

# The Staffing Source



From Tonya Wemhoff, CSP—President of StaffCo Employment Services

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## Interns Are Not Always Free

Intern positions at businesses are not free labor. “The survey, released August 11, 2010, shows that almost one-quarter (23%) of employers are seeing experienced workers (defined as having more than 10 years of experience) and mature workers (defined as those age 50 or older) applying for internships at their organizations. Additionally, more than one-quarter (27%) of employers say they plan to hire interns during the rest of 2010.” (*Career Builder*)

With the increase of older interns, Jackson Lewis states that we need to be aware that the Federal Government requires certain criteria to be met in order for the individual to be considered an intern or trainee, before they can be considered “free.”

For more information, visit: <http://www.jacksonlewis.com/legalupdates/article.cfm?aid=2145>



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## Changes in the Department of Transportation Drug Testing (DOT) Rules

The DOT has updated their guidelines to be implemented by the Department of Health & Human Services. Some of the changes include the testing for Ecstasy, plus the lowering of cutoff levels for several other drugs. There have been other changes that include the definitions of phrases such as “adulterated specimen” and “negative or positive result”

For more details, visit: <http://www.jacksonlewis.com/legalupdates/article.cfm?aid=2137>



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## Department of Labor Has Expanded the Definition of “Son or Daughter”

This will increase the number of people eligible to take FMLA leave. The expanded interpretation by the Department of Labor now includes individuals who do not fit the traditional title of a father or mother, such as “a grandmother who assumes responsibility for her sick grandchild when her own child is debilitated”

Employers are continually having to be aware of changes in DOL definitions, including parental roles.

Read More— [http://www.remboltludtke.com/pdf/00350379\\_FMLA\\_in\\_loco\\_parentis.pdf](http://www.remboltludtke.com/pdf/00350379_FMLA_in_loco_parentis.pdf)

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## Inspiring Employee Creativity For Your Business

Ideas from our employees with a creative side can help us differentiate our companies and help us stay ahead of change. According to Jeffrey Govendo, President of The Innovative Edge, Inc: “Business leaders want to promote a more idea-receptive environment, but most don’t know how to do it. More than ever, the need for continuous innovation – in developing new products and services, re-designing work processes, communicating with external and internal customers, and more – is seen as a key to survival.”

Read Jeffrey Govendo’s article ‘Six Steps For Encouraging Employee Creativity’— [http://www.winstonbrill.com/bri1001/html/article\\_index/articles/501-550/article533\\_body.html](http://www.winstonbrill.com/bri1001/html/article_index/articles/501-550/article533_body.html)



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