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Carol Reubel, SPHR
 Vice President, HR
 Consulting Services

**Keep reading below
 for required filings
 by September 30,
 2017.**

Breaking News: EEO-1 Update

Right before going to press, we got the news that the Office of Management and Budget (OMB) is putting the new component (reporting wages and hours) of the EEO-1 on hold. We'll let you know as we get more information, but the bottom line is that you will now report the regular EEO-1 data (race, ethnicity, and gender by occupational category) in March 2018, so we can all start to celebrate!

Additional news specifically for government contractors: We attended the annual National Industrial Liaison Group meeting to hear from experts at the Office of Federal Contract Compliance Programs (OFCCP-the governmental entity responsible for auditing Affirmative Action Programs) and the Equal Employment Opportunity Commission (EEOC). As a result, we are going to be doing a series of articles over the coming months to let you know what we heard on various topics.

Not an ERA Member? Join Today!



Pros and Cons of Social Media In Recruiting

Brandi Helton
 HR Consulting Services Specialist

The social media explosion that has erupted over recent years has given recruiters more tools to use in the hiring process. 92% of recruiters are using social media for recruiting purposes.

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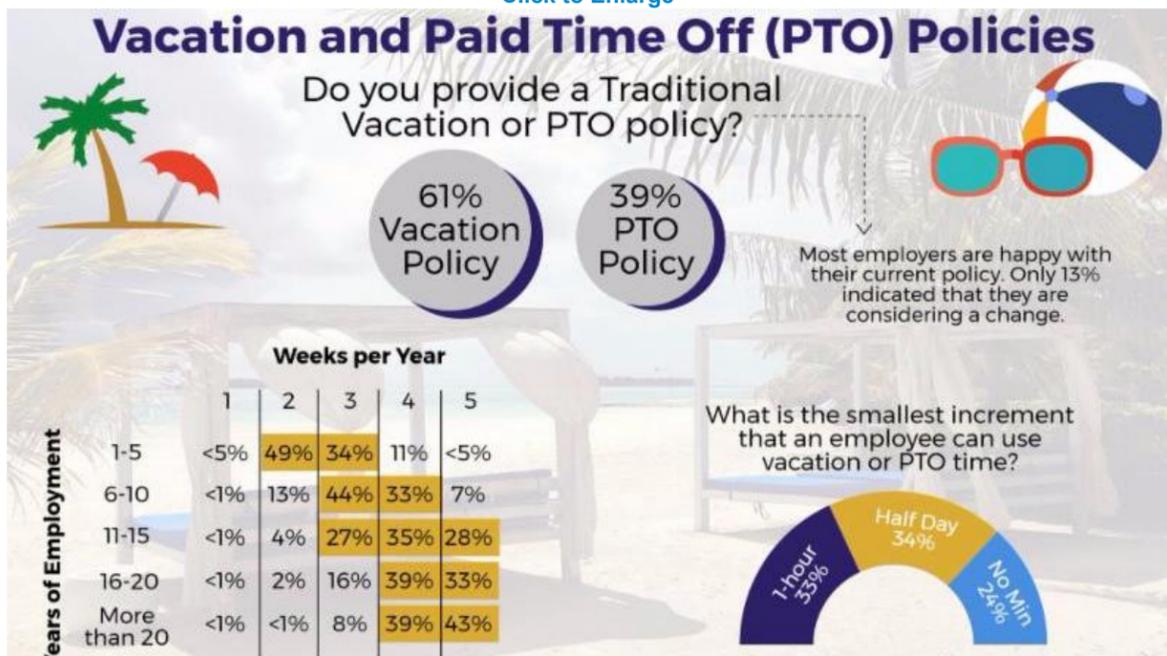
Banning the Salary Question

Monique Kahkonen, SPHR, SHRM-SCP
 Vice President, HR Advisory Services
Carolyn Potter, J.D.
 HR Consulting Manager

It has been a common practice for employers to ask job applicants for salary history and take history into account when making offers and setting starting salaries. But does that perpetuate the pay gap?

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ERA HR Beat Survey - Current Labor Force and Hiring Difficulties

The unemployment rate is currently at 4.3%, which is the lowest level seen in the past few years. This is causing employers to be creative with their recruiting tactics to attract new

employees for their open positions. Take a survey regarding your hiring practices and your opinions on the current labor market.

TAKE THE SURVEY NOW >



10 Reasons to Invest MORE in Training

Ralph Neal, SPHR, SHRM-SCP
Vice President, Educational Services

I'll get straight to the point. Why should companies invest more in management /supervisory training? Here are 10 fundamental reasons.

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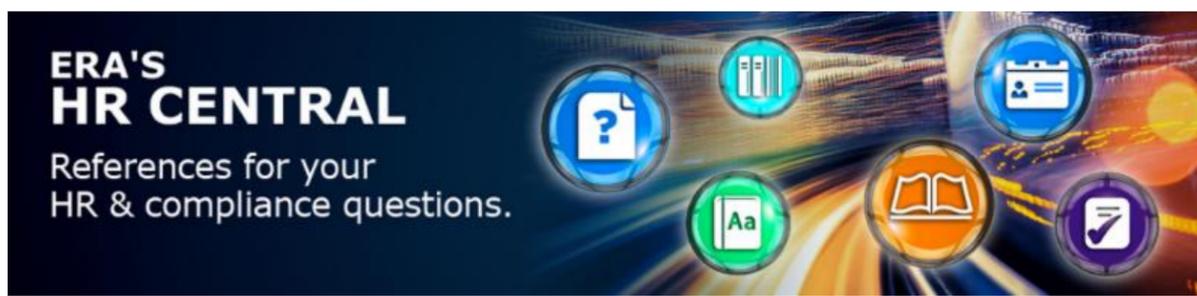
Having a Hard Time Retaining Employees?

Carol Reubel, SPHR
Vice President, HR Consulting Services

In these days of low unemployment and difficulty with finding good candidates to fill positions, it's more important than ever to keep the employees you have. Here's what we're discovering with other members.

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COMING SOON!



Where ERA members will find the latest and greatest references for your HR and compliance needs. Here's a Sneak Peek!

- FAQ Section to Answer Your Common Questions
- Updated Policy Samples
- New Section on Federal Law Summaries
- New & Revised Sample Job Descriptions

Government Contractors-Don't Forget the Required Veteran Filing

There has been a lot of concern and attention focused on the EEO-1 filing which has been expanded and moved to March, 2018. However, for government contractors with contracts of more than \$150,000, there is still the requirement to file the Vets 4212 **between August 1 and September 30**. As you get ready to file, here's what you'll need:

- A snapshot of your workforce at a period you choose between July 1 and August 31, with a total number of employees and the number of veterans
- How many employees you've hired in the previous 12 months and how many of those were veterans
- The minimum and maximum number of employees on board during the 12 month period

A copy of the worksheet can be reviewed [here](#).



**Heard it on the
HOTLINE**



Out with the Old - Look at your I-9 compliance as you start using the new form!

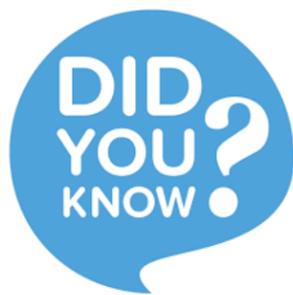
Starting September 18, 2017, the U.S. Citizenship and Immigration Services (USCIS) has mandated that employers use the newest version of the I-9 form,

We have a fairly new employee with a spotty work record. He called in today with a broken ankle. We fear he may try to file a Workers' Comp claim. What can we do? He appeared OK when he left work yesterday.

First, don't assume anything. Wait until you hear from him. And, if you don't hear

which was issued July 17, 2017. A few updates to the form include the following: [READ MORE >](#)

from him, it's not a bad idea to reach out to simply see how he is doing. [READ MORE >](#)



Member Service Guides - NOW ONLINE!

ERA has added a new section in the Members Only portal on our website. We're saving trees and making sure that you're always up-to-date. Now you can access the ERA Services Guide online with your ERA member username & password. [CHECK IT OUT.](#)

New Members & Sponsors

As a non-profit, we count on the support of our sponsors to help us extend our mission. Thank you to Clippard Instruments, KAO Brands and Gold Medal for your support.



Learn more about becoming a sponsor.

Welcome new members: *City of Zanesville, Great American Pet Park, LLC, The Oliver Group, Inc. and Acute Nursing Care.*

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