

Sign up for HR Home Run Day with the Reds. Ticket prices increase after July 15th!

[REGISTER HERE](#)



# INSIGHT



**Jennifer Graft**  
ERA President & CEO

## We hear what you're saying.

Our recent membership engagement survey provided members with an opportunity to share feedback on our programs and services. Your valuable input allows us to discover new ways to better serve you. Here are some of the changes we're implementing because of what you shared!

Our member's only newsletter, Insight, will switch from quarterly to monthly to provide you with HR news and updates in a timely fashion. We're also developing new programs, such as HRxpress, to meet the unique needs of different member segments. You can learn more about this in Lori's article below.

Finally, we have welcomed a new ERA employee, Michelle Pinsky, to assist with your Hotline calls.

We're always looking for new and innovative ways to be your number one source for all your HR needs.

Your expert. Your partner. Your results.



## Communicating Compensation

**Monique Kahkonen, SPHR, SHRM-SCP**  
VP of HR Advisory Services

A study conducted by PayScale revealed that employees' perceptions of how they are paid are a better predictor of their intent to



## Are you flexing your HR muscle?

**Lori Lewellen, SPHR, SHRM-SCP**  
Director, Columbus Office & Manager, HR Consulting Services

Every company struggles with some aspect of meeting their HR needs, whether it's

stay than their actual fair pay to the market. This implication creates a huge opportunity for employers to get it right when it comes to communicating pay effectively.

[READ MORE](#)

hiring the right person, having current and "best" HR policies and practices, or maintaining the dozens of employer-mandated regulatory requirements.

[READ MORE](#)

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### Vacation and Paid Time Off (PTO) Policies

Flexibility in today's workforce is a constant topic of conversation. Employers today offer a wide range of paid-time off to their employees striving for work-life balance. Take the latest ERA HR Beat Survey about vacation or paid-time off policies.

[TAKE THE SURVEY NOW >](#)



## US Department of Labor Wage & Hour Division

The U.S. Department of Labor announced on Tuesday it will reinstate the issuance of opinion letters. The action allows the department's Wage & Hour Division to use opinion letters as one method for providing guidance to covered employers and employees. [Learn More.](#)

**Opinion  
Letters  
are back!**



## Fall 2017 Training Catalogs are here.

With over 42 classes in Cincinnati and 20 in Columbus, check out our new programs, including "T.E.A.M. Work" in Cincinnati and "How to Champion Change" in Columbus. Or have ERA customize a training plan for your team.

[Cincinnati Catalog](#)  
[Columbus Catalog](#)

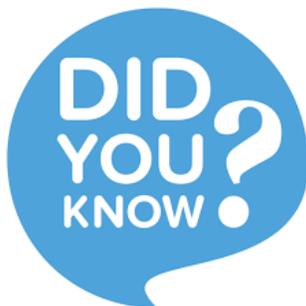
## Heard it on the HOTLINE



*I have an employee who wants to be with her daughter when she has her baby. Can I let her use FMLA?*

FMLA absences for adult children are eligible but only on a very limited basis. According to the regulations ([§825.102](#)), son or daughter means "a biological, adopted or foster child, stepchild, a legal ward or a child of a person standing in loco parentis, who is either under age 18 or older and "incapable of self-care because of a mental or physical disability"

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## 1/3 of new hires quit their job after about six months...

Increase your odds of getting it right the first time.

As your HR partner, ERA will help you prepare for new talent. We assist with developing job descriptions, conducting phone and resume screening, and even helping with face-to-face interviews.

We can also work with you on skill assessments, background checks and drug screening. [Learn more.](#)

## Meet a Member

*Magellan Aerospace, Middletown, Inc.*

Magellan is a global subcontractor with a presence right here in Middletown, Ohio. Since 1951 they have been providing products to the aerospace industry. Core competencies include Honeycomb Core Fabrication, High Temperature Brazing and Aerospace Fabrication and Assembly.

**Welcome aboard!**



### UPCOMING PROGRAMS

#### **CINCINNATI**

*The Role of the HR Assistant*

#### **COLUMBUS**

*Making the Transition to Supervisor*

**Go Online for a Complete *Calendar* of our Upcoming Events!**



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