

The Staffing Source

November 2010



Your complimentary resource for the latest and greatest in staffing, human resources and everything in between!

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Unemployment Benefits Prevent Workers From Finding A Job

Evidence shows that the 99 weeks of unemployment benefits has made joblessness appealing for many unemployed workers.

Learn More: http://www.msnbc.msn.com/id/39693099/ns/business-eye_on_the_economy

Criminal Information On Applications

New Massachusetts Law goes into effect November 4, 2010 banning the questions on criminal background or convictions on the initial application. Since they were the first with Health Care, will this go further to the rest of the states?

Read More at: <http://www.morganbrown.com/docs/client%20alert%20-%20CORO%208.12.10.pdf>

IRS Reports That The Health Insurance Costs 2011 W-2 Are Not Required In 2011

IRS has issued a draft Form W-2 for 2011 and announced that reporting the cost of coverage is optional for employers in 2011. The IRS made this determination to allow employers more time to make the necessary changes to their payroll systems in order to comply with the new law:

<http://www.irs.gov/newsroom/article/0,,id=220809,00.html?portlet=6>

Ernie Goss's Projections For This Quarter 2010

It appears there is improvement in joblessness, but business is still not confident in the economy.

From Professor Ernest Goss:

1. The moratorium on foreclosures will hurt the economy. The longer it takes for the housing market to bottom out, the longer it will take our economy to recover. A moratorium on foreclosures will slow the housing recovery, because it puts off the pain for a later date.
2. A continuing U.S. economic expansion (GDP growth above 2.5%)

Our Staffing S.T.A.R.S.

We're very excited to present the latest StaffCo **T**alented, **A**vailable and **R**eady candidates to come our way!

Candidate #1 -

Is in the process of attaining a Bachelor's Degree in Human Resource Management, and would like to find a position where that education can be put to use. This individual has had previous office administration and clerical experience in a variety of work settings, from financial to Agricultural. She is looking to get onto a career path with lots of growth and new experiences.

Candidate #2 -

This candidate possesses a solid knowledge in the oil drilling/diesel mechanics industry. This candidate was also responsible for diesel machinery maintenance and general maintenance. He prefers very physical, hands-on positions, and would like to find a career that keeps him busy throughout the workday.

assuming Congress and the President agree on extending the Bush tax cuts before the end of 2010.

3. November's job report to show an upturn in hiring though still weak with unemployment declining to a lousy 9.4%

For more details, visit: <http://www.ernestgoss.com/?g=node/49>

Anti-Smoking Hiring Policies & Enforcements Open Up Disparate Treatment Issues

Effective January 1, 2009, the ADAAA requires that the determination of whether an impairment substantially limits a major life activity must be made without regard to the ameliorative effects of mitigating measures. *"Regarded As" Disabled Claims.*

Even if a nicotine addiction does not constitute a "disability" under the ADAAA, an employer may nevertheless violate the law if it "regards" or "perceives" someone as being disabled.

http://www.bairdholm.com/media/newsletter/294_Labor%20Newsletter.pdf

New ADA Rules Are Broadening The Disabled Definition For The Employee

"The ADAAA retains the ADA's definition of "disability" as a substantial limitation of a major life activity. It stipulates that its meaning "shall be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of [the ADA.]" In addition, the ADAAA makes clear that "[a]n impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active."

<http://www.jacksonlewis.com/media/pnc/1/media.1121.pdf>

Candidate #3 -

This individual would be an ideal fit for a team leader position in the production industry. She has

a

solid work history in packaging and assembly, and has advanced her duties and responsibilities within every job that she has had.

This candidate has also had a hand in the training and orientation of new employees, and would like to find a career where she can continue to grow and advance.

Contact Your Local StaffCo Branch Manager

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