to pursue before it ever gets to HR.

The manager creates justification and an amount. I also pull market data and comps and also make a recommendation to the manager. We determine if it fits our guidelines and budget, we may seek additional approvals if the increase % is above a certain amount or high to market.

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Apr 20, 2018 12:44 PM

[Ja'Net Christmas](#)

I agree with all of the above. There should be some formal process for reviewing and increasing salaries/wages.

Ja'Net Christmas
Washington

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Original Message:
Sent: 04-20-2018 12:35
From: Anonymous
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Apr 20, 2018 12:47 PM

Anonymous

—

That's a great place to start. Thank you.

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Original Message:

Sent: 04-20-2018 12:33

From: Anonymous

Subject: Requests for raises

—

These are random requests as we are now trying to implement a review/evaluation process. Some employees have not received increases in up to four years....

Anonymous, 04-20-2018 12:30

I think you have a more systemic problem that you need to address. Start with developing and implementing formal review/evaluation process that then leads to performance based increases on an annual basis. For those who haven't had increases for a couple of years, I would also conduct an updated benchmark analysis - see how your compensation levels are compared to market for comparable positions and then apply market adjustments to get them caught up.

AJ

Original Message:

Sent: 04-20-2018 12:30

From: Anonymous

Subject: Requests for raises

—

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Sent: 04-20-2018 12:21

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Thanks.

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Apr 20, 2018 12:49 PM

Anonymous

—

Wow! Thank you. This community is such a great tool.

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Original Message:

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Apr 20, 2018 12:14 PM

[Paula Dean](#)

â€œWe would like to use a third-party company to do background checks on potential hires. Does anyone have a specific company that they would recommend? We are in Texas and New Mexico.

Paula Dean
Director of Finance and Administration
Capital CDC
Austin TX

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Apr 20, 2018 12:15 PM
[Erica Berthen](#)

We are in New York, but we use Scherzer International (they are located in California), and they are very thorough. If you want my contacts info, I'll be happy to share it.

Erica Berthen
Chernoff Diamond & Co., LLC
Uniondale NY

Original Message:
Sent: 04-20-2018 12:13
From: Paula Dean
Subject: Third-party background check - company recommendations

â€œWe would like to use a third-party company to do background checks on potential hires. Does anyone have a specific company that they would recommend? We are in Texas and New Mexico.

Paula Dean
Director of Finance and Administration
Capital CDC
Austin TX

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Apr 20, 2018 12:45 PM
Anonymous

—

We use First Advantage. Have been happy with it so far.

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Director of Finance and Administration
Capital CDC
Austin TX

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Apr 20, 2018 2:49 PM
[Roberta Weingarten](#)

Various employers have used Sterling Backcheck and HireRight. There's another one but the name is escaping me...

Roberta Weingarten, PHR, SHRM-CP

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Austin TX

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Apr 20, 2018 2:53 PM
Anonymous

—

Validity Screening Solutions.

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Director of Finance and Administration
Capital CDC
Austin TX

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Apr 20, 2018 3:15 PM

[Jenna Donatell](#)

Hello,

I have used Hire Right and Atlantic Screening. Both were good, price was a bit better with Atlantic but hire right integrated to our onboarding system and made it a seamless process. If you are looking for good customer service and a representative located in the US, I would go with Atlantic. They are located in FL but I used them for both our Florida and Minnesota offices. Hope that helps! Best of luck!

Jenna Donatell SHRM-CP
HR Manager
Retail Construction Services
Lake Elmo MN

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Director of Finance and Administration
Capital CDC
Austin TX

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Apr 20, 2018 4:50 PM

[Karla Kammerer Shedd](#)

I'm currently using Shield Screening (I seem to think they are based in California) and have been happy so far with price and response time....

kkshedd

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Director of Finance and Administration
Capital CDC
Austin TX

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Apr 20, 2018 12:12 PM

[Sarah Perry](#)

Our organization has decided to participate in some of the applications of best places to work. We have decided that our employee's deserve to be recognized as part of an organization that is best in

class....as they are the key factor in what we believe to be a great place to work.

As I am researching the number of applications and groups that promote this type of designation, I am wondering what other professionals have chosen to participate in and why?

There seem to be alot out there and I would like some direction and feedback on those that seem to be most reputable and have delivered a positive experience for you.

Thanks in advance for any feedback you can provide on who you have worked with and any tips for the experience!

Sarah Perry SHRM-SCP
Vice President of Corporate Affairs
Falcon Plastics, Inc.

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Apr 20, 2018 12:28 PM
Anonymous

—
To me, this is very specific to your organization. There are Best Places to Work awards sponsored by local newspapers or business organizations and there are Best Places to Work awards sponsored nationally or regionally by professional or industry organizations. I guess it depends on what you are looking to gain from this pursuit.

Best Companies Group and Workforce Dynamics are two reputable organizations that administer these types of programs. You can look for different awards on the Best Companies Group website; a search of those awards will show you which ones are well publicized.

-The HRWitch

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Original Message:
Sent: 04-20-2018 12:12
From: Sarah Perry
Subject: Best place to Work applications

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Sarah Perry SHRM-SCP
Vice President of Corporate Affairs
Falcon Plastics, Inc.

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Apr 20, 2018 12:11 PM
Anonymous

—

Hello,

Our company is based in Texas. However, an employee is moving to Florida and will be working remotely from there as current Head of Security. What all do I need to do to make sure I'm in compliance with FL and the tax implications. Do I have to file for nexus there as well? Any help is appreciated.

Thanks!

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Apr 20, 2018 12:29 PM
Anonymous

I am definitely not the expert, but we had the same scenario - ee moving to Florida. Our CFO handled the back office items, so I don't 'know it all' but I do know we had to get a business license in FL and have to pay FL UI tax. Obviously, we also had to set up a FL tax table for his payroll.

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Original Message:

Sent: 04-20-2018 12:10

From: Anonymous

Subject: Our Co. is in TX but we have an employee relocating to FL

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Thanks!

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Apr 20, 2018 12:35 PM
[Antonio Morales](#)

You also need to set up your WC for Florida. Make sure your carrier is licensed in that state. Side note: if your NCCI rating is over a 1.1, you will have to pay a surcharge, which is considerable. Florida is weird about the WC stuff.

Tony Morales
MSHR
SER National

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Irving

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Thanks!

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Apr 20, 2018 1:54 PM

[Melinda Flores](#)

Thanks for the reply!

Melinda Flores

Free Speech Systems, LLC

Austin TX

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Apr 20, 2018 12:10 PM

[Rashell Carter](#)

I'm working with a start up MLM company. I set up the entire HR department including a HRIS system and Electronic filing system. Another vendor is now changing the entire process trying to save the company money. They are using Hub Spot and Panda doc to do what the HRIS was doing. **Is this a good idea?** I'm afraid of future continuity problems that may arise. Also, the HRIS system I found took a lot of the responsibility off of us. **Am I concerned for nothing?**

Rashell Carter
Conyers

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Apr 20, 2018 3:21 PM

[Kyle O'Donnell](#)

Hi Rashell,

I am in the document management software (DMS) industry and will be the first to tell you that DMS and CRM does NOT equal HRIS.

Hubspot is a free CRM that is free because it is designed for salespeople... not for HR function. Hubspot makes their CRM free because they want you to ultimately use their other paid-version apps which are designed for salespeople.

PandoDoc is an expensive "entry-level" document management software that while it has an HR themed page on their website you can clearly see that its focus is sales-related... not for HR function. In order to integrate with HubSpot you are already talking about \$39 per user per month (billed annually). That is not cheap.

I do not know the details of your company organization, # of employees or even the maintenance costs of your HRIS/filing system.. but for a company that already invested the time and money into an HRIS (which is the best thing you can do for HR compliance) I see this "cost savings" direction as a red flag for long-term risk.

There is no way a CRM and DMS will ever equal an HRIS in terms of functionality and the overall fact that HRIS is designed specifically for HR is why this direction is a concern.

K. Howard Enterprise Solutions LLC
Kyle O'Donnell
President
973-866-7366
kyle@khesolutions.com
www.ademero.com

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Original Message:
Sent: 04-20-2018 12:10
From: Rashell Carter
Subject: HRIS for a MLM

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Rashell Carter
Conyers

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Apr 20, 2018 12:38 PM
Anonymous

—
Your responsibility is to go through the interactive process to determine if there is a reasonable accommodation available to the employee to allow her/him to perform the essential duties of his/her job without causing an undue hardship to the company.

I'm going to assume you are following best ADA practices in providing a medical certification and reasonable time for the employee to return the completed cert.

Now, as far as undue hardship goes; that is a very tough one to prove. If your company falls under the FMLA (even if the employee isn't eligible) you would have to offer 12 weeks of unpaid leave to eligible employees, so it would be hard to prove that 3 weeks is an undue hardship.

Personally, I would follow the information seeking part of the interactive process and document everything. Once I get the completed medical certification, I would start down the "what if" path.

-The HRWitch

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Original Message:

Sent: 04-20-2018 11:59

From: Anonymous

Subject: ADA Interactive Process - For How Long?

—
New employee (employed for only 6 months) has already exhausted all of her PTO days. (We provide PTO days in lump sum upon date of hire then annually on the employee's anniversary date. New hires get 15 PTO days for the first year.) Employee has now requested a 3-week leave of absence for a personal/medical issue. We are waiting for employee to provide a written request for the leave as well as her doctor's note attesting to the need for this "accommodation". Employee does not qualify for job-protected leave under FMLA or state law.

The employee's team has become so accustomed to covering her absences that terminating her now would almost be - dare I say - easy. However due to this being a potential ADA claim, we do not want to illegally terminate without going through the interactive process.

My question is: how long do we need to continue the interactive process? As of now, we do not know if the 3-week leave of absence will last longer, if she will return to work with restrictions or if she will return at all. When do we get to the point that this is not going to work out?

Any feedback/suggestions would be appreciated!

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Apr 20, 2018 12:05 PM
Anonymous

—
DOO with 38 employees- I report to our CFO/VP of Administration.
In other companies I have worked (2000+ employees) HR has reported up through finance.

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Original Message:
Sent: 04-20-2018 11:48
From: Anonymous
Subject: Who does HR report to?

—
I am the HR for our company of just under 100 employees.... I am wondering who HR reports to at other companies? Our Exec team is going through a transition stage and are considering moving me from being under the president to being under another department (accounting).... Looking for input in how that structure works for other companies?
Thanks!

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Apr 20, 2018 12:12 PM
Anonymous

—

I'm a DOO with 70 employees. When I was doing HR and Payroll, I reported to the Controller. Now that we've divided the two positions and I'm just HR, our attorney informed us I should be reporting to the President. Since I have my hands in accounting to some extent, and safety, I actually report to the President, The VP of Operations and the President. Too many Chiefs for only one Indian.

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Thanks!

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Apr 20, 2018 12:36 PM
Anonymous

—

Past companies I reported directly to the owner. I am now with a company of 150 where I report to the Finance Director and am definitely struggling with it. His knowledge of HR is very limited (non-existent) and finance is the priority. HR is an after thought and more of a necessary evil. I would not recommend HR reporting into finance.

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Apr 20, 2018 12:36 PM
Anonymous

—

I would fight hard against having HR reassigned from the CEO to a different leader. Reporting to the CEO puts the senior person in HR on the same level as other CEO direct reports and gives you greater authority within the company. Of course, the person needs to be business savvy, understand the mission and key objectives and develop effective relationship with peers as well, but the reporting level helps.

AJ

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Thanks!

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Apr 20, 2018 12:41 PM
Anonymous

—

In my HR career, HR has always reported to Controller/CFO. I was in hospitality for awhile and reported to the General Manager. I have had good and bad luck in reporting to the Controller. My last boss wanted nothing to do with HR and she was a horrible manager. In my new job I report to the Controller and she is fabulous. She wants to do the right thing and will listen to me as I am the first HR person this company has had. Not knowing the org chart of your company but we have 85 employees and my title is Senior HR Generalist. I am not part of the Executive Leadership team. I am on the manager/supervisor level. Good luck!

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Thanks!

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Apr 20, 2018 12:46 PM
Anonymous

—

Last year we used to report to the CFO and Controller and it was fabulous. We now report to Legal and its run awful.

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Thanks!

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Apr 20, 2018 1:14 PM

[Robin Cooley](#)

Hi,

110 employees - I report to the President/Owner. I think HR should always report to the top. Makes life better for all.

Robin Cooley
SHRM-CP, PHR
Portland OR

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Apr 20, 2018 1:35 PM

[Stephanie Hines](#)

I'm a DOO in a company of about 30. I report to the CFO.

Stephanie Hines
Office Manager and Human Resources Coordinator
AIUM
Laurel MD

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Apr 20, 2018 1:40 PM

[Jamie Wideman](#)

I report to our Finance Director.

Jamie Wideman
Human Resources Manager
Peter-Lacke USA
Troy MI

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Apr 20, 2018 1:43 PM

[Ruth Sokol](#)

DOO with 72 employees and I report to the CFO.

Ruth Sokol
HR Manager

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Original Message:
Sent: 04-20-2018 11:48
From: Anonymous
Subject: Who does HR report to?

I am the HR for our company of just under 100 employees.... I am wondering who HR reports to at other companies? Our Exec team is going through a transition stage and are considering moving me from being under the president to being under another department (accounting).... Looking for input in how that structure works for other companies?

Thanks!

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Apr 20, 2018 1:49 PM
[Audrey Berg](#)

DOO with 117 employees and I report to the President.

Audrey Dehdouh-Berg, M.Ed.
Human Resource Manager, DeBourgh Mfg. Co
719-383-3427

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-----Original Message-----

DOO with 72 employees and I report to the CFO.

Ruth Sokol
HR Manager

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Apr 20, 2018 1:49 PM
Anonymous

—

When I was first hired I reported to the Owner & CFO of the company. He has retired so I now report to the CEO. I personally wouldn't recommend HR reporting to the Controller, they have totally different priorities and it gives you more authority if you are reporting to the top leadership.

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Original Message:

Sent: 04-20-2018 11:48

From: Anonymous

Subject: Who does HR report to?

—

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Thanks!

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Apr 20, 2018 1:50 PM

[Ivette Dupuis](#)

This should just be an ongoing survey question on here.

I've almost always reported directly to owners, President/CEO, or GM (most often still a partner).

Ivette Dupuis SHRM-SCP
Orlando

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Thanks!

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Apr 20, 2018 1:58 PM

[Barb Ronk](#)

I DOO, 80 employees in 2 locations. I report to the Controller. She is awesome and it has been a great working relationship!

Barb
Payroll/HR Admin
PA

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Original Message:
Sent: 04-20-2018 13:49
From: Ivette Dupuis
Subject: Who does HR report to?

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Ivette Dupuis SHRM-SCP
Orlando

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Apr 20, 2018 2:05 PM
Anonymous

—
at DOO, 75 employees, 4 states. I originally reported to General Counsel. That was switched to CFO which has been a nightmare. If you can avoid it, do. The only upside has been that he is generally available while GC was always too busy. But at least GC understood people and compliance.

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Original Message:
Sent: 04-20-2018 13:58
From: Barb Ronk
Subject: Who does HR report to?

â€¢ 100, 80 employees in 2 locations. I report to the Controller. She is awesome and it has been a great working relationship!

Barb
Payroll/HR Admin
PA

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Apr 20, 2018 2:14 PM

Susana Guzman-Agle

Mostly to the CFO or the President. I don't mind reporting to accounting, I kind of prefer that, because they have little to no knowledge of HR so they just allow me to manage it however I please. Also being close to the source of the monies, I always end up getting what I need as long as I can pitch it in a language they understand.

The only time I reported to the President I felt quite lonely, he was always travelling, busy with business / commercial issues and seemed like was not interested in any HR issues at all.

HR Yardley

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Original Message:

Sent: 04-20-2018 14:04

From: Anonymous

Subject: Who does HR report to?

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Thanks!

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Apr 20, 2018 2:15 PM
Anonymous

We are in the retail industry, we have about 65-70 employees, and I report to the COO.

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Original Message:

Sent: 04-20-2018 11:48

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Thanks!

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Apr 20, 2018 2:45 PM

[Bandy Pair](#)

50 employees - I report to the Controller. He was doing my job and his before I came on board, so he's actually pretty knowledgeable about HR. It hasn't been bad, but I'm definitely not viewed as top management. They aren't used to having an actual HR person around, so it's been a learning process for most of the employees, especially the two owners and other managers.

Bandy Pair

Phoenix

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Thanks!

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Apr 20, 2018 2:55 PM

[Ashley Rohner](#)

I report to our VP of Finance who is essentially carrying out the role of a CFO.

Ashley Rohner SHRM-CP
Human Resources Manager

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Thanks!

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Apr 20, 2018 3:30 PM
Anonymous

—

I report to the president and prefer that.

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Thanks!

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Apr 20, 2018 4:22 PM
[Jennifer Weber](#)

We report to the CFO.

"Compassion is a state of constant giving of the self for others."

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Thanks!

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Apr 20, 2018 4:25 PM
Anonymous

—

DOO with about 60 employees. I report to COO.

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Thanks!

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Apr 20, 2018 4:46 PM

[Carolyn Schatzberg](#)

I am in a small company, I report directly to our president. Previous employer was a credit union of about 600 employees - the HR manager reported to the CEO

Carolyn Schatzberg
HR Manager
Bethpage, NY

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Original Message:
Sent: 04-20-2018 11:50
From: Anonymous
Subject: Who does HR report to?

—
I report to the owners. We are around 300 employees in healthcare.
Original Message:
Sent: 04-20-2018 11:48
From: Anonymous
Subject: Who does HR report to?

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Thanks!

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Apr 20, 2018 6:08 PM

[Justine Heller](#)

We report to the CEO.

Justine Heller SHRM-CP
HR Manager
Marina Del Rey, CA

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Original Message:

Sent: 04-20-2018 11:48

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Thanks!

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Apr 20, 2018 12:04 PM

Anonymous

—

Would the manager have approved if he had asked? I would give the benefit of the doubt to the employee and pay.

I would make it clear though that no further training is paid for unless pre-approved.

Do you have a policy on this in your handbook?

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Original Message:

Sent: 04-20-2018 11:37

From: Anonymous

Subject: Employee paid for training and expects reimbursement

—

Any advice on how you would handle this? An employee paid for training (a few thousand dollars) and is asking to be reimbursed for it because he says it's job relevant. He said that he was told when he asked in orientation that the company pays for job-relevant training. However, the manager did not approve this training.

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Apr 20, 2018 12:04 PM

[Todd Saffell](#)

Were the approval and reimbursement procedures clearly explained during orientation? I would assume the new employee didn't understand the need for pre-approval and this isn't a case of trying to job the system.. I would reimburse for this course while clearly covering the required procedures going forward.

In Todd We Trust

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Apr 20, 2018 7:02 PM

[Darrel Keesee](#)

â€” Took a look and appears to be more or less like SHRM. Doesn't say what kind of certification credits and has to be assumed for its own organization. Although SHRM has specific CA certification credentials, it is more of a personal choice to see if the organization provides the professional development and resources needed that a person feels is benefiting them.

There are many HR organizations other than SHRM. Because SHRM members appear to be exclusive to specific groups, you have to ask to what benefit you have received as a SHRM member. There is also IPMA for public services. New HR professionals in IPMA are treated much like SHRM in feeling everyone needs to be put at the bottom as an Admin Clerk. Any of the HR groups are going to be a toss up where you pay your fee and see what happens. I guess seeing if there are meetings in your area and getting an informal interview for what the advantages are and an invite would be helpful.

Darrel Keesee M Ed C/HR, BSBA/M
President/VP Human Resources
ACS Group Inc.
Mesa AZ

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Original Message:
Sent: 04-20-2018 11:35
From: Eric Emerson
Subject: HR.COM ambassador membership

I received an email discussing the benefits and resources that a \$189 annual membership provides. It includes interactive guides, sample forms, employment law compliance, etc. Does anyone use this service? Is it any different or better than what we get through SHRM?

Eric Emerson SHRM-CP/PHR
H.R. Manager
Value Added Products
Alva, Oklahoma

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Apr 20, 2018 12:05 PM

Anonymous

—
She may need FMLA for psychological recovery.

I know I would not be able to work in a nursing home where my mother had recently passed away and it seems like this person may be struggling with this as well.

Doesn't this employee have other family members who interfered some how? I recall a similar post a bit ago.

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Original Message:
Sent: 04-20-2018 11:32
From: Anonymous
Subject: Need advice

—
I work in a nursing home. I have an employee who has a mother living here. Her mother just passed away and now the employee is putting horrible stuff on social media about us. I realized the employee is having a difficult time and put her on a leave. After taking a week off, she came back to work and worked for 4 days and then took to social media again this time called out employee's by name. The next day after posting what she did she sent a text to her boss and told her that she isn't coming to work and don't know if she will ever be back. So after being gone for a week and a half she sent her boss another text asking if she still has a job. We realize she is having a difficult time with the loss of her mother. What would you do if this was your employee? TIA

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Apr 20, 2018 12:10 PM
Anonymous

—

âWe would likely accept her text as her resignation. You have warning signs of her behavior and professionalism.

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Apr 20, 2018 12:14 PM
[Ivette Dupuis](#)

Given her circumstances, I'd probably offer her some mercy.

I.e. One more strike, and you're out.

Ivette Dupuis SHRM-SCP
Orlando


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 Apr 20, 2018 12:34 PM
Anonymous

I would accept her resignation. She is only going to do this again. Also, I understand that the (former) employee has their right under the law but I would ask that an attorney review the posts. You noted she mentions other employees in her posts? Do the statements rise to the level of defamation of character? Please seek legal advice.

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Apr 20, 2018 12:41 PM
Anonymous

—
Thank you. It's hard not to have compassion when a parent passes away.

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Original Message:
Sent: 04-20-2018 12:14
From: Ivette Dupuis
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Given her circumstances, I'd probably offer her some mercy.

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Ivette Dupuis SHRM-SCP
Orlando

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Apr 20, 2018 12:42 PM
Anonymous

Thank you for your help.

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Original Message:
Sent: 04-20-2018 11:59
From: Anonymous
Subject: Need advice

We do have an EAP. I feel like I should send her a letter telling her she needs to seek help before letting her come back to work. Has anyone done this before and if so what would you put in the letter?

Anonymous, 04-20-2018 11:51

Call your EAP. They should be able to assist you with putting something like this together. I've done a few management referrals over the years and the EAP has been very helpful in administration of the process.

It may be that she's an otherwise good employee who just doesn't manage stress in a healthy or effective way.

Either way, the EAP should help you navigate through it.

Moon Willow

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Apr 20, 2018 1:20 PM

[Robin Cooley](#)

Hi,

I would give her another chance - Final Written Warning. Include all your documentation and state you are only doing this as a result of her personal loss. Also include in the conversation - does she want her job back? It would appear by the texts that maybe she is waiting to be let go. Maybe she cant afford to quit as she would likely not get unemployment but if let go she may?

just a thought.

Robin Cooley
SHRM-CP, PHR
Portland OR

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[Reply to Group](#)

Apr 20, 2018 1:46 PM

Anonymous

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Anonymous, 04-20-2018 11:32

Wow, this employee has had a rough year.

My approach would depend on specifics such as: is she simply sharing negative opinions... or is she making claims in regards to your facility's standards of care that are provably false or grossly exaggerated? Has she made any complaints of a whistle blower nature? Is she in obvious violation of your standards of conduct? (For example, making threats, using racial slurs, etc., against coworkers).

Worst case scenario, I would tell her she's been terminated for the 3 days of NS/NC that followed her "may never come back" statement (aka job abandonment).

Best case scenario would be a written warning reminding her of your attendance and conduct policies, and the APPROPRIATE way to handle concerns regarding other employee's actions or the facility's standards of care, and let her come back. Her allegations may need to be investigated as well.

Good luck.

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Apr 20, 2018 1:49 PM
Anonymous

—
Do you think she'll sue on her mother's behalf?

That would create an interesting twist if she came back to work and was suing you at the same time.

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Apr 20, 2018 3:55 PM

Anonymous

—

When you say "social media", are you referring to Facebook? Either way, I wish folks would not associate themselves professionally when it comes to social media. Don't stalk, don't hunt, don't accept friend requests. In fact, I block co-workers.

Judge this employee by her behavior at work (unless she is breaking privacy laws with her posts on social media). Take social media completely out of this. Now look at the situation. Do you feel she's had a tough time (I do) and may need some slack? If she was a good employee, I would take her losses into consideration. Give her some time, she has suffered a terrible loss. If it continues, have a talk with her (or do it now, but be kind). If absenteeism, broken policies, etc continue, term her. Offer EAP, but don't suggest she get help. You can't diagnose her.

Best of luck!

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Subject: Need advice

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I work in a nursing home. I have an employee who has a mother living here. Her mother just passed away and now the employee is putting horrible stuff on social media about us. I realized the employee is having a difficult time and put her on a leave. After taking a week off, she came back to work and worked for 4 days and then took to social media again this time called out employee's by name. The next day after posting what she did she sent a text to her boss and told her that she isn't coming to work and don't know if she will ever be back. So after being gone for a week and a half she sent her boss another text asking if she still has a job. We realize she is having a difficult time with the loss of her mother. What would you do if this was your employee? TIA

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Apr 20, 2018 7:58 PM

[Darrel Keesee](#)

Definitely review social media and the company's policy on what is and is not appropriate. Calling out other employees can land the company in hot legal water also as the company appears to be condoning the action. Not revealing the answer of the manager contacted is also a pivot in a direction of acceptance of the ill placed posts. Manager's silence allows company policy to proceed, as there is non-concurrence of overriding employee's written sincere desire to return, give appropriate notice of departure, and not using needed call-ins for absences, per most companies' policies.

To publically make accusations is a sign that discord or displaced responsibility are evident. I agree that an investigation is in order to assess the employee's conduct and working relations with others. There was no level given for the employee. A regular care giver, custodian, nurse, dietician, etc.

Did you reach out to this employee during this time of unannounced and unauthorized absence? If so, did you review the options available? Was the employee reachable? Here, if employee wanted to be "unreachable" and said they are not coming back, then I would have to agree this is a notice of voluntary separation and exit procedures in place should be documented and processed.

What I would interpret, as given, would not be protected speech. Posts apparently are personally motivated and not functionally work related.

Even if terminated, employee would more than likely be awarded compensation from 2016 NLRB ruling relating to disabilities. This does not have to be an ADA issue. Distress can be signaled as a condition and unemployment compensation awarded. Should voluntary separation be processed and appealed, an ALJ may use this ruling to award unemployment insurance in some amount.

Acceptance back, with or without final notices of policy and behavior, and likelihood of wrongful death litigation is interesting. In this scenario I see no benefit in having the employee back, as it appears a certainty of conflict and unneeded complication. Should litigation proceed, with employee returned, and later terminated for infractions, then a strong link is formed for retaliatory termination in direct relation to a negligence or wrongful death suit.

EAP has different functions in different organizations, but is only active if individual is an active employee. As the company's HR department, you have an obligation of doing a risk assessment. As this had apparently gone on past a standard determination point by policy, legal counsel is appropriate for review and see attorney advising termination.

Although the employee is distressed, it is inappropriate to make other than generalized comments on what facts portray. As a counselor, there could be no separation needed to protect the client provider privilege from the management need to know for administrative reasons. Greater problems are encountered when untrained persons make behavioral projections. This is why referrals are needed to independent resources of EAP, doctors or community resources.

I do believe in mercy and second chances, but also behavior sometimes needs a major life event to effect change. Everyone does not have the same resolve or experience in handling life's challenges. Sometimes you do a person more good in letting them have time for introspection to see that pointing fingers is often a needed direct reflection of where the changes are needed.

Darrel Keesee M Ed C/HR, BSBA/M
President/VP Human Resources
ACS Group Inc.
Mesa AZ

Original Message:
Sent: 04-20-2018 11:32
From: Anonymous
Subject: Need advice

—

I work in a nursing home. I have an employee who has a mother living here. Her mother just passed away and now the employee is putting horrible stuff on social media about us. I realized the employee is having a difficult time and put her on a leave. After taking a week off, she came back to work and worked for 4 days and then took to social media again this time called out employee's by name. The next day after posting what she did she sent a text to her boss and told her that she isn't coming to work and don't know if she will ever be back. So after being gone for a week and a half she sent her boss another text asking if she still has a job. We realize she is having a difficult time with the loss of her mother. What would you do if this was your employee? TIA

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Apr 20, 2018 1:45 PM
[Elizabeth Grein](#)

I agree with previous posters - I leave a voicemail, send a follow up email, and wait to see if they'll reschedule. I try to be understanding that things come up, especially in this tight IT talent market.

To your request for ad hoc IT tips - my biggest tip to you is know the technology you are recruiting for! The best IT candidates will be able to tell if you don't fully understand the role, terminology, and the way the technology works, and it will become a barrier to you bringing in the best talent.

Elizabeth Grein
HR Generalist & Recruiter
Minneapolis MN

Original Message:
Sent: 04-20-2018 11:22
From: Anonymous
Subject: How Many Chances....Recruiting

—

So, I'm new to the world of IT recruiting....I'm starting to see a trend of people not answering when I call them for a scheduled phone interview. So my question is how many chances do you usually give candidates to reschedule before giving up on them? I get that if they're working there may have been a meeting that ran over, or they had a sudden 'fire' to put out, etc.. Just curious as to what others thoughts/practices are.

Any ad-hoc IT Recruiting tips would be awesome as well!

Thanks everyone!

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Apr 20, 2018 1:54 PM

Anonymous

—

This is happening more and more in all disciplines.

You need to determine how valuable this candidate could be for your company and decide if you want to cater to them and try again or cut them loose.

Recruiters need to be more flexible and lenient these days. I don't think I've ever seen it this bad from a recruiting aspect. And I was recruiting back in 99 and 2000 when only those who didn't want to work were unemployed.

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Original Message:

Sent: 04-20-2018 11:22

From: Anonymous

Subject: How Many Chances....Recruiting

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Thanks everyone!

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Apr 20, 2018 2:02 PM

Anonymous

—

We could all tell you what we'd do. That is not going to mean anything to you. Before answering that question, you should ask yourself, how difficult is this job to fill?, How soon do I have to fill this job?, How good a fit is this person's experience to the position I want to fill? What is the unemployment rate in my area for this kind of jobs? Answering these question will put you on the right path to answering the question.

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Sent: 04-20-2018 11:22

From: Anonymous

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Thanks everyone!

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Apr 20, 2018 12:25 PM

[Albert Correa](#)

As long as it's just a request for an email change, I don't see this as a big deal. While it's convenient to use the legal name as the email address as well, it's just not practical in large organizations where you find multiple people with the same "Legal" name (John.smith@xxxxx) so this really shouldn't be a big deal for your IT department to accommodate.

Proving that if you live/work long enough you will see everything - I've even run across situation where the employee wanted their email address changed because the standard format that was being used (first 6 char's of last name + first initial + middle initial) resulted in her having a vulgar word as her email address!

Albert Correa
Sr. HR Reporting Analyst, Aurora Health Care
HRIS Consultant (Retired), New Resources Consulting
HRIS Administrator (Retired), Milwaukee Public Schools

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Original Message:
Sent: 04-20-2018 11:15
From: Anonymous
Subject: Name change

—
We have an employee, John, who wants to change his name to "Sally" in our email system. This employee is cross dresser. He identifies himself as a male, however, he sometime dresses as a female - nail polish; earrings; hair styles etc. Should I treat this request as any other name change request? We require people to submit legal documentation to change their name.

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Apr 20, 2018 12:28 PM

[Todd Saffell](#)

I am trying to learn and not be snarky (for once). What is the legal justification for requiring a Social Security card for a name change? If I showed up in your office with a court document that legally changed my name, are you saying you would still require an updated SS Card? I'm curious because I have never heard of this before.

In Todd We Trust

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Original Message:
Sent: 04-20-2018 11:54
From: Stephen Fry
Subject: Name change

When I hire an employee, we set them up in payroll and our internal systems based on the name that's on their social security card. The employee can - of course - use whatever documentation they want to confirm their eligibility to work in the US (I-9); however, I require employees to present their social security card for payroll tax purposes.

If an employee came to me with a request to change their name **officially**, it would be done via submitting a new social security card.

That's for payroll and benefits.

Now... you're asking whether or not I'd allow an employee to change their name in the email system. Our IT department accommodates requests for name changes - and honestly, most of them are fairly commonsensical. I have some who are set up in email based on their nicknames... so folks go by their middle name. We've had a few gals who preferred that their email account was set up as their maiden name (because that's how they were known to customers). Honestly, I don't care what name an employee wants to "go by" (David, Mary or Morkoth Destroyer of Worlds)... officially, their name is what's on the SS card. I have no issue with changing internal systems to reflect their wishes... but for payroll and benefits, it isn't changing until you provide me with that new card. :)

All of that having been said, it may be a bit confusing to internal staff to figure out "When Harry Became Sally".

Stephen Michael Fry
aka "RealityHR"
Citizens Commerce National Bank (Lexington, KY)

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Apr 20, 2018 12:38 PM

[Ivette Dupuis](#)

There's a big difference between changing your name in the eMail system and changing it on an official employee record (such as payroll).

I'd allow the former, no questions asked.

Ivette Dupuis SHRM-SCP
Orlando

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Sent: 04-20-2018 11:15
From: Anonymous
Subject: Name change

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Apr 20, 2018 1:06 PM
Anonymous

—

The employee can amend their email signature to read Sally. The same way someone with the name of Lawrence can use Larry or Catherine can use Cathy.

@Todd, because the name on your social security card, as far as the federal government is concerned, is the legal name of the individual. It ties to just about everything, including taxes, I-9.

I had an employee who brought in three type of ID for employee verification. One with her first husband's surname, one with her second husband's surname, and the third I think was a stage name. So I advised the employee that I needed her SSC and when she brought me that it was still under her maiden name.

For anyone who does an everify, the records will code out. If you run a background check the name might comeback with problems.

For ACA, we have this issue now, the employee SSC reads one name and we have the listed under the married name. At this point, the federal government advised her that she has to clear her name so she is changing it now after 20 years of marriage.

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 Apr 20, 2018 6:35 PM
Anonymous

—
Todd,

I'm not the same commenter from above, but the reason I require a new social security card for a name change is because when I haven't, and I process W2s, I get a lovely note from the IRS about a name mis-match. I don't want any letters from the IRS. Ever. So if I can avoid one by making sure the name in my payroll system matches the name on the employee's social security card, that's what I'm going to do.

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Original Message:
Sent: 04-20-2018 12:27
From: Todd Saffell
Subject: Name change

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In Todd We Trust

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Apr 20, 2018 2:43 PM

[Michelle Wynia](#)

Yes. I'm hiring for entry-level production and packaging and if I have 3 interviews set up for 1 day, 1 for sure will not show up. I only had 1 interview scheduled for today and that person did not show.

It is disappointing to say the least.

Michelle Wynia SHRM-CP
SMG, US Bank Stadium
Minneapolis

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Original Message:
Sent: 04-20-2018 10:44
From: Gina Brainard
Subject: Recruiting

Does anyone else have a high number of people that do not show up for interviews? So far this year i have had 12 people not show up for interviews. Just curious if it was just me or if that happens everywhere. We are a medical billing company so we are primarily hiring medical billers and bill collectors.

Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 3:00 PM

Anonymous

—

Same here. I think about 25% actually show up. Very disappointing. If they do show up, they already earn a big plus from me. How sad.

I get so annoyed because I change my work schedule to accommodate these people and I call and send emails to confirm and re-confirm with all my contact information and tell them call or email me if you need to re-schedule. Nope, nothing. I feel bad because believe it or not, my company pays me hourly so when I am sitting here until 5 / 6 pm, I am racking up the OT.

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Original Message:

Sent: 04-20-2018 14:42

From: Michelle Wynia

Subject: Recruiting

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It is disappointing to say the least.

Michelle Wynia SHRM-CP
SMG, US Bank Stadium
Minneapolis

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Apr 20, 2018 3:01 PM

Anonymous

—

In addition to standard job postings and interviews, we also run 2-day job fairs. People sign up for a time and if 25% actually show up (forgetting even about on time) we consider it a success.

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Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 3:19 PM
Anonymous

—
I actually hire professionals, social workers. Last week someone came for an interview. She came in, I greeted her and went to tell the hiring manger that our candidate has arrived and we are ready to interview. By the time I came back, she had already left. I asked our receptionist, what happened to the lady, she told me she left. This is a person I had a phone interview with and told me that she is quite interested. She drove close to 30 miles for an interview and then left. This is a direct reflection of the unemployment rate. Because of the number of adults who are out of the labor market no one is taking about full employment yet. However, I remember during the 90's, once the unemployment rate hit 4.5%, the same issues were there.

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Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 3:21 PM
Anonymous

—

By the time I came back, she had already left.

Anonymous, 04-20-2018 15:19

Wow.

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Original Message:
Sent: 04-20-2018 15:19
From: Anonymous
Subject: Recruiting

—

I actually hire professionals, social workers. Last week someone came for an interview. She came in, I greeted her and went to tell the hiring manger that our candidate has arrived and we are ready to interview. By the time I came back, she had already left. I asked our receptionist, what happened to the lady, she told me she left. This is a person I had a phone interview with and told me that she is quite interested. She drove close to 30 miles for an interview and then left. This is a direct reflection of the unemployment rate. Because of the number of adults who are out of the labor market no one is taking about full employment yet. However, I remember during the 90's, once the unemployment rate hit 4.5%, the same issues were there.

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Sent: 04-20-2018 10:44

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Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 3:38 PM

[Andrea Kleinman](#)

You are definitely not alone. I'm in Northwest Arkansas and the no-show rate here is ridiculous. I also do the new-hire training so even if someone does show up to the interview and is offered employment, sometimes they don't bother to show up to start work. I've had some no-shows actually have the nerve to call two, three weeks later or longer and beg me to interview them and/or hire them. Some of the stories they come up with are better than some fiction novels I've read!

Andrea Kleinman
Human Resources Manager
Securitas Security Services USA
Lowell AR

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Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 3:46 PM
Anonymous

—
The first week of April, I booked 14 interviews. 10 showed up.
Second week - 21 bookings. 13 showed up.
This week - 6 booked. 4 showed up.

We like to start trainees in groups. If I have 5 or 6 people confirmed for training, 2 to 3 of them won't show up. It's getting to the point that our training classes have shrunk to 1 or 2 people per class. No-call/No-shows for shifts are starting to happen more frequently as well.

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Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 4:01 PM
[Kristina Blankenship](#)

You are NOT alone. Six months ago, I was asked to do the interviews for our 2nd half of the week PT receptionist/cashier during the absence of our GM. I called, spoke with & verbally scheduled 6 interviews over the span of a day and a half. One person out of the six showed up. None of the no shows called or anything. Not at all. I would have accepted any reasonable excuse to re-schedule. The only one that showed up was awarded the job, and is still here 6 months later and is very grateful for the job.

Kristina Blankenship
Human Resources Director
Sky Powersports
Lake Wales FL

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Gina Brainard
Horizon Financial Management
Crown Point

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Apr 20, 2018 1:13 PM
Anonymous

—

I believe that you can as a condition of employment. Although NYS DOL has new rules concerning direct deposit, they mostly are about notice issues. However, they do not address the question if direct deposit can be mandatory. Since the rules don't address it, then it's not prohibited.

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Original Message:
Sent: 04-20-2018 10:30
From: Anonymous
Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 1:38 PM
Anonymous

—

That is funny but atleast you Googled it first! :)

GIYBF (Google is your best friend)

LMGTFY
Todd Saffell, 04-20-2018 10:37
LOL! I had to google that to see what that stood for!

Anonymous, 04-20-2018 10:42

Original Message:
Sent: 04-20-2018 10:42
From: Anonymous
Subject: Direct deposit

—

LMGTFY

[Todd Saffell](#), 04-20-2018 10:37

LOL! I had to google that to see what that stood for!
â€œ
Original Message:
Sent: 04-20-2018 10:37
From: Todd Saffell
Subject: Direct deposit

LMGTFY

In Todd We Trust

Original Message:
Sent: 04-20-2018 10:30
From: Anonymous
Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 1:41 PM
Anonymous

—

NY does NOT allow an employer to mandate wages be direct deposited.

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Original Message:

Sent: 04-20-2018 13:13
From: Anonymous
Subject: Direct deposit

—

I believe that you can as a condition of employment. Although NYS DOL has new rules concerning direct deposit, they mostly are about notice issues. However, they do not address the question if direct deposit can be mandatory. Since the rules don't address it, then it's not prohibited.

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Sent: 04-20-2018 10:30
From: Anonymous
Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 1:42 PM
Anonymous

—

Please indicate where you got that from?

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Original Message:
Sent: 04-20-2018 13:40
From: Anonymous
Subject: Direct deposit

—
NY does *NOT* allow an employer to mandate wages be direct deposited.
Original Message:
Sent: 04-20-2018 13:13
From: Anonymous
Subject: Direct deposit

—
I believe that you can as a condition of employment. Although NYS DOL has new rules concerning direct deposit, they mostly are about notice issues. However, they do not address the question if direct deposit can be mandatory. Since the rules don't address it, then it's not prohibited.
Original Message:
Sent: 04-20-2018 10:30
From: Anonymous
Subject: Direct deposit

—
Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 1:46 PM
Anonymous

—
www.goldbergsegalla.com/resources/news-and-updates/...

"An employer who wishes to pay an employee covered by the new regulation by direct deposit or payroll debit card must provide written notice to the employee and obtain the employee's written consent. The written notice must:

- Advise the employee, in plain language, of all options for receiving payment of wages;
- Inform the employee that the employer is prohibited from mandating that the employee accept wages by direct deposit or payroll debit card;

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Subject: Direct deposit

—
Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 2:01 PM
Anonymous

—
You are quite correct. It may NOT be a condition of employment.

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Original Message:
Sent: 04-20-2018 13:45
From: Anonymous
Subject: Direct deposit

—

www.goldbergsegalla.com/resources/news-and-updates/...

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Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 2:21 PM
[Ivette Dupuis](#)

Bottom line: you may need written consent.

NY regulation (2017) requires approval from employee unless a bona fide exempt (admin, pro or executive, \$900+ week) employee or farm worker.

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:
Sent: 04-20-2018 10:30
From: Anonymous
Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

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Apr 20, 2018 2:23 PM
Anonymous

—

In NY you must have written consent and you cannot mandate direct deposit.


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Original Message:
Sent: 04-20-2018 10:30
From: Anonymous
Subject: Direct deposit

—

Can an employer in NY require employees to use direct deposit?

[Reply to Group](#)



Apr 20, 2018 2:17 PM

Anonymous

—

We are in the retail industry and pay weekly. Our workweek runs from Thursday - Wednesday with pay day on Friday. We do not hold pay at the start of employment or at any other time.

Thank you,
Michelle L.

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Original Message:
Sent: 04-20-2018 10:25
From: Laurel Diver
Subject: Exempt Payperiods

Hi,

We are currently evaluating our practice of paying exempt employees through the payday (no holdback).

I am curious if anyone else pays through the payday or if your organizations have some sort of holdback in place.

Thank you.

Laurel Diver SHRM-SCP
Manager Human Resources & Risk
Lake County Forest Preserve District
Libertyville IL



Apr 20, 2018 2:33 PM

Anonymus

—

â€”Engineering/Consulting - paid one week behind - i.e. paid Friday for work thru the last Sunday. True for all employees.

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Original Message:

Sent: 04-20-2018 14:16

From: Anonymus

Subject: Exempt Payperiods

—

We are in the retail industry and pay weekly. Our workweek runs from Thursday - Wednesday with pay day on Friday. We do not hold pay at the start of employment or at any other time.

Thank you,
Michelle L.

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Sent: 04-20-2018 10:25

From: Laurel Diver

Subject: Exempt Payperiods

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Laurel Diver SHRM-SCP
Manager Human Resources & Risk
Lake County Forest Preserve District
Libertyville IL

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Apr 20, 2018 2:37 PM

[Patricia Kleber](#)

We pay every 2 weeks, on a Friday. Our pay period ends on the following Saturday, so we are paid current. I work for a market research company.

Tricia Kleber, PHR, CCP, SHRM-CP
Director, Payroll & Benefits

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Manager Human Resources & Risk
Lake County Forest Preserve District
Libertyville IL

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Apr 20, 2018 5:25 PM

Anonymous

—
We are a 30 EE technology consulting company, paid current.

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Original Message:

Sent: 04-20-2018 10:25

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Manager Human Resources & Risk
Lake County Forest Preserve District
Libertyville IL

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Apr 20, 2018 1:13 PM

Anonymous

—

The employee was grossly insubordinate to you. You have statements from other employees to you. Term him. However, if you do, make sure you escort him right to the door with security.

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Original Message:

Sent: 04-20-2018 10:01

From: Anonymous

Subject: HELP - Terminate To Retain Supervisor?

—

HELP! I have an employee crisis that needs to be resolved by this afternoon.

I had a recent employee, let's call him Paul, come to me earlier this month and demand we either give him a raise, full control of the department, or move him out from underneath the authority of his "generic, incompetent" current Supervisor. This employee has been known to have a serious temper, disregard for his supervisor's direct instruction, and serious attendance issues. However, through the urging of the department manager, I simply stated that those requests weren't possible and didn't "lay down the law" about his abrupt and unwarranted demands or irrational behavior.

The Supervisor of the department has submitted her resignation because of the "spineless" response the department manager insisted upon, and is insisting we terminate Paul before she would even consider staying. The Company greatly, greatly values the Supervisor and her role with the Company, and absolutely cannot afford to lose her.

Paul has been written up twice for serious attendance issues, with the understanding that the next time is a termination, but otherwise has no formal documentation of his misconduct. I've gone around to several different individuals that may be affected by either Paul's or the Supervisor's sudden absence and have found an alarming amount of third party observations to support than the insubordination and disrespectful behavior was more wide-spread than I was led to believe. **Do I terminate Paul to retain the Supervisor, while maybe not having enough formal documentation to substantiated in my decision? If so, how would I word something like this in the termination letter?**

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Apr 20, 2018 1:27 PM

Anonymous

—

I'd terminate Paul not only because he is insubordinate and disrespect, but also because he gave an ultimatum.

The Company greatly, greatly values the Supervisor and her role with the Company,

The above statement, from what you write is not really true, is it? If it were so, her manager would have her back on everything warranted like this. I think you have bigger problem than these tow. The manager may be one of those who likes people fighting or not a competent or "Spineless" as you've said manager. That would do serious damage to your organization. Fixing the symptoms, that is what these are, without addressing the root cause, (the spineless manager) is not going to solve your problem.

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Apr 20, 2018 8:34 PM

Anonymous

—
You're not terminating to retain a valued supervisor. You're terminating a toxic employee.

However, what are you going to do with the supervisor's "spineless" manager?

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Apr 20, 2018 12:00 PM

Anonymous

—

Would this time be considered de minimus?

Are we talking about a 30 second response to an e-mail or 15 minutes?

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Original Message:
Sent: 04-20-2018 09:44
From: Rikisha Hughes
Subject: Employees working on weekends

Good Morning,

I am an HR department of one and I'm still getting my feet wet. Recently, I discovered that two employees are working on Saturdays and Sundays. They were never told that they must work on the weekends but they receive emails from clients and our managing partner on weekends that they feel require a response. Is that considered overtime or is that voluntary? Any advice would be greatly appreciated.
Thanks.

Director of HR
New York City NY

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Apr 20, 2018 12:28 PM
Anonymous

—
Not sure about the amount of time spent but both employees are responding to emails and working on spreadsheets for clients.

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Original Message:
Sent: 04-20-2018 11:59
From: Anonymous
Subject: Employees working on weekends

—
Would this time be considered de minimus?

Are we talking about a 30 second response to an e-mail or 15 minutes?

Original Message:

page 175 of 245

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Director of HR
New York City NY

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Apr 20, 2018 12:32 PM
Anonymous

—
Nope! Pay em (for the backwages too).

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Original Message:
Sent: 04-20-2018 12:27
From: Anonymous
Subject: Employees working on weekends

—
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Director of HR
New York City NY

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Apr 20, 2018 1:23 PM

[Milagros Ocasio](#)

Rikisha

As others noted, as the employees are nonexempt, the employer is required to pay for all hours worked, and if the weekend work exceeds fulltime hours, overtime must be paid.

New York is extremely stringent on this issue. When you meet with your governing board, you may need to mention that restitution should be made going back to the first time the employees hours exceeded fulltime hours.

What are the rules for overtime?

A: The overtime requirement is based on hours worked in a given payroll week. In general, if you have worked more than 40 hours in a pay week, and are not "exempt", you must be paid an overtime rate for all hours over 40. See the chart below:

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Employees	Overtime Rate
Covered employees	One and one-half times their regular, "straight-time" hourly rate of pay for all hours over 40 in a payroll week
Residential employees ("live-in" workers)	One and one-half times their regular, "straight-time" hourly rate of pay for all hours over 44 in a payroll week

Federal law excludes some types of employees from the requirement to receive one and one-half times their regular rate of pay. Many people call these "exempt" positions. The Fair Labor Standards Act (FLSA), listed by the U.S. Department of Labor, Wage and Hour Division, outlines occupations excluded by federal law. You can find the act at:

www.dol.gov/elaws/esa/flsa/screen75.asp

New York State follows these exclusions. However, the State still requires that most workers receive at least one and one-half times the minimum rate for their overtime hours in businesses covered by the Miscellaneous Wage Order.

labor.ny.gov/workerprotection/laborstandards/faq.shtm

 Milagros Ocasio
 Director, Human Resources
 Jaspan Schlesinger LLP
 Garden City, NY 11530

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 Thanks.

 Director of HR
 New York City NY

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Apr 20, 2018 12:05 PM

Anonymous

—

I would not meet with 2 complaining employees at once. That sounds like a pile on session. Each person needs to articulate their own concerns and get their own advice. As to directing them to the manager, that would be something I would do in the conversation if it's appropriate based on the issue. i do tell them I'm not a suggestion box where they get to drop in a slip of paper and something magically changes. My job is to help them solve their own problem and that generally involves coaching them on who to speak with and how.

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Original Message:

Sent: 04-20-2018 09:36

From: Anonymous

Subject: Should I talk to both employees at once?

—

An employee reached out to me via email because she's having some trouble working with her team and she'd like to talk to me about her concerns and receive some help. I agreed and while we were attempting to schedule a time that will work to talk, she adds that her co-worker would like to join the meeting to "voice some concerns" as well. Would you meet with both together or only meet with one at a time? What is best practice here? Thanks for your opinion.

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Apr 20, 2018 12:06 PM

[Roberta Weingarten](#)

The manager is aware. What if I said I am the manager, then would I get responses to my question? I am curious whether you find it to be better to meet with 2 complaining employees together or if meeting with them separately is best? Thank you.

Anonymous, 04-20-2018 10:10

Stop moving the goalposts, OP. You keep dribbling out information that you could have put in your initial post.

That said, in your place, I'd meet with them separately.

Roberta Weingarten, PHR, SHRM-CP

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Original Message:
Sent: 04-20-2018 10:10
From: Anonymous
Subject: Should I talk to both employees at once?

—

I always direct the employee to the manager first.
For all you know, the manager may already be working on these issues and you could possibly undermine his/her direction.

Anonymous, 04-20-2018 09:51

The manager is aware. What if I said I am the manager, then would I get responses to my question? I am curious whether you find it to be better to meet with 2 complaining employees together or if meeting with them separately is best? Thank you.

Original Message:
Sent: 04-20-2018 09:51
From: Anonymous
Subject: Should I talk to both employees at once?

—

I always direct the employee to the manager first.
For all you know, the manager may already be working on these issues and you could possibly undermine his/her direction.

Original Message:
Sent: 04-20-2018 09:36
From: Anonymous
Subject: Should I talk to both employees at once?

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Apr 20, 2018 12:56 PM

Anonymous

—

I don't meet with groups about issues. I tell people that I am happy to meet with them individually so I can give them my full attention and concentrate on what their concerns are. Anyone else who has concerns is welcome to meet with me also. People in a group tend to feed off each other and issues can get blown out of proportion.

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Original Message:

Sent: 04-20-2018 09:36

From: Anonymous

Subject: Should I talk to both employees at once?

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Apr 20, 2018 1:40 PM
Anonymous

I would suggest that you first meet with employees individually to get their input on an issue. They may not feel comfortable with another employee in the room and sometimes you don't get all of the info. Then, if necessary, set up a meeting with both of them. I have used this method before and it seems to work well. There are 3 sides to every story and you have a pretty good chance of getting the most accurate info this way

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From: Anonymous

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Apr 20, 2018 1:42 PM
Anonymous

I would meet with them separately. If it involved the manager or the manager could help in solving the issues, I'd then meet with the manager. I've also sat in on meetings with the manager and their employees as they learned how to deal with things or if it was going to be a bit more high emotions type of meeting just to keep everything in check and make sure everyone was hearing everyone else correctly which is usually the biggest issue that needs resolved.

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Original Message:

Sent: 04-20-2018 09:36

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From: Anonymous
Subject: Should I talk to both employees at once?

—

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Apr 20, 2018 1:45 PM
Anonymous

—

The question is very simple. Should I meet with the employees separately? It doesn't matter who the manager is. What the manager is or is not doing. Whether the manager has bad breath.

I agree with meeting with the employees separately. Each employee should have defensible positions and proof. This will allow you see whether they are colluding.

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Sent: 04-20-2018 09:36

From: Anonymous

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Apr 20, 2018 1:31 PM

Anonymous

—
Maybe a 360 review is needed.

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Original Message:

Sent: 04-20-2018 08:47

From: Anonymous

Subject: Upward Feedback

—
Good Morning,

I was hoping to find a company that does upward feedback and wanted to see if there were any suggestions. I have never done this before but would like to do it completely anonymous for the employees and then have it analyzed.

Thanks,

A

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Apr 20, 2018 6:00 PM

[Mary Dillman](#)

Hi Allison,

I should have asked sooner - how receptive is the National Sales Manager to receiving constructive feedback? How committed is he to making changes/improvements in his leadership style and professional conduct? The fact that you've mentioned that the RSMs are afraid of retaliation if the NSM finds out who says what leads me to believe that there is little to no trust and no sense of

"shared responsibility"/teamwork between the RSMs and the NSM. I just don't get the sense that the NSM will respond positively to feedback even if it is collected anonymously.

If my assumptions are correct, then I think the President, with your advice needs to carefully assess if the relationship between the NSM and RSMs is salvageable, and if it is worth the time/money for providing a developmental intervention for the NSM and his team. Good luck!

Mary Dillman
Flemington

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Original Message:
Sent: 04-20-2018 10:18
From: Allison Floyd
Subject: Upward Feedback

I would say at this point more leadership style but again we were hoping to do a "survey" of some type so that everyone would open up No one wants to say anything again for fear that he will find out who said what.

Maybe I will create something myself and then go from there. If it is only leadership style I like your suggestion of bringing in a "coach" to help resolve the issues.

Thanks and have a great day!

Allison Floyd
ERB Industries Inc
Woodstock GA

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Apr 20, 2018 2:12 PM
Anonymous

—

Exempt employees are paid for all hours worked. If the hours amount to 50 or 20 or five minutes, the employer pays four full wages.

The exception is deduction for full days in conformance with a bona fide PTO policy.

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FLSA2005-7

Wage and Hour Division (WHD)

www.dol.gov/whd/opinion/FLSA/2005/...

Deductions from salary may be made, however, when the employee is absent from work for one or more full days for personal reasons, other than sickness or disability. Thus, if an employee is absent for two full days to handle personal affairs, the employee's salaried status will not be affected if deductions are made from the salary for two full-day absences. However, if an exempt employee is absent for one-and-a-half days for personal reasons, the employer can deduct only for the one full-day absence. 541.602(b)(1).

Basically, the hour is just hour. That's all it is. If you want to allow the employee to "make amends" for the time lost because employees must work a set of core hours, then you can designate how the hours can be worked.

P.S. At the rate of hours this employee is making amends, you may want to just advise the employee that their wages will be docked from here going forward. Get attorney advice.

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Original Message:

Sent: 04-20-2018 08:45

From: Anonymous

Subject: Salary vs hourly

—

The question has been brought up about sick time and salary vs hourly. We recently had a person on salary call in sick and having no sick time left and no vacation time. They stated they would make up their time so as not to lose a days pay. They stayed 1/2 hour past their time for 2 days - is that 1 total hour considered make up time? We offer 3 days paid sick in the course of a year employment for both salary and hourly. Salary people do not punch in/out. <€>

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Apr 20, 2018 1:01 PM

[Jeanne Bohlen](#)

I'm preparing to test as well. In addition to the books and taking the practice tests online, I'm using SHRM-2017-FLASH-CARDS on Quizlet to master the terminology.

Jeanne Bohlen

HR Manager

Human Kinetics

Champaign IL

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Original Message:
Sent: 04-20-2018 05:29
From: Stella Anup Raja
Subject: SHRM CP

I am preparing for SHRM CP, any advise and tips from SHRM certified peeps. Thanks guys :)

Stella Anup Raja
Assistant Manager - HR

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Apr 20, 2018 1:14 PM
[Ivette Dupuis](#)

I wouldn't focus too much on terminology, if I were you.

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:
Sent: 04-20-2018 13:01
From: Jeanne Bohlen
Subject: SHRM CP

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Jeanne Bohlen
HR Manager
Human Kinetics
Champaign IL

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Apr 20, 2018 2:13 PM
Anonymous

—

I take my test early May and it's alot of information to retain. I try to make sense of the information but it's impossible to know every term in the book.

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Original Message:
Sent: 04-20-2018 13:14
From: Ivette Dupuis
Subject: SHRM CP

I wouldn't focus too much on terminology, if I were you.

Ivette Dupuis SHRM-SCP
Orlando

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Apr 20, 2018 2:20 PM
Anonymous

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and say it is all situational, learn how to apply it and know how the process works.

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Original Message:
Sent: 04-20-2018 14:13
From: Anonymous
Subject: SHRM CP

I take my test early May and it's alot of information to retain. I try to make sense of the information but it's impossible to know every term in the book.
Original Message:
Sent: 04-20-2018 13:14
From: Ivette Dupuis
Subject: SHRM CP

I wouldn't focus too much on terminology, if I were you.

Ivette Dupuis SHRM-SCP
Orlando

Original Message:
Sent: 04-20-2018 13:01
From: Jeanne Bohlen
Subject: SHRM CP

I'm preparing to test as well. In addition to the books and taking the practice tests online, I'm using SHRM-2017-FLASH-CARDS on Quizlet to master the terminology.

Jeanne Bohlen
HR Manager
Human Kinetics
Champaign IL

Original Message:
Sent: 04-20-2018 05:29
From: Stella Anup Raja
Subject: SHRM CP

I am preparing for SHRM CP, any advise and tips from SHRM certified peeps. Thanks guys :)

Stella Anup Raja
Assistant Manager - HR

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Apr 20, 2018 2:26 PM

[Ivette Dupuis](#)

It's impossible to know everything.

However, it's possible to overcome what you don't know on this exam, if you're a good test taker or learn a good strategy.

Ivette Dupuis SHRM-SCP
Orlando

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Apr 20, 2018 2:43 PM
Anonymous

—

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Orlando

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Apr 20, 2018 2:55 PM
[Ivette Dupuis](#)

Like I tell my students, better to score a 68 here in class and get it right on the actual exam.

I.e. Every wrong answer on a practice exam brings you closer to your credential (and more importantly, being a better HR pro).

Ivette Dupuis SHRM-SCP
Orlando

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Sent: 04-20-2018 14:43
From: Anonymous
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Apr 20, 2018 2:55 PM
Anonymous

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If Ivette created a study session for SHRMies who would attend??



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Apr 20, 2018 5:20 PM

[Jennifer Malerich](#)

I'm studying as hard as possible for the SHRM-CP exam amidst working full-time and chasing an 11 yr old and two 14 yr olds from sport to sport. I'm going to have to move away for a while to get some real, quality studying in, it seems. Can someone guide me to where the flash cards are located?

Jennifer Malerich
Sikeston

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Apr 20, 2018 2:22 PM
Anonymous

—

The answer is you can't. People are made the way they are made and some have "bad attitudes." We call them the toxic employee. Setting expectations means nothing because in order mend them you would have to rip them apart at the seams. You're not going to be able to do that.

Bottom line you tell them politely this is the way we do things, and it works for us. We would appreciate if you would work in a cooperative manner with your colleagues. Of course, it won't work.

I found out the long way is the best way to deal with a toxic employee is to let them go.

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Original Message:

Sent: 04-19-2018 18:47

From: Anonymous

Subject: Employee with Bad Attitude

—

How do you deal and approach an employee with a bad attitude? They do not like the way things are done and complain all the time.

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Apr 20, 2018 3:35 PM
Anonymous

—
We have a no scented products prohibition.

PERFUME/COLOGNE

Employees are not allowed to wear perfumes, lotions and colognes that are scented. Perfumes, lotions and colognes create additional health problems for clients and co-workers who suffer from respiratory problems, asthma, allergies, etc.

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Original Message:

Sent: 04-19-2018 17:17

From: Robyn Beresh

Subject: Peanut Allergy

Hi,

Does anyone have a policy for dealing with peanut (or any other) allergies in the workplace? If so, would you be willing to share?

Thanks,

Robyn

Robyn Beresh

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Apr 20, 2018 6:05 PM

[Kathleen Zipper](#)

We are a company of about 40 people as well. We have a Donor Advised Fund and haven't set a limit for what we'll match. The DAF takes care of a lot of the work; we just have to deposit the funds. I've seen mainly 501(c)3s come in, but some have donated directly to schools. I send in the match requests as I receive them.-----

Original Message:

Sent: 04-19-2018 15:45

From: Anonymous

Subject: Corporate Mataching Gift Program

—

How do you define which non-profits are eligible to be matched?

AJ: 501(c)(3)'s

How well is the program utilized by employees? Do you have specific #'s you can share -- size of your organization and total dollars matched for a specific year? And, what specifically is your ratio of matching -- 1:1, 2:1, etc.

AJ: To dollar size that we match is approximately \$80k a year (350 employees). We match up to \$3000 per person.

Has the program gained momentum since it's inception?

AJ: Been in place for many years so it holds steady

How often do you promote it?

AJ: We send reminders out near year end and also include reference as ancillary benefits during OE meetings

Do you also have a United Way campaign in place at your organization?

AJ: No

[Loretta Hoover](#), 04-19-2018 15:34

Original Message:

Sent: 04-19-2018 15:34

From: Loretta Hoover

Subject: Corporate Mataching Gift Program

Good afternoon,

We are looking at developing a Corporate Matching Gift Program. I can find sample policies online, but I was hoping to hear from anyone who has put this type of program in place.

1. How do you define which non-profits are eligible to be matched?
2. How well is the program utilized by employees? Do you have specific #'s you can share -- size of your organization and total dollars matched for a specific year? And, what specifically is your ratio of matching -- 1:1, 2:1, etc.
3. Has the program gained momentum since it's inception?
4. How often do you promote it?
5. Do you also have a United Way campaign in place at your organization?

â€œ

Thank you for any comments and advice you can give!

Loretta Hoover SHRM-CP
Director, Human Resources

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Apr 20, 2018 1:06 PM
Anonymous

—

Thank you!

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Original Message:

Sent: 04-19-2018 15:34

From: Anonymous

Subject: Past employee information

—

You should definitely disclose any negative information based on the person wanting to become an officer.

A lot of federal agencies require ALL information for clearances.

Original Message:

Sent: 04-19-2018 15:28

From: Anonymous

Subject: Past employee information

—

Hi,

I work for a government entity, and I have had a neighboring government entity calling me about a past employee, asking 'government entity to government entity' why this person left employment, it's not good. It is for a police officer position. I usually do not give out any information about past employees except date of hire, term date and position. I was sent a Release of Information Authorization form signed by past employee. My question is, is that ok? With the position being hired for, I feel like the information should be shared. Thoughts??

Thanks in advance!!!

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Apr 20, 2018 1:12 PM

Anonymous

—
Please make sure that the information you are releasing is factual and related to the role as a officer.

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Sent: 04-19-2018 15:34

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Apr 20, 2018 6:00 PM

[Kathleen Zipper](#)

We've been doing quarterly reviews for almost 2 years. Everyone in the company has 1 on 1s with their manager weekly, which helps ensure constant communication. We also tell everyone when doing their 360 reviews that there shouldn't be any surprises. If they haven't had a conversation with someone about it, it doesn't belong on the review. This is the best way to ensure everyone is given a chance to improve on weak areas. I also remind folks a few times a year that all feedback should be accompanied by examples. You can't just say someone did a bad job and not explain why. Bottom line - an ongoing process is all about communicating how it works properly and ensuring that managers are on board with it. It was also really important in the beginning, and even now I still do it, to explain WHY you want to have an ongoing process. For us the reason was to help employees develop their skills and careers more consistently. If you don't explain that some people might feel like they're just being monitored really closely.

We keep the process very light. We only ask 4 super basic questions (2 multiple choice and 2 open ended) because the quarters can go by quickly and we don't want to overwhelm people.

It took time for folks to get used to it but if we went back to an annual process people would miss it. We have really been able to improve our teams and have seen more internal promotions. We have been using a tool called Trakstar but I've been doing some research into something new. 7geese and Lattice look really cool and are built for a ongoing process. Trakstar isn't meant for this kind of cycle.

Original Message:

Sent: 04-19-2018 15:26

From: Michelle Doran

Subject: Continuous Performance Review Process

Has anyone moved from an annual review process to a continuous review process or incorporated aspects of a continuous review process?

How did you go about implementing? What type of forms are you using to facilitate gathering/giving feedback? Is it a 360 review? Thanks for any feedback!

Michelle Doran
Office Administrator
Dorsey & Whitney LLP
New York NY

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Apr 20, 2018 2:43 PM

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Anonymous

—

Your concern may be an off branch of your condition.

If the director is answerable to the board she is answerable to them in all things and may be compelled to disclose issues of substance to them. Frankly, if the board is the overseer for all decisions, they may the right to know.

Also, consider this, your reputation would have been far more damage if the board saw your "concentration at work is poor, I'm forgetful, and I'm having trouble with attendance" was simply actions of an irresponsible employee, and required your termination as a result of it. You are protected by the law and it could very well be that the director was shielding you from harm.

You are obtaining help, along with hopefully therapy. Try to focus on positive things, and with the help of guiders return to the fruitful person you can be. Once everyone sees this, how they WILL see you is as a champion.

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Original Message:

Sent: 04-19-2018 15:08

From: Anonymous

Subject: Depression and confidentiality

—

Hey all,

I posted on here before about my depression causing problems at work for me. I'm going through a lot in my personal life, and my concentration at work is poor, I'm forgetful, and I'm having trouble with attendance. I was formally diagnosed with depression, and I had ADA paperwork filled out (we don't do FML here as we're too small). I gave my boss the paperwork and I asked her to keep it confidential because I don't want to face any stigma around having depression. My boss is the director of the organization and she reports to a board of directors.

I have since found out that she disclosed my having depression to our board of directors (5 total people) in a meeting with them. I'm wondering why she felt the need to tell them this. Now, every time I see them, I will feel strange and will have reduced confidence in speaking to them. I'm upset that she told them. I thought that it's only okay to say what the restrictions I have are on a "need-to-know" basis, and not tell my specific medical problems.

Am I wrong to think she shouldn't have told them? What can I do now? These are members of the surrounding public that I didn't want to know this about me. My reputation could be hurt by this.

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Apr 20, 2018 2:47 PM
Anonymous

I agree with 6. Is there any reason to believe the BOD can't be trusted with this information or keep it confidential?

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Original Message:

Sent: 04-20-2018 14:42

From: Anonymous

Subject: Depression and confidentiality

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Apr 20, 2018 3:42 PM

Anonymous

—

â€¢ I have tattoos on the front and back of my hip, so they are generally covered most of the time. My employer requires that I wear pants.

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Original Message:

Sent: 04-19-2018 14:54

From: Anonymous

Subject: 2 Different Tattoo Policies

—

I work for a private company. We have had a long-standing policy of all tattoos must be able to be covered somehow. That has been in place for our corporate staff as well as our field staff. We are a professional environment and consider ourselves benchmark in our industry for all staff. We don't even have jeans Friday. We are office attire 5 days a week. Our field staff wears a specific uniform 5 days of the week.

However, our company is growing and our field staff is highly specialized group and hard to recruit for those positions. Recently, we have had to turn down several qualified candidates for field staff positions because they had no way to cover their tattoos. However, we recognize in the industry they come from tattoos are common place. By removing the no visible tattoos for field staff we would greatly open up our candidate of highly qualified and desirable candidates.

Leadership wants to implement 2 separate tattoos policies - one for field staff and one for corporate/support staff. I've been researching and I'm fully aware of the possibility of discrimination due to religious tattoos and other reasons.

What I'm looking for help on is how to draft 2 different policies with sufficient support to show why we have 2 different policies.

Any advice on where I might find some resources?

Thank you.

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Apr 20, 2018 3:58 PM

Anonymous

—

â€œI have tattoos on the front and back of my hip, so they are generally covered most of the time. My employer requires that I wear pants.

Anonymous, 04-20-2018 15:42

Yo mean you don't have No Pants Wednesday? You should sue them for discrimination, HIPPA and Hostile Work Environment for good measure!

You are hilarious!!

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Apr 20, 2018 4:08 PM

Anonymous

—

I would rather poke myself in the eye than have to deal with not one but two tattoo policies. Geez, just let people own how they are perceived and whether they can be successful in the context of their own choices. People can choose to show them or not show them as deal with the consequences of any perception issues, misguided or not, as evidenced by the comments on this thread.

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Thank you.

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Apr 20, 2018 2:27 PM

[Milagros Ocasio](#)

I would ask for a copy of the divorce decree.

Milagros Ocasio
Director, Human Resources
Jaspan Schlesinger LLP
Garden City, NY 11530

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Original Message:

Sent: 04-19-2018 14:40

From: Anonymous

Subject: Documentation of Divorce to Drop Coverage

—

Is a company required to get documentation of divorce (date) when an employee wants to drop medical coverage for their spouse? He did complete and sign the Enrollment/Change Form to drop spouse coverage due to the 'qualifying event' and put an effective date on it. Is that enough, or do you require a copy of the divorce decree?

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Apr 20, 2018 2:31 PM

[Jan Savoie](#)

Our carrier requires the spouse's signature or court documents before they will drop.

Don't forget to send a COBRA notice if your company is covered.

Jan SHRM-CP

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Original Message:

Sent: 04-20-2018 14:26

From: Milagros Ocasio

Subject: Documentation of Divorce to Drop Coverage

I would ask for a copy of the divorce decree.

Milagros Ocasio
Director, Human Resources
Jaspan Schlesinger LLP
Garden City, NY 11530

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Apr 20, 2018 3:47 PM

Anonymous

—
If they have pre-tax contributions they would have to provide proof of the qualifying event for a mid-year change. If pre-tax contributions are not in play the employee could theoretically drop any time, and they can always drop at open enrollment. I would never ask for proof outside of the QE issue and I have no idea how a carrier can stand on a request for proof or the spouse's signature. It is

between the employee and their lawyer if they drop their spouse inappropriately and create liability for themselves.

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Apr 20, 2018 4:47 PM

Anonymous

—

The divorce decree outlines specifically what the terms are including the health insurance. I would ask for a copy of that part and the final page which shows the filing date only, you don't need the whole thing.

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Original Message:

Sent: 04-19-2018 15:11

From: Anonymous

Subject: Documentation of Divorce to Drop Coverage

—

We require the decree. In my state the relevant info is right on the first page so employees just provide that page only.

Before we required documentation we had an employee drop his wife citing divorce when they were not even legally separated. Personal sure, but much easier to get documentation upfront than deal with the headache later.

Original Message:

Sent: 04-19-2018 14:48
From: Anonymous
Subject: Documentation of Divorce to Drop Coverage

—

Thanks. What do you require in the case of divorce? It's such a personal thing that I don't want to be insensitive when asking.

Original Message:

Sent: 04-19-2018 14:41

From: Anonymous

Subject: Documentation of Divorce to Drop Coverage

—

We require documentation for all mid-year insurance changes.

Original Message:

Sent: 04-19-2018 14:40

From: Anonymous

Subject: Documentation of Divorce to Drop Coverage

—

Is a company required to get documentation of divorce (date) when an employee wants to drop medical coverage for their spouse? He did complete and sign the Enrollment/Change Form to drop spouse coverage due to the 'qualifying event' and put an effective date on it. Is that enough, or do you require a copy of the divorce decree?

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Apr 20, 2018 4:49 PM

Anonymous

—

We require the divorce decree, You should actually confirm that it says that the spouse should be dropped and by what date if it has one. Each one can be different.

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Original Message:

Sent: 04-19-2018 14:40

From: Anonymous

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Subject: Documentation of Divorce to Drop Coverage

—

Is a company required to get documentation of divorce (date) when an employee wants to drop medical coverage for their spouse? He did complete and sign the Enrollment/Change Form to drop spouse coverage due to the 'qualifying event' and put an effective date on it. Is that enough, or do you require a copy of the divorce decree?

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Apr 20, 2018 2:02 PM

[Suzanne Tiner](#)

Review this for how to correct your I9s

www.ice.gov/sites/default/files/documents/Document/2015/...

Suzanne Tiner
Business Coordinator
Healey Railsource LLC
Jacksonville FL

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Original Message:
Sent: 04-20-2018 00:53
From: Laura Henderson
Subject: I-9

This correction memo should help you:
community.shrm.org/viewdocument/...

Laura Henderson
Owner
North County HR
San Diego, California
760-390-7357

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Apr 20, 2018 4:14 PM

[Eliana Martinez](#)

â€¢ was going to refer the same websites that has already been offered. I recently did an internal I.9 audit myself. I chose to send an email to everyone letting them know I was conducting an internal I9 audit. This was to ensure that no one felt discriminated against and also so it wouldn't be such a huge surprise when I called them in when I found discrepancies (every single one was incorrect). Stamps, lines, white out, missing identifies documents you name it.

Never back date attach a letter stating your corrections and keep the original I.9 attached as well if you are completing a new one. I've been through two ICE audit with no citations and my new employer never had an HR administrator before me. It took me 6 month to complete the active I.9s so research all websites and article on SHRM and do everything in good faith.

www.ice.gov/sites/default/files/documents/Document/2015/...

Ice

[View this on Ice](#)

≥

Eliana Martinez SHRM-CP
Queens, NY

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Original Message:
Sent: 04-19-2018 14:00
From: Anonymous
Subject: I-9

I'm the only one in the HR Department and did an I-9 audit once hired. I have found errors such as incomplete or missing I-9's for active employees. Do we complete new I-9's years after the hire date or use the OMB No 1615-0047; Expires 8/31/12 Form I-9, Employment Eligibility Verification Instructions which states "Employers must retain completed Form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later". The instructions for the I-9 was changed 3/08/13 to state Employers must retain each employee's completed Form I-9 for as long as the individual works for the employer. It goes on to say Once the individual's employment ends, the employer must retain this form for either 3 years after the date of hire or 1 year after the employment ended, whichever is later.

We want to do what is right and keep from having fines if we are audited.

Thanks,

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Apr 20, 2018 12:42 PM

[Albert Correa](#)

I agree with the previous poster - "Personality" assessment tools are all subject to (IMHO) valid critique.

Albert Correa
Sr. HR Reporting Analyst, Aurora Health Care
HRIS Consultant (Retired), New Resources Consulting
HRIS Administrator (Retired), Milwaukee Public Schools

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Original Message:
Sent: 04-19-2018 13:16
From: Nicole Holder
Subject: Personality Profile Assessment Test

Does anyone have recommendations for Personality Profile Assessment Testing?

Wilsonville, OR

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Apr 20, 2018 1:21 PM
Anonymous

—
We use the DISC Behavioral Assessment We do not use it for selection purposes but we feel it helps our Managers understand their employees better (and vice versa).... how they learn best, how they are led best, etc. We feel if you understand who someone is at their core, it is easier to accept how they are different than you, how they work differently, how they learn differently, etc. ...

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Original Message:
Sent: 04-19-2018 13:16
From: Nicole Holder
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Does anyone have recommendations for Personality Profile Assessment Testing?

Wilsonville, OR

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Apr 20, 2018 1:35 PM

[Ivette Dupuis](#)

I am a fan of MBTI (not a validated selection tool), DISC, Culture Index.

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:

Sent: 04-19-2018 13:16

From: Nicole Holder

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Does anyone have recommendations for Personality Profile Assessment Testing?

Wilsonville, OR

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Apr 20, 2018 3:42 PM

[Peter Giglione](#)

We would typically know before starting a candidate if there is going to be commissions paid. Because the candidate is going to claim the total compensation for unemployment. Normally we would do a pass thru for commissions. i.e. The pay rate is \$12 per hour and the bill rate is \$19 per hour but the candidate makes an additional \$3.00 per hour in commissions. If you track/pay the commissions on a separate line and of course the staffing company is paying the employee, the staffing company would charge you a lower mark up to cover payroll expenses. i.e. \$3.00 per hour \$3.75 per hour. Did the staffing company know you were paying commissions, how was the person being paid the commissions?

Peter Giglione
Director
Lloyd Staffing
Fort Lauderdale FL

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Original Message:
Sent: 04-19-2018 13:14
From: Anonymous
Subject: Contractor/Staffing Firm

—
Hello,

I was hoping that someone would be able to provide some advice on a current situation we are experiencing. We hired a staffing firm to assist us with temp to perm candidates. During the temp period, we told the staffing firm their candidate wasn't working and parted ways. Once we part ways with anyone, we do not pay commissions. The contractor hired an attorney and they are saying it's against FL law to not pay commissions, even if they are voluntary. Since she was never even our employee, we never paid her- we paid them.... do we have anything to be worried about?

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Apr 20, 2018 12:16 PM

[Robin Cooley](#)

â€¢

Would you be willing to share your guidelines? I think it sounds like what I am looking for too.

Thanks

â€‹

Robin Cooley
SHRM-CP, PHR
Portland OR

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Original Message:

Sent: 04-19-2018 11:43

From: KATHERINE GERLOFF

Subject: Supervisor Handbook

Good morning! It is clear that we are not properly training our supervisors. Not on the job duties per se, but on their responsibility to represent the company and limit our liability. One of the suggestions is to create a "Supervisors Handbook" to use in conjunction with our employment handbook. Does anyone here do this?

I would love to hear suggestions on what to include. The types of topics I am considering are: What NOT to ask in an interview. A supervisor's duty to initiate the FMLA or ADA process if they see an issue that warrants that. Responsibility to report potentially dangerous situations or serious violations of company policy.

We are a manufacturing facility in Virginia. Thank you in advance for any suggestions or advice.

KATHERINE GERLOFF SHRM-CP

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Apr 20, 2018 12:31 PM

Anonymous

—
Ok, thank you for clarifying. You wouldn't be "revising" their pay, per se, you would be paying them OT at their correct rate which would include the bonus when calculating it. BUT, you have to first determine if your bonuses were discretionary or non-discretionary. In your case, it sounds more like non-discretionary in which case the rate needs to be recalculated.

As another poster said, you can avoid this by basing the bonus % on the earnings for the year, not their base pay.

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Original Message:

Sent: 04-20-2018 10:42

From: Anonymous

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Subject: Calculating OT - annual bonus

—

OP again...

By revise their pay, I mean go back and give them extra \$ for hours they worked in 2017. And we're located throughout the US. Most non-exempts are in NH.

Original Message:

Sent: 04-20-2018 09:48

From: Anonymous

Subject: Calculating OT - annual bonus

—

Further to my post above, what state are you in?

Original Message:

Sent: 04-20-2018 09:47

From: Anonymous

Subject: Calculating OT - annual bonus

—

What do you mean "revise their pay"? How?

Original Message:

Sent: 04-19-2018 10:18

From: Anonymous

Subject: Calculating OT - annual bonus

—

Yes, you do. You can avoid this in the future by paying a percentage of their total wages including OT in their bonus.

Original Message:

Sent: 04-19-2018 10:08

From: Anonymous

Subject: Calculating OT - annual bonus

—

OP here... so you're saying that yes, we do have to go back and adjust pay for any nonexempt who worked OT and received a bonus?

Original Message:

Sent: 04-19-2018 10:03

From: Anonymous

Subject: Calculating OT - annual bonus

—

Doesn't matter if it's paid out each week, month, quarter or annually.

If it's based on hours worked, use the blended rate method for calculating OT for the period the bonus/commission is paid on.

Original Message:

Sent: 04-19-2018 09:47

From: Anonymous

Subject: Calculating OT - annual bonus

—

Our employees recently received their annual bonuses. The amount of these bonuses was based on a % of the regular earnings (not OT) paid in 2017, and it was based on 2017 performance (both company and individual). Our new payroll manager says that because the bonus was "earned" in 2017, we have to go back and revise the pay for any non-exempts who worked OT in 2017.

I understand that most bonuses have to be wrapped in to OT calculations, but most of what I'm finding references bonuses being paid "real time", not going back a full year.

Thoughts?

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Apr 20, 2018 12:37 PM

Anonymous

—

12 here. Thank you for the clarification, Anonymonk. I feel it's a grey area and would still recommend that you take the felony out of the equation when making the decision of whether or not to hire.â€¢The purpose remains the same.

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Original Message:

Sent: 04-20-2018 10:37

From: Anonymous

Subject: Paroled felon

—

Check to see if your city has the Ban the Box in effect. MI state does not, but some cities do. If yours does, you cannot NOT hire him because of his record.

Anonymous, 04-20-2018 09:53

All the ban-the-box laws that I've worked under regulate when and how you can ask about the record. "Ban-the-box" refers to the removal of the question and check box from the application itself. It doesn't prohibit employers from denying employment because of a record (although there are other processes/laws about when and how you can deny that employment).

Anonymonk
Original Message:
Sent: 04-20-2018 09:53
From: Anonymous
Subject: Paroled felon

—

Check to see if your city has the Ban the Box in effect. MI state does not, but some cities do. If yours does, you cannot NOT hire him because of his record.
Original Message:
Sent: 04-20-2018 08:55
From: Johanna Wilberding
Subject: Paroled felon

Thanks to all of you for your input. It is very much appreciated!

Original Message:
Sent: 04-18-2018 22:27
From: Anonymous
Subject: Paroled felon

—

One of my managers is asking about making an offer to a convicted (paroled) felon. The company does not have a policy. The role is an internship which could lead to a full time role. Any suggestions for questions I should consider, ask the manager, or ask the potential candidate would be welcome. The crime was an unarmed store robbery and he served two years.

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Apr 20, 2018 12:46 PM

[Michael Smith](#)



That a winner can be humble and caring, and still reach the pinnacle of their profession. Desiree Linden is living proof.

Michael Smith

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Original Message:

Sent: 04-18-2018 16:42

From: Jennifer Armstrong

Subject: What have you learned lately?

After all these years, I just learned that a re-hire's previous service term contributes to their qualification for FML. I did not realize that the *12 months of employment* provision includes previous years of service. The employee does meet the 1250 hours of service in the previous 12 months since she was rehired nine months ago and is full time. I never had to address this scenario before, so I was surprised when I learned this.

Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 12:48 PM

Anonymous

Sometimes as an HR Coordinator I know more then the HR Manager.

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Original Message:

Sent: 04-18-2018 16:42

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 1:07 PM

Anonymous

—

That I don't know the ACA law well enough after vetting new Brokers. The potential brokers have found so many non-compliance issues it is scary. However, that is partially on me for not reading all documents thoroughly and thinking my current broker and TPA are competent.

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Original Message:

Sent: 04-20-2018 12:48

From: Anonymous

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 1:07 PM

Anonymous

—
I learned a few things:

- I learned that I did not need a meeting on how to hold a meeting.
- During said meeting I learned I can totally plan my weekend meals and prepare my grocery list in my head while managing to look interested in the meeting about holding meetings.
- I learned one of the points under the "don't do this" section should have been DON'T HOLD POINTLESS, TIME-WASTING MEETINGS!!!

Have a great Friday everyone!

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 1:14 PM
Anonymous

—
That I cannot bring a company out of the dark ages if they don't want to come. I have also learned, or at least am trying to learn, that it is not my personal failure.

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 1:15 PM
[Ja'Net Christmas](#)

That people - no matter how old they are - ask THE dumbest questions....

Ja'Net Christmas
Washington

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Original Message:

Sent: 04-18-2018 16:42

From: Jennifer Armstrong
Subject: What have you learned lately?

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 1:25 PM
Anonymous

—

Not learned lately but what is perceived as a stupid employee question is often due to lack of full understanding of how something works because this may be their first job, our organization may do things differently than their last organization or the program is just not clear.

The world of HR is not hard but the jargon can be confusing if there is not a full understanding. The employee may also be sincerely unaware of what we can/cannot do.

My engineers are brilliant but heck if all of them fully understand the difference between a copay, premiums and deductible.

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Original Message:

Sent: 04-20-2018 13:15

From: Ja'Net Christmas

Subject: What have you learned lately?

That people - no matter how old they are - ask THE dumbest questions....

Ja'Net Christmas
Washington

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Apr 20, 2018 1:46 PM

[Anita Ragusa](#)

What a fun topic!

The company I work for is opening a branch in Geneva and I am learning a whole lot about Swiss employment contracts and taxes. If anyone has good resources or advice please let me know!

TGIF from New York!

Anita Ragusa
Human Resources
New York

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 2:19 PM

[Susana Guzman-Agle](#)

That the most important thing in a job is to feel that you are relevant and contributing to a higher purpose.
Money comes and goes, recognition is temporary, but the feeling that you are helping someone else to get somewhere is actually what keeps me going.

HR Yardley

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Original Message:

Sent: 04-20-2018 13:45

From: Anita Ragusa

Subject: What have you learned lately?

What a fun topic!

The company I work for is opening a branch in Geneva and I am learning a whole lot about Swiss employment contracts and taxes.
If anyone has good resources or advice please let me know!

TGIF from New York!

Anita Ragusa
Human Resources
New York

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Apr 20, 2018 2:25 PM
Anonymous

I'd rather someone ask a "dumb" question than continue on in confusion.

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Original Message:

Sent: 04-18-2018 16:42

From: Jennifer Armstrong

Subject: What have you learned lately?

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Soooo.... what have you recently learned that surprised you?

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Apr 20, 2018 12:47 PM

[Robin Cooley](#)

Hi,

We also do in house testing, but have a lab and MRO as backup. We have some remote employees that go to the labs regularly and a few others that prefer to go to the lab than be tested in house. But for the most part the in house testing works great and saves us about \$5K per year.

Robin Cooley
SHRM-CP, PHR
Portland OR

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Original Message:
Sent: 04-18-2018 12:50
From: Eric Emerson
Subject: In House drug testing

Hello all,

I met with my workers compensation representative today and during the course of the conversation, he told me that in order for me to conduct my own drug screens (we do a saliva swab) we have to get a license from the Department of Labor. I was looking through the DOL website and haven't found anything about it but will continue to search. I was curious if anyone else was familiar with this. The company that I source my drug screens through didn't say anything about this.

Eric Emerson SHRM-CP/PHR
H.R. Manager
Value Added Products
Alva, Oklahoma

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Apr 20, 2018 2:08 PM

[Susana Guzman-Agle](#)

We have the same issue but mostly for employees who are not going to take any benefits. Those who are really interested in taking them is highly unlikely that they forget (we send 2 reminders too). Our benefits start on day 30 but they need to make the choice as early as possible.

At the end of our employee orientation program we always ask

- How long do you have to choose benefits?
- What happens if you don't?

We make so much emphasis on this that there are never wrong answers. The info is drilled in their brains.

However we have noticed that those who are going to decline them don't care about the fact that they still have to click on the on-line system to accept the free benefits (life insurance, STD, LTD, etc.) and provide a beneficiary. so we, HR, used to have to do it for them.

What we did, was to mark their calendars with a follow up with HR 3 weeks after. We use this time to chat about their orientation, how they are feeling in the company, provide them with 401 K

materials and information and catch up with benefits. If they have not signed up yet, we make sure that their choices are captured during this session.

We are about 300 ee's

HR Yardley

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Original Message:
Sent: 04-18-2018 16:00
From: Anonymous
Subject: It's Not You, It's Me...

—

Auto-enroll them like the original intention of section 18a of the flsa. Or, for the few stragglers I have that don't do this I clock them into a meeting and take them to the computer to complete. Hand-holding, yes, however, it's effective.

Original Message:
Sent: 04-18-2018 15:47
From: Anonymous
Subject: It's Not You, It's Me...

—

âOP Here - Thank you for your feedback.

For clarification -

- This is not an issue with yearly open enrollment, just **new hires** eligible to enroll
- We have a 30 day grace period **after** they're enrolled in benefits to make changes in case of enrollment errors or system errors

I've reached out to our broker for feedback as well to ensure that what I do going forward will be approved in an audit.

Original Message:
Sent: 04-18-2018 11:40
From: Anonymous
Subject: It's Not You, It's Me...

—

âCWE're having a real issue with our new hires "forgetting" or being "too busy" to enroll in benefits. We speak about it in New Hire Orientation. They get a very detailed enrollment email and TWO follow up reminders. This month, there were still six employees that had not enrolled 2 days prior to the close of open enrollment, so I made a call to everyone. STILL, 2 employees had not enrolled and then one called me after open enrollment ended saying he made a mistake.

I know that Fortune 100 companies send out an email, and if you don't enroll by the time required, you're SOL.

I, on the other hand, then follow up with the employees that missed and manually enroll them in, or decline, all 11 benefits for them. This is very tedious and I'm starting to feel like an enabler. This needs to change.

My initial thought is that in NH Orientation, I can have them sign a document that states that if they choose not to enroll in benefits by their date, they effectively decline all benefits.

What do you all do? Can anyone share a sample email or document that they give employees?

Looking for recommendations. Thanks in advance!

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Apr 20, 2018 12:27 PM

Anonymous

—

Not positive from a legal standpoint, but employee or not, this is restricted information.

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Original Message:

Sent: 04-17-2018 15:51

From: Anonymous

Subject: Employee Privacy Rights... No More!

—

We are a health care insurance company and only certain employees are able to see other employees information due to HIPAA. Should we still be restricting employee information once the employee is terminated or they are a retiree?

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Apr 20, 2018 12:46 PM



[Ivette Dupuis](#)

Same standard.

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:
Sent: 04-17-2018 15:51
From: Anonymous
Subject: Employee Privacy Rights... No More!

—

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Apr 20, 2018 12:49 PM
Anonymous

—

I think the OP needs to clarify *what* information is being referred to. Are we talking about employees' PHI, or are we talking about other information of the type found in most employee files? There is a huge difference in terms of HIPAA.

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Original Message:
Sent: 04-20-2018 12:45

From: Ivette Dupuis
Subject: Employee Privacy Rights... No More!

Same standard.

Ivette Dupuis SHRM-SCP
Orlando

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Apr 20, 2018 4:21 PM

[Jamie Wideman](#)

I am on a very strict diet myself at the moment. I am also in charge of our monthly lunches and catering for meetings/special guests. I don't even cater to my own dietary needs. Short of avoiding high allergen foods (I won't be serving a selection of petite PB&J sandwiches anytime soon), I feed the masses. I need something special, so I bring my own stuff. I can't have the candy in the dish at the receptionist's desk, so I stand to the other side (instead of hovering over the bowl) if I stop to chat with her. Easy Peasy. I am an adult. No one is responsible for my dietary needs other than myself. Not even my husband.

Jamie Wideman
Human Resources Manager
Peter-Lacke USA
Troy MI

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Original Message:

Sent: 04-17-2018 14:02

From: Anonymous

Subject: Catering To One Employee's Dieting Needs

â€œOne small office of ten employees has an employee who is attempting to diet. She has been very, very vocal about her efforts to diet. Located in our office suite is a large conference room where inside and outside meetings take place. They include general board meetings, outside vendor meetings ect. In an attempt to be hospitable we offer the standard items to our guests. These items include coffee, water and a bowl of candy in the middle of the conference table. The dieting employee demanded that no candy be available in the office because she does not have the will power not to eat

the candy. Our management team is in transition and our current lead manager is trying to make everyone happy. She has asked that the candy be removed from the conference room and we all have been asked to support the dieting employee. This request has upset the rest of the staff as they see the request is juvenile and the dieting employees lack of will power is not their issue. One employee going so far as to state she is lactose intolerant and thinks all dairy creamers should be removed from the coffee area. Does anyone have a solution or suggestion as to how to diffuse this increasingly distracting office situation?

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Apr 20, 2018 4:43 PM
Anonymous

—

Our receptionist gets huffy when any sort of food is brought in but especially sweets. "I just can't help myself!" says the woman who ate 4 pounds of M&Ms and six ice cream drumsticks in one weekend. One. Weekend.

But it gets better- Not only does she get huffy when people bring in any food, heaven forbid it be fruit of any kind. "Don't you know that fruit is full of sugar????? It is not good for you. My doctor says I can't have fruit."

I want to spray her with a hose and tell her that fruit is bad for HER because she probably ate 4 pounds of M&Ms every weekend for the last 30 years.

Todd- thanks for the hose idea. I may have to adapt to a spray bottle- I hear they are helpful in training dogs to correct their behavior.

Anonymous, 04-17-2018 17:07

Your comment reminded me of my colleague who is 5'10", 120 pounds and eats everything in sight the entire day. She is such a wonderful and very helpful person not to mention brilliant and I hate her. In the past year, I've been dieting, exercising. As the comedian said I must be on Bill Clinton's diet plan because the faster I run the fatter I get. So I am jealous. I have no good reason for my sentiment.(BTW-it is a joke). I am going to send her this.

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Sent: 04-17-2018 17:07

From: Anonymous

Subject: Catering To One Employee's Dieting Needs

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Original Message:

Sent: 04-17-2018 16:19

From: Anonymous

Subject: Catering To One Employee's Dieting Needs

—

â€¢That's funny Todd.

But seriously, if the ee doesn't have enough will power to resist a small candy dish, she will find having long-term weight loss success difficult.

"(Insert name) the conference room will have a candy dish along with an fruit selection. I understand your concerns and am not a licensed professional, but have you talked to a dietician or other professional about ways to help you overcome these temptations?" (I use the term "I am not a licensed...but" way too often.)

Original Message:

Sent: 04-17-2018 15:57

From: Rosemarie Lombardi

Subject: Catering To One Employee's Dieting Needs

â€¢Thank you Todd - I burst out laughing at the visual of spraying someone with a hose.

Rosemarie Lombardi SHRM-SCP
Norwalk

Original Message:

Sent: 04-17-2018 15:02

From: Todd Saffell

Subject: Catering To One Employee's Dieting Needs

You need to have the best interest of the employee at the forefront of what you do. Since the employee doesn't have the will power to resist the candy, you should take it upon yourself to help.

1. Every day bake a batch of cookies in the break room oven. They can be homemade or come from a tube.
2. Place fresh baked cookies in the conference room.
3. Stand in conference room waiting.
4. When the hangry dieter enters the room, spray her with a hose.
5. Repeat until she associates fresh baked cookies with getting a face-full of water.
6. Hangry dieter no longer wants cookies and the rest of you can go back to the candy dish. (And you got to eat cookies every day while she was conditioned.

If it works on monkeys trying to get a banana, I'm guessing it will work with the hangry dieter wanting cookies.

In Todd We Trust

Original Message:

Sent: 04-17-2018 14:02

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Subject: Catering To One Employee's Dieting Needs

—

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Apr 20, 2018 12:10 PM

Anonymous

—

â€œCouple of suggestions (and understand that I AM that dancing/humming employee who is completely oblivious that I am even doing it, and I apologize profusely for all the rest of us out there!)

1. Mouse issues; see if she would be willing to use a track ball mouse. Took me a little while to get used to mine, but now I love it (the Kensington Orbit with scroll ring is Awesome!). It makes a difference in my mouse noise, my wrist exhaustion, and space on my desk.
2. A mind trick I was taught when I was having problems sleeping, but have used for many other things since then. When you are sitting at your desk and you hear her mouse noise, say to yourself "that is my neighbor's mouse, I don't need to register that sound any more". Do that each time you hear the noise. I kid you not, you can train your mind to not register that noise any more, to keep it in your subconscious. Probably you have been doing the opposite, every time you hear it you put effort into being annoyed by it, which makes your mind listen for it more because it thinks you want to hear it. You can do the same thing with her movements, make your brain recognize them as nothing it needs to be concerned with and it will stop noticing it. It's the same thing that happens to people who live near railroad tracks or airports, just a more purposeful (faster) way to achieve it.

Good luck!

PN

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Original Message:

Sent: 04-18-2018 16:22

From: Anonymous

Subject: What would you do? Or is this just hopeless

—
Not sure how to address the dancing in the seat, mainly because she probably isn't even aware of it. However, if her seat is squeaky, I might look into some WD-40 to minimize the noise that comes from her wiggling.

As for the mouse, if you are truly terrified of hurting her feelings, perhaps position it as a helpful conversation:

Hey Wiggly (haha, don't really call her that), it sounds to me like you might be having some issues with your mouse...I notice you have to slide it around or set it down firmly quite a bit...is there an issue with your mouse connecting? Do you have a mouse pad? Have you looked at adjusting the tracking speed?

Perhaps her mouse isn't performing as she is used to and she doesn't know how to make it better. Maybe she prefers a different style of mouse, or her desk isn't reflecting the laser so she slams it down to find her cursor? Maybe her tracking is set to really slow so she feels the need to aggressively mouse to get results?

At a minimum, maybe you identify a mouse problem, or at best, maybe it opens up the conversation and you can be humble...

Example, perhaps she says, nope, no problems, why? And you can say, I feel so silly saying it because I don't want to hurt feelings, but the noise of your mouse is causing me to tweak. I've honestly never had this issue before so it made me start to wonder if maybe you got some subpar equipment and we can get you something you are more comfortable working with....

Another option may be to tell her (very seriously), that you suffer from misophonia. It is a real thing that is defined as suffering from selective sound rage. Tell her you can't control your actions when you go into a fit and if she values her hands, she'll use her mouse less aggressively! (I'm mostly kidding about handling it this way but misophonia is a real thing).

Good luck...

Original Message:

Sent: 04-17-2018 09:28

From: Anonymous

Subject: What would you do? Or is this just hopeless

—
Hi:

I would like to preface this by saying I know this is my problem, not my neighbor's problem.

I sit in a very open office area that is basically rows and rows of desks. Kind of like in elementary school, but there is absolutely no space between desks (each desk in the row is touching desks on either side).

I have tried to just "deal with this" for a good while now but I feel like I am going to lose my mind. Most people push their keyboard mouse around silently but the person next to me feels the need to pick it up and slam it down every. single. time. she uses the mouse. So I'm hearing constant mouse-noise all day. And we are all here 9.5 hours a day.

Additionally, we do allow our employees to listen to earbuds- very relaxed policy. However, my neighbor is constantly dancing around in her chair, moving to the beat, moving around with her hands, snapping, sometimes humming.

It is impossible for me to concentrate because I'm always seeing things out of the corner of my eye and hearing the **constant** mouse noise.

Again, I understand that this is my problem. What I want to know is, does anyone have any advice to make this situation more tolerable? I already have the best ear cancelling headphones on the market and they are not enough to cancel the mouse noise (unless I listen to loud music full blast which would be equally distracting).

There is one open desk but it is in a "consultant room" and my company makes me, the sole HR person, sit with all the entry level people even though I have been here longer than all of them and recruited all of them.

Any advice at all would be so super appreciated!

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Apr 20, 2018 12:57 PM
Anonymous

—

Love the mind trick!! I HATE listening to people eat, chomping, scrapping the plate, swallowing and there are people around me who do that all the time. Yes I know it is my issue so I often IM a friend who understands my quirks and that helps. I am going to try the mind trick and see if it can help remove some of my desire to take that spoon and hit them over the head with it (not really but it is a well thought out fantasy)

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Sent: 04-20-2018 12:10

From: Anonymous

Subject: What would you do? Or is this just hopeless

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Apr 20, 2018 1:11 PM

[Ivette Dupuis](#)

I have the same reaction when I see others chewing with their mouths open. It makes me CRAZY.

The more I focus on 'em, the worse it gets for me.

Like you said, you're the problem. So yeah, just find a way to focus less on her mouse and chair.

Meditation may help.

Ivette Dupuis SHRM-SCP
Orlando

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From: Anonymous

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Apr 20, 2018 12:02 PM

Anonymous

—

Haha! All the honeymoons! I meant anniversary, not honeymoon. :)

Thank you for your honest feedback, everyone. I do see that I am treating this more of a job offer than a second interview. I will make sure to focus my questions on what I can offer them, not what I can get from them. Since I am meeting with both the owners, I am sure they will explain more in detail of what they expect. I will use their 6-page job description (which says "the office" will report to me) to extract any unanswered questions.

Like I said, I want to make sure this would be a smart career move for me as well as for them. However, I am getting ahead of myself and don't even know if it is an option.

Thanks for helping me out! I really appreciate it and I am trying to slow down my thinking.
OP

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Original Message:
Sent: 04-20-2018 10:36
From: Anonymous
Subject: Interview!

—

How many honeymoons do you have planned?

Anonymous, 04-20-2018 10:21

I thought that too. :-)
Original Message:
Sent: 04-20-2018 10:21
From: Anonymous
Subject: Interview!

—

How many honeymoons do you have planned?

Anyway, those questions would make me re-think my decision to hire you.
They're all about you and your personal wants.

You need to show me you want to work for me - not that you want time off.
Original Message:
Sent: 04-16-2018 10:53
From: Anonymous
Subject: Interview!

—

I have been receiving emails from Indeed for a while now. Not that I am really looking for a new job, but if I saw one worth applying I would apply. Well, I was sitting on the balcony of my resort on

my Honey Moon in Costa Rica when a job popped up. It is for an Office Manager but has numerous HR tasks as well. The pay is between \$18.00 per hour and \$30.00 per hour and I am currently making \$23.00 per hour.

So, with a drink in my hand and the sun shining bright, I applied. The next day I received an email to come in for an interview on Tuesday (tomorrow).

I am beyond excited! I am also really nervous. I had to share with you all because I can't share it with anyone else here in case the word gets out!

I have yet to receive my review and raise, but I was going to tell them I make \$24.00 since that is what my raise will be. Should I aim high and ask them for the \$30.00 per hour? Or, should I be realistic and ask for \$26-28 with a settling number in my head?

Yay! Trying not to get my hopes up, but I what I have done for this job is exactly what they have in their job posting.

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Apr 20, 2018 12:52 PM
Anonymous

—

â€Congratulations on earning your certification! All the suggestions mentioned are great and I would add join your local SHRM chapter. I have also taken the self-assessment as well as participated in a survey through SHRM. I believe all I have mentioned is worth at least 3 CEU's each per year.

All the best!

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Original Message:

Sent: 04-11-2018 17:37

From: Anonymous

Subject: SHRM-CP

—

Good Afternoon,

I'm reaching out to this community today because I obtained my SHRM-CP in 2017. I took an HR position with a school district and am unable to attend SHRM training (unless I use personal time) or be live for webinars (I would need to do them at home). I want to continue to receive continuing education credits so I can maintain my credential, but would love some advice from others on how to keep up with it, without the support of my workplace.

Thank you advance.

You are subscribed to "General HR" as therese.rodriguez@carlsbad.k12.nm.us. To change your subscriptions, go to [My Subscriptions](#). To unsubscribe from this community discussion, go to [Unsubscribe](#).

From: "Erin Aragon" <Erin.Aragon@CarlsbadSchools.net>
Sent Date: Mon, 23 Apr 2018 08:56:20 -0600 (MDT)
Subject: govt practice test
To: "Donna Johns" <Donna.Johns@CarlsbadSchools.net>

Attachments:EoC practice test.docx (20.67k)

Sincerely,

Erin Aragon
CHS Teacher
CHARACTER COUNTS! President
Interact co-sponsor

From: "Discovery Education" <reply@email.discoveryeducation.com>
Sent Date: Tue, 10 Apr 2018 17:21:31 -0600 (MDT)
Subject: How to Celebrate the Life of Thomas Jefferson
To: <lynn.strickland@carlsbad.k12.nm.us>

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From: "Discovery Education" <reply@email.discoveryeducation.com>
Sent Date: Tue, 10 Apr 2018 17:21:03 -0600 (MDT)
Subject: How to Celebrate the Life of Thomas Jefferson
To: <kelli.barta@carlsbad.k12.nm.us>

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Subject: How to Celebrate the Life of Thomas Jefferson
To: <donna.gonzalez@carlsbad.k12.nm.us>

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Subject: How to Celebrate the Life of Thomas Jefferson
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Sent Date: Thu, 26 Apr 2018 09:17:31 -0600 (MDT)
Subject: RE: [ATIXA] Visitor code of conduct
To: <atixa@googlegroups.com>

We are a public college. You might be interested in considering this question from the angle of free speech where you may specify time, place, and manner provisions, such as addressed in Section 5 of our policy:
<http://www.wvup.edu/wp-content/uploads/downloads/2013/01/F-11.pdf>

Debbie

Debra L. Richards, MLS | Special Assistant to the President for Policy & Social Justice
Title IX | ADA/Section 504 | EEO/AA Administrator
Certified Civil Rights Investigator | Diversity & Compliance Specialist
42+ years of dedicated service to
West Virginia University at Parkersburg

From: atixa@googlegroups.com [mailto:atixa@googlegroups.com] **On Behalf Of** Vollendorf, Joshua
Sent: Thursday, April 26, 2018 9:01 AM
To: atixa@googlegroups.com
Subject: [ATIXA] Visitor code of conduct

I know this isn't specifically related to Title IX, but I was wondering if any public colleges/universities have a "code of conduct" for members of the public who use the campus.

Sincerely,



Joshua Vollendorf, MS, MSE
Compliance Manager
Deputy Title IX Coordinator/Affirmative Action Officer
Office of Equal Opportunity and Civil Rights
Gateway Technical College
3520 30th Avenue
Kenosha, WI 53144
O: 262-564-3062 | C: 262-994-7310

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From: "Brett Sokolow" <brett@atixa.org>
Sent Date: Mon, 23 Apr 2018 19:25:42 -0600 (MDT)
Subject: Re: [ATIXA] What would you want upcoming leaders to know about Title IX and current high ed legal issues?
To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Attachments: image004.png (5.94k) image003.png (3.6k) image002.png (2.87k) image001.png (23.68k)

A few topics to consider:

- How to preserve a victim-centered approach amid an expanding emphasis on due process rights of responding parties;
- How to maintain objectivity and avoid conflicts-of-interest;
- Training do's and don'ts;
- The intersection of Title IX, free speech and academic freedom;
- Making use of the Title IX Team approach

Regards,

Brett A. Sokolow

Brett A. Sokolow, Esq.

President



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From: 'Michelle K Schutt' via ATIXA <atixa@googlegroups.com>

Reply-To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Date: Friday, April 20, 2018 at 6:22 PM

To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Subject: [ATIXA] What would you want upcoming leaders to know about Title IX and current high ed legal issues?

I have been asked to present on "Leadership and Law" to our campus Leadership Institute members. Specifically the facilitator has asked that Title IX, current legal issues in higher education, the legal implications of leadership and case studies be included. The audience are mid-level managers (i.e. directors, assistant deans, department chairs) who were selected to be part of the institute cohort and who are aspiring to advance in higher ed leadership. I have 2-3 hours to cover this material. What would you consider to be the essential topics/cases/activities to include in a training for aspiring mid-level leaders?

Thanks!

Michelle K. Schutt, Ph.D.

Vice President of Student Services

College of Southern Idaho

--

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She read about a 4-year-old's mysterious death. A year later, it saved her own daughter's life.

"The doctor came out and said 'You have to find the nearest emergency room. You need to pick the closest one. Just go.'"

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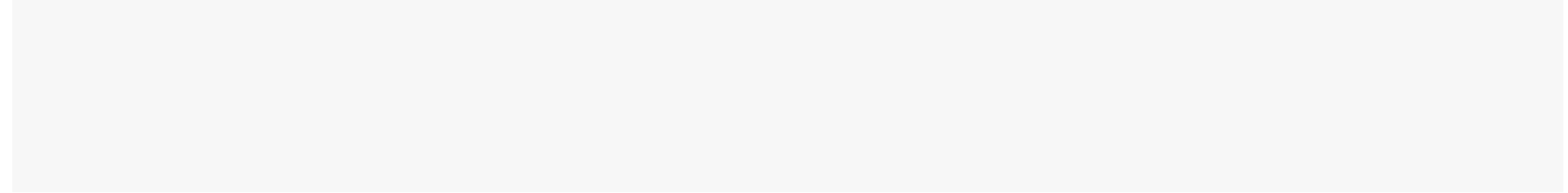
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K-12	Higher Ed	General Interest
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<u>Sex Crimes Against Children Far Outnumber Adult-Victim Cases In South Carolina</u>		
The 2,086 cases involving children reflect an increase of almost 18 percent from the year before, according to records. The state has seen an increase in sexual assault cases involving children over the past decade while national trends reflect significant decreases.		
<u>Student Accused Of Sexual Assault On Student With Special Needs At Charlotte Middle School</u>		
The father said the student sexually assaulted his daughter when the teacher stepped out of the classroom. He said the teacher's aide was in the back of the room, but apparently didn't see what was happening, and it wasn't until the teacher returned the attack was stopped.		
<u>Male Dancer Sues Over Ban On Boys In Dance Competition</u>		
The Pacific Legal Foundation has filed a complaint on behalf of a 15-year-old student at Dakota Valley High School in North Sioux City, South Dakota. It's because he is being denied permission by the South Dakota High School Activities Association to participate in competitions in the state "solely because he is a boy."		
<u>Man's Suicide Unearths Decades-Old Sex Abuse Revelations</u>		
A cellphone video made by a man before he died by suicide last month has given voice to at least five other men, all of whom say they were sexually abused decades ago by Ward, confirming publicly whispers that had long quietly existed.		

Former Stratford Teacher's Aide Gets 18 Months In Sex Case

"This involved repeated instances of sexual conduct between you and this young man," Superior Court Judge Robert Devlin told a disheveled Kyle Damato-Kushel as she stood before him. "This kind of conduct really harms students. The quality of teachers has a high impact on one's success and your obligation was to be an example of good."

Higher Ed

Campus Free Speech Is Threatened. But How Much?

The number of students agreeing with the statement "The climate on my campus prevents some people from saying things they believe because others might find them offensive" increased between 2016 and 2017.

UMass Bars Faculty From Dating Students

Consensual sexual relationships between University of Massachusetts faculty and students or postdoctoral researchers will be barred for the first time under a new policy.

Gender-Separated 4-H Rodeo Events Remain In Pending Review

South Dakota 4-H Rodeo media contact Casey Cowan said that aside from having the 4-H name attached to the program and receiving some technical assistance from SDSU Extension, 4-H rodeo is independently funded.

UC Davis Adds 2 Women's Teams To Meet Title IX Standards As Campus Demographics Change

The additions were necessary to meet Title IX requirements, as the campus has a high ratio of women to men among its undergrad student body. The university requested community input near the end of 2017 and received feedback that helped its athletics department make the decision.

Behavior At Campus Safety Protest Was Unacceptable, Changes Required

I was frustrated when the calls of women to have a moment of silence were rejected by men who demanded we chant something instead. My frustration turned to disgust when the chant these men selected was "Hey hey DFM / Make our campus fun again."

General Interest

[Art Exhibit Closes Early Amid Sexual Harassment Claims Against Photographer](#)

A large retrospective celebrating the photographer Nicholas Nixon has come down 10 days early, amid sexual harassment allegations against the artist.

[RNC Fundraiser Resigns After Report Of \\$1.6 Million Playmate Payoff](#)

The departure followed reports on Friday afternoon that in 2017, President Donald Trump's attorney Michael Cohen had negotiated a \$1.6 million payment on Broidy's behalf to a Playboy Playmate who said that Broidy had impregnated her.

[Bill Cosby Accuser Tells Jury: 'I Could Not Fight Him Off'](#)

This time, Mr. Cosby's defense team has taken a more aggressive stance toward Ms. Constand, describing her as a "con artist" who engaged in a consensual encounter and then concocted a story of assault so as to score a big payday.

[Sexual Harassment Is Rampant In Congress. 1,308 Former Staff Members Are Demanding Change.](#)

More than 1,300 former congressional staff wrote to Senate leaders Thursday urging them to pass legislation addressing sexual harassment on Capitol Hill.

[New York City Council Enacts Package Of Bills To Combat Sexual Harassment](#)

On Wednesday April 11, 2018, the New York City Council enacted a package of eleven bills, collectively titled the Stop Sexual Harassment in NYC Act (the "Act"). The Act awaits final signature from the Mayor.

**TIXT is published by ATIXA and
edited by Anna Oppenheim, Esq.**



Questions, comments, or concerns? Contact our team at TIXT@atixa.org

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K-12		
<u>Pittsville School Bus Driver Charged With Sexual Assault Of 14-Year-Old Student</u>		
The girl told investigators Thiel had sexual intercourse with her multiple times at the Hahn Transportation Building in Pittsville. On some occasions, Thiel would pick the teen up from a basketball game in his vehicle and take her to his home, according to documents.		
<u>Police Investigating Alleged Sex Assault Involving Student With Disabilities</u>		
"She was sexually assaulted by a classmate," the mother said. "It took place in the stairwells between the upper gym and the lower gym." A Cobb County School District spokesman told Jose on Monday that administrators looked through school surveillance video.		
<u>Bergen Catholic Wrestling Program Accused Of Sexual And Verbal Abuse In Lawsuit</u>		
Bergen Catholic High School officials conspired to cover up sexual and verbal abuse in its nationally recognized wrestling program that included the sharing of pornographic images, coaches watching wrestlers strip naked and inappropriate text messages sent to athletes, according to a lawsuit filed on behalf of a former wrestler.		
<u>Iowa Nurse Placed On Paid Leave After Alleged Sex With High School Student</u>		
Angela Dee Beik, a 46-year-old nurse at Linn-Mar High School in		

Marion, was placed on leave in late March after she told two nurses at St. Luke's, a UnityPoint Health hospital in Cedar Rapids where she also worked, that she had sex with a student, authorities said.

Better Warnings Would Help Schools Filter Teaching Applicants With Sexual Abuse Histories

School districts and states need to come up with new policies that clearly state that student protection is the paramount issue. Some states, like Texas, have crafted such laws. In the current #MeToo environment, these policies are likely to see a greater chance of passage.

Higher Ed

Student Accuses 3 Michigan State Basketball Players Of Raping Her In 2015

A Michigan State University student has accused three prominent Spartans basketball players of raping her in an off-campus apartment in 2015 and said campus counselors discouraged her from reporting the sexual assaults to police, according to a federal lawsuit filed Monday.

Survey Shows Lack Of Student Trust In College's Handling Of Sexual Assault Reports

Our survey found that students at the College trust nonprofit organizations to properly handle reports of sexual violence much more than they trust the police or the College's administration. Students also report relatively low levels of confidence in the College's ability to independently maintain current protections for sexual violence survivors in the face of changing federal Title IX guidance.

East Bay College Trustee Faced Sex Harassment Probe When He Quit

A Contra Costa Community College District trustee was under investigation for sexual harassment when he abruptly resigned in February. And for weeks afterward district officials shamefully tried to cover up his drunken behavior.

The Invisible Free Speech Crisis

Why is there so much focus on no-platforming at elite universities, when hundreds of colleges across America regularly suppress speech?

Tiburon Man Pleads Guilty In College Sexual Assault Case

Donick, 22, admitted to breaking into the woman's grad whose dorm room more than two years ago in order to sexually assault her as she slept, telling the victim today in front of her parents and his, "I'm extremely sorry and I always will be." But Donick, who faced a potential life sentence had he gone to trial on an aggravated rape charge, will serve no jail time under the terms of a plea agreement.

General Interest

Sexual Assault Survivor Launches Vote Me Too PAC To Elect Female Candidates Amid #MeToo Movement

Sherman decided to do something about the "giant power imbalance" in government by forming her own Super PAC to help elect female candidates in the U.S. House and Senate in 2018 and 2020.

Tony Robbins Apologizes For Saying Women Use #MeToo To Gain 'Significance'

When the life coach Tony Robbins suggested last month that women were using the #MeToo movement "to try to get significance and certainty by attacking and destroying someone else," his remarks did not get much attention outside the California arena where he made them.

Men Account For Nearly 1 In 5 Complaints Of Workplace Sexual Harassment With The EEOC

A CNBC poll in December found that 10 percent of men reported being victims of sexual harassment or sexual misconduct at work. Nearly one in five — about 17 percent — of complaints filed with the EEOC come from men, a rate that has remained relatively consistent over the past decade.

'The Call Is Yours' Program Launched By NYPD To Report Sexual Assaults

The NYPD has announced the launch of its new program, "The Call is Yours," which encourages survivors of sexual assaults to report incidents to the police to help bring the perpetrator to justice, prevent future assaults and connect survivors with important resources, according to authorities.

What's Lust Got To Do With It?

I've noticed a weird pattern, in fiction and life, about sexual encounters: Women decide they're not attracted to a guy they're nestling with. Limerence is not in the cards. But they go ahead and have sex anyhow.

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K-12	Higher Ed	General Interest
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K-12		
<u>Another Cherry Creek Elementary School Sex Assault Goes Unreported</u>		
A growing chorus of Cherry Creek Schools parents, upset about the way the district deals with allegations of sexual assault, are calling for change. Many are demanding the district to fire or change leadership. Others are stepping forward with stories of abuse of their kids at school.		
<u>District Investigates Sexual Harassment Complaint Against Fayetteville Superintendent</u>		
The School District is investigating a sexual harassment complaint against Superintendent Matthew Wendt by a district employee, according to an attorney representing the School Board.		
<u>Without Warning System, Schools Often 'Pass The Trash' — And Expose Kids To Danger</u>		
The Department of Education has only commissioned one study to examine the pervasiveness of educator sexual abuse. Charol Shakeshaft, now a professor at Virginia Commonwealth University, was the lead author on that 2004 report. She analyzed surveys of K-12 students conducted by the American Association of University Women.		
<u>Omaha Middle School Teacher Arrested For Sexual Assault</u>		
A teacher at Morton Middle School is on administrative leave, pending the results of an investigation after she was booked at Douglas County Corrections for electronic enticement under 16		

years of age and first-degree sexual assault of a child.

[Texas Supreme Court Rejects Sexual Harassment Case Involving School Employees](#)

The Texas Supreme Court says a female coach who accused another woman of making objectifying and lurid comments at work can't sue for sexual harassment, partly because there were no signs of sexual desire and the court did not believe the lawsuit amounted to the gender-based discrimination that was being alleged.

Higher Ed

[UW Student Employees Demand End To Sexual Harassment And Discrimination At University](#)

Hundreds of student employees at the University of Washington attended contract negotiations Wednesday to press the university to respond to demands for greater equity and an end to sexual harassment.

[Filmmaker Saul Levine Leaves MassArt Following Dispute Over Artwork](#)

Longtime professor Saul Levine, whom scholar P. Adams Sitney called "one of the most underrated filmmakers in the American avant-garde cinema," claims he is being pushed out of the Massachusetts College of Art and Design after administrators accused him of "harming students" by showing his film *Notes After Long Silence*, 1989, to his senior thesis class.

[Court Upholds Conviction Of Man Who Sexually Assaulted UWF Student](#)

The First District Court of Appeals has upheld the conviction of Dylan Robinson, who is serving 25 years in prison for the sexual assault of a University of West Florida student.

[CSU Softball Team Holds Sit-In To Protest Inequality](#)

The Colorado State softball team staged a sit-in at the Indoor Practice Facility at 3 p.m. Friday to protest inequality in practice facilities among teams at the University. The team's main focus is the lack of equality between men's and women's sports at CSU.

[Half Of College Students Aren't Sure Protecting Free Speech Is Important. That's Bad News](#)

When about 30% of college students favor censorship, it should be a cause for alarm — especially because that's up from 22% two

years ago. Moreover, 53% of students believe "promoting an inclusive society" is a higher priority than protecting free speech rights.

General Interest

Evolution May Explain Online Harassment. Here's How.

Online bullying may be a product of evolution. According to a new behavioral study from Yale University's Human Cooperation Lab, getting along online is not as rewarding as attacking others.

Sexual Harassment, Misconduct Prevalent But Largely Unreported At Colorado Capitol, New Report Finds

An independent review of the climate at the Colorado General Assembly determined that sexual harassment and misconduct are widespread and rarely reported and urged state lawmakers to strengthen their policies to hold members accountable.

Bob Dylan Sings About Gay Love

"If you look at the history of pop music, love songs have predominantly come from one heterosexual perspective," said Tom Murphy, a co-producer of "Universal Love." "If we view music as something that brings people together, shouldn't these popular songs be open to everyone?"

Women Say Richard Meier's Conduct Was Widely Known Yet Went Unchecked

After a report last month by The New York Times detailing a pattern of sexual misconduct by Mr. Meier, more women have come forward to share their own upsetting encounters with him. But in recounting such experiences, these women said they had also been disturbed by a sense of helplessness that pervaded the firm. Mr. Meier's behavior was common knowledge, they said, but no one seemed to have the power to stop it.

'It Doesn't Seem Fair To Me': Ultimate Players Strike For Gender Equality

The boycotting players don't want just a couple of women scattered through the league's 23 teams. They want something much closer to 50/50 – perhaps through each AUDL club supporting a women's team, or perhaps through mixed-gender teams.

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K-12		
<u>Sex Crimes Against Children Far Outnumber Adult-Victim Cases In South Carolina</u>		
The 2,086 cases involving children reflect an increase of almost 18 percent from the year before, according to records. The state has seen an increase in sexual assault cases involving children over the past decade while national trends reflect significant decreases.		
<u>Student Accused Of Sexual Assault On Student With Special Needs At Charlotte Middle School</u>		
The father said the student sexually assaulted his daughter when the teacher stepped out of the classroom. He said the teacher's aide was in the back of the room, but apparently didn't see what was happening, and it wasn't until the teacher returned the attack was stopped.		
<u>Male Dancer Sues Over Ban On Boys In Dance Competition</u>		
The Pacific Legal Foundation has filed a complaint on behalf of a 15-year-old student at Dakota Valley High School in North Sioux City, South Dakota. It's because he is being denied permission by the South Dakota High School Activities Association to participate in competitions in the state "solely because he is a boy."		
<u>Man's Suicide Unearths Decades-Old Sex Abuse Revelations</u>		
A cellphone video made by a man before he died by suicide last month has given voice to at least five other men, all of whom say they were sexually abused decades ago by Ward, confirming publicly whispers that had long quietly existed.		

Former Stratford Teacher's Aide Gets 18 Months In Sex Case

"This involved repeated instances of sexual conduct between you and this young man," Superior Court Judge Robert Devlin told a disheveled Kyle Damato-Kushel as she stood before him. "This kind of conduct really harms students. The quality of teachers has a high impact on one's success and your obligation was to be an example of good."

Higher Ed

Campus Free Speech Is Threatened. But How Much?

The number of students agreeing with the statement "The climate on my campus prevents some people from saying things they believe because others might find them offensive" increased between 2016 and 2017.

UMass Bars Faculty From Dating Students

Consensual sexual relationships between University of Massachusetts faculty and students or postdoctoral researchers will be barred for the first time under a new policy.

Gender-Separated 4-H Rodeo Events Remain In Pending Review

South Dakota 4-H Rodeo media contact Casey Cowan said that aside from having the 4-H name attached to the program and receiving some technical assistance from SDSU Extension, 4-H rodeo is independently funded.

UC Davis Adds 2 Women's Teams To Meet Title IX Standards As Campus Demographics Change

The additions were necessary to meet Title IX requirements, as the campus has a high ratio of women to men among its undergrad student body. The university requested community input near the end of 2017 and received feedback that helped its athletics department make the decision.

Behavior At Campus Safety Protest Was Unacceptable, Changes Required

I was frustrated when the calls of women to have a moment of silence were rejected by men who demanded we chant something instead. My frustration turned to disgust when the chant these men selected was "Hey hey DFM / Make our campus fun again."

General Interest

[Art Exhibit Closes Early Amid Sexual Harassment Claims Against Photographer](#)

A large retrospective celebrating the photographer Nicholas Nixon has come down 10 days early, amid sexual harassment allegations against the artist.

[RNC Fundraiser Resigns After Report Of \\$1.6 Million Playmate Payoff](#)

The departure followed reports on Friday afternoon that in 2017, President Donald Trump's attorney Michael Cohen had negotiated a \$1.6 million payment on Broidy's behalf to a Playboy Playmate who said that Broidy had impregnated her.

[Bill Cosby Accuser Tells Jury: 'I Could Not Fight Him Off'](#)

This time, Mr. Cosby's defense team has taken a more aggressive stance toward Ms. Constand, describing her as a "con artist" who engaged in a consensual encounter and then concocted a story of assault so as to score a big payday.

[Sexual Harassment Is Rampant In Congress. 1,308 Former Staff Members Are Demanding Change.](#)

More than 1,300 former congressional staff wrote to Senate leaders Thursday urging them to pass legislation addressing sexual harassment on Capitol Hill.

[New York City Council Enacts Package Of Bills To Combat Sexual Harassment](#)

On Wednesday April 11, 2018, the New York City Council enacted a package of eleven bills, collectively titled the Stop Sexual Harassment in NYC Act (the "Act"). The Act awaits final signature from the Mayor.

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K-12		
<u>Pittsville School Bus Driver Charged With Sexual Assault Of 14-Year-Old Student</u>		
The girl told investigators Thiel had sexual intercourse with her multiple times at the Hahn Transportation Building in Pittsville. On some occasions, Thiel would pick the teen up from a basketball game in his vehicle and take her to his home, according to documents.		
<u>Police Investigating Alleged Sex Assault Involving Student With Disabilities</u>		
"She was sexually assaulted by a classmate," the mother said. "It took place in the stairwells between the upper gym and the lower gym." A Cobb County School District spokesman told Jose on Monday that administrators looked through school surveillance video.		
<u>Bergen Catholic Wrestling Program Accused Of Sexual And Verbal Abuse In Lawsuit</u>		
Bergen Catholic High School officials conspired to cover up sexual and verbal abuse in its nationally recognized wrestling program that included the sharing of pornographic images, coaches watching wrestlers strip naked and inappropriate text messages sent to athletes, according to a lawsuit filed on behalf of a former wrestler.		
<u>Iowa Nurse Placed On Paid Leave After Alleged Sex With High School Student</u>		
Angela Dee Beik, a 46-year-old nurse at Linn-Mar High School in		

Marion, was placed on leave in late March after she told two nurses at St. Luke's, a UnityPoint Health hospital in Cedar Rapids where she also worked, that she had sex with a student, authorities said.

[Better Warnings Would Help Schools Filter Teaching Applicants With Sexual Abuse Histories](#)

School districts and states need to come up with new policies that clearly state that student protection is the paramount issue. Some states, like Texas, have crafted such laws. In the current #MeToo environment, these policies are likely to see a greater chance of passage.

Higher Ed

[Student Accuses 3 Michigan State Basketball Players Of Raping Her In 2015](#)

A Michigan State University student has accused three prominent Spartans basketball players of raping her in an off-campus apartment in 2015 and said campus counselors discouraged her from reporting the sexual assaults to police, according to a federal lawsuit filed Monday.

[Survey Shows Lack Of Student Trust In College's Handling Of Sexual Assault Reports](#)

Our survey found that students at the College trust nonprofit organizations to properly handle reports of sexual violence much more than they trust the police or the College's administration. Students also report relatively low levels of confidence in the College's ability to independently maintain current protections for sexual violence survivors in the face of changing federal Title IX guidance.

[East Bay College Trustee Faced Sex Harassment Probe When He Quit](#)

A Contra Costa Community College District trustee was under investigation for sexual harassment when he abruptly resigned in February. And for weeks afterward district officials shamefully tried to cover up his drunken behavior.

[The Invisible Free Speech Crisis](#)

Why is there so much focus on no-platforming at elite universities, when hundreds of colleges across America regularly suppress speech?

[Tiburon Man Pleads Guilty In College Sexual Assault Case](#)

Donick, 22, admitted to breaking into the woman's grad whose dorm room more than two years ago in order to sexually assault her as she slept, telling the victim today in front of her parents and his, "I'm extremely sorry and I always will be." But Donick, who faced a potential life sentence had he gone to trial on an aggravated rape charge, will serve no jail time under the terms of a plea agreement.

General Interest

Sexual Assault Survivor Launches Vote Me Too PAC To Elect Female Candidates Amid #MeToo Movement

Sherman decided to do something about the "giant power imbalance" in government by forming her own Super PAC to help elect female candidates in the U.S. House and Senate in 2018 and 2020.

Tony Robbins Apologizes For Saying Women Use #MeToo To Gain 'Significance'

When the life coach Tony Robbins suggested last month that women were using the #MeToo movement "to try to get significance and certainty by attacking and destroying someone else," his remarks did not get much attention outside the California arena where he made them.

Men Account For Nearly 1 In 5 Complaints Of Workplace Sexual Harassment With The EEOC

A CNBC poll in December found that 10 percent of men reported being victims of sexual harassment or sexual misconduct at work. Nearly one in five — about 17 percent — of complaints filed with the EEOC come from men, a rate that has remained relatively consistent over the past decade.

'The Call Is Yours' Program Launched By NYPD To Report Sexual Assaults

The NYPD has announced the launch of its new program, "The Call is Yours," which encourages survivors of sexual assaults to report incidents to the police to help bring the perpetrator to justice, prevent future assaults and connect survivors with important resources, according to authorities.

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