

[Register for the Yes. No. Maybe? Medical Marijuana Forum HERE!](#)



Carol Reubel, SCP, SPHR
*Vice President, HR
Consulting Services*

Recruiting Reimagined!

Are you having trouble finding qualified job candidates? Do you post to the same websites and get no qualified applicants or have candidates that "ghost" on you for the interview or first day of work? Would you like to find new sources of candidates? Are you a Government contractor or subcontractor and want to connect with organizations that work with diverse candidates? If you answered yes to one or more of these questions, you'll want to come to ERA's Recruiting Reimagined event to pick up new ideas and resources. It's an opportunity to network, learn and partner with resources to help you creatively source new candidates!

[Click here](#) to read more & [register](#) for this FREE event!

Click [HERE](#) For The 2018 Fall/Winter Training Catalogs



Mediation Creates Win-Win Outcomes in Workplace Disputes

Lori Hall, SPHR, SHRM-SCP
Learning Consultant and Compliance Manager

There is a commonly-told story in Dispute Resolution circles about a dispute over an orange. There is one orange available and 2 opposing parties who want it. They are entrenched in their positions, and for a long time, neither side will budge. They eventually haggle over what proportion of the orange they are willing to give up, and predictably settle on each side taking half. They cut the



Communication is Key - Essentially when it comes to Compensation

Jeff Lucas, PHR, SHRM-CP

Survey Manager

How often do you hear employees complain about a lack of communication? Employees seek communication about the company and

orange in two. They each leave not feeling satisfied and remain decidedly suspicious of each other. This is a dissatisfying lose-lose or partial-win proposition.

If they had only taken the time to find out what was behind each of their respective desire for the orange, a creative solution may have ensued.

[READ MORE >](#)

their individual performance. They want the management team and their supervisors to keep them informed by passing along information that impact their daily lives.

But how often do employers make the effort to fully explain the benefits offered to employees? In most circumstances employees don't understand the benefits they have access to as well as the overall cost of those benefits.

[LEARN MORE >](#)

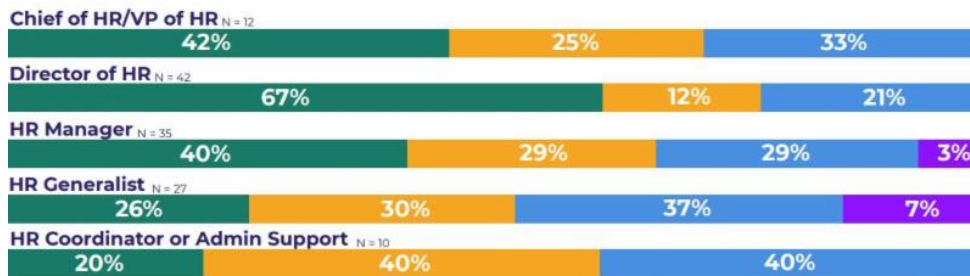
Results from HR Beat on Professional Certifications

[Click to Enlarge](#)

HR Professional Certifications | **75% of HR Departments have at least one person with a professional certification!**

Which Certifications are Held by HR Professionals?

■ Both HRCI and SHRM
 ■ HRCI
 ■ SHRM
 ■ Other



61% of individuals who have a SHRM and HRCI certification plan to maintain both in the future.



Thinking about obtaining an HR certification? Contact ERA's Training Department to learn about our SHRM certification preparation course!!

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September HR Beat: 124 Responses

www.hrxperts.org

Participate in the October HR Beat Survey - ERA HR Beat Survey - Organization-Sponsored Holiday Parties

By carefully evaluating the best way to approach and execute this holiday party, you can create an experience that not only boosts company morale but also increases employee satisfaction and retention levels across the board. Please click here to take the survey! Please [click here](#) to take the latest HR Beat Survey!

COMPLIANCE CORNER

Heard it on the HOTLINE



Updated Handbook Template Now Available to Members

Dawn Hays, Esq., SHRM-SCP
General Counsel

Has the DOL revised the FMLA forms that expired in May of 2018?

The DOL released the long-awaited new Family Medical Leave Act notices and

certification forms on September 4, 2018.

One of ERA's member benefits includes the member handbook template. Recently, the handbook template was revised and updated to include, among other things, new policy language to contend with the legalization of medical marijuana. Additionally, the template now has an "interactive" table of contents from which the reader is able to click to a specific section within the handbook. [Click here](#) to view the ERA Handbook Template.

For those members who used last year's version as a model for their handbooks, we've made the updating process a bit easier by loading a "compared" version of the handbook to reflect the changes that have been made in this most recent iteration. Members can [click here](#) to view the changes. We will continue to follow this process each year to help members keep their handbooks current. If you have any additional suggestions to improve this member benefit, please don't hesitate to [email us](#). We are always open to feedback!

The good news is except for an updated expiration date of **August 31, 2021**, which appears in the top right corner of the forms, the new versions are identical to the expired forms. Therefore, employers do not need to worry about any new amendments to the forms at this time, but should update their FMLA procedures to ensure that the new forms are used going forward.

The new forms are now available for download from the [DOL Website](#).

Under the Paperwork Reduction Act of 1995, the DOL must submit its forms to the Federal Office of Management and Budget (OMB) for approval every three years. The previous forms expired on May 31, 2018, and since then the DOL had renewed the expired forms on a monthly basis pending OMB approval of the new forms.

Welcome New Members!

Coldwater Café, Dawson & Associates, L.L.C., Horizon Telcom, Inc., Integra Lifesciences, Muskingum Valley Educational Service Center, Synergy Flavors, Technitron, Inc. and TENTE Casters

UPCOMING PROGRAMS

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[Human Resource Management II](#)

COLUMBUS

[Making the Transition to Supervisor](#)

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