

The Staffing Source



From Tonya Wemhoff, CSP—President of StaffCo Employment Services

Your Complimentary Resource for the latest and greatest in staffing, Human Resources, and everything in between!

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Employment Discrimination Law Effective 11/21/2009

“The genetic information law’s employment provisions, contained in Title II, apply to all employers. The provisions will prohibit employers from discriminating against individual employees or job candidates on the basis of genetic conditions or predisposition to certain diseases.” - SHRM

Collecting data is not generally a part of employing job applicants, but the collected information will affect all employers in ways we may not have anticipated. The uncertain part comes into play with relatives and domestic partners.

SHRM states that “the law’s prohibitions extend to information on people as distant from employees or applicants as their fourth-degree relatives, such as great-great-grandparents. While the fourth-degree rule is not likely to affect employers, it does broaden the law’s scope and how it can be used in discrimination complaints”

You can download a free poster for this new law from the following link: <http://www.eeoc.gov/posterform.html>.

FMLA Laws Expanded

On October 28, 2009 President Obama signed a bill that expands the **FMLA Laws**, as reported by SHRM (HR.2647). In January 2008, Congress amended the FMLA, and the H.R.2647 bill expands this as follows:

- **Exigency leave** - up to 12 weeks of leave for urgent needs related to a reservist family member’s (spouse, son, daughter, or parent) call to active service.
 - o **H.R. 2647** expands the exigency leave benefits to include family members of active duty service members. Under current law, only family members of National Guard and Reservists are eligible for exigency leave.
- o **Caregiver leave** - up to 26 weeks of unpaid leave to an employee to care for a family member (spouse, son, daughter, parent, or next of kin) who is injured while serving on active military duty.
 - o **H.R. 2647** expands the caregiver leave provision to include veterans who are undergoing medical treatment, recuperation or therapy for serious injury or illness that occurred any time during the five years preceding the date of treatment.

Health Care Reform Bill

The American Staffing Association reports the House Bill “includes an extremely onerous 8% payroll tax on employers that don’t provide health coverage for their employees.” This is for fulltime employees, or employees that work 390 hours per calendar quarter. They also reported that labor unions support the public option that allows the states to opt out, but this does not go far enough. It appears that this is a rocky road.



StaffCo At ASA 2009

StaffCo Branch Managers, Cassie Reed and Jason Ganseboom, StaffCo District Manager, Jennifer McDuffee and I participated in the American Staffing Association convention last month in Orlando Florida. The 3 days of classes covered employment law, recruiting, legal issues with social marketing and planning for the recession turn around. The convention itself was very informative, and we feel it will add to StaffCo Employment Service’s commitment to being Serious About Your Future.

Our Staffing Stars

We’re very excited to present the latest talented applicants to come our way!

Candidate #1—

Is a very detail oriented individual with several years of management and coordination experience. Has handled employee training and supervision in both the financial and public power fields, and would be an ideal fit for any upper-level, management opportunity.

Candidate #2—

Is a project engineer who has recently relocated to the Columbus area. This individual has a degree in Engineering Marketing and would like to find a career best utilizes that level of education.

Questions?
Comments? You are warmly invited to contact us!

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