

HR Trends

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UPDATE

The Executive HR Women's Network
Connecting Women & Opportunity



Featuring **SueAnn Naso** (left)
Staffing Solutions President,
& **Carmella Calta** (right)
Staffing Solutions CEO

March 2014

ERC
Where Great Workplaces Start.TM

THE UNMISSABLE MONTHLY UPDATE
FOR HR PROFESSIONALS

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→ [**Click here**](#) to learn more from Carmella & SueAnn in our feature blog article - *Women Owned Businesses: On the Rise & Here to Stay*

Do you have
RAVING FANS
for employees?

APPLY FOR THE NORTHCOST 99 AWARD TODAY!

North Coast 99
HONORING 99 GREAT WORKPLACES
FOR TOP TALENT IN NORTHEAST OHIO

This block contains an advertisement for the North Coast 99 award. It features a blue-toned background with a textured pattern. The main headline asks if the reader has "RAVING FANS" for employees. Below this, there is a call to action to "APPLY FOR THE NORTHCOST 99 AWARD TODAY!". To the right, the "North Coast 99" logo is displayed with the subtitle "HONORING 99 GREAT WORKPLACES FOR TOP TALENT IN NORTHEAST OHIO".

The Executive HR Women's Network

----- with Carmella Calta & SueAnn Naso -----



**ERC is celebrating
Women's History
Month by featuring our
partner, Staffing Solutions
Enterprises, and the Executive
HR Women's Network
(EHRWN), formed by
Carmella & SueAnn in 2006.**

Starting the EHRWN

In 2006, the original group of 25-30 women formed out of a need for networking opportunities, sharing challenges, and gathering advice in the HR space. These senior-level women in HR professions came from non-competing industries, and used this opportunity to invest in time with their peers.

Carmella comments that managers are often challenged with balancing life's opposing needs, and as a result, all-too-often put aside

(From left to right): Jessica Morris, Marketing Coordinator at Staffing Solutions; SueAnn Naso, President of Staffing Solutions; Carmella Calta, CEO of Staffing Solutions; Carrie Morse, Director of Partnerships at ERC

the chance to engage with their peers and form long-lasting connections, and even friendships.

Carmella states that the EHRWN is an opportunity to get to know other professionals during informal social and informational gatherings. The result is a network exchanging ideas with others of the same profession and with those holding similar values.

SueAnn comments that at Staffing Solutions, they often get questions concerning the employment market, recruiting trends, and what others are doing in the HR community. After discovering that these professionals often didn't know or feel comfortable engaging with their peers to find answers to these questions, the idea for EHRWN was born.

The original core group, SueAnn states, has now expanded to include over 120 women at all levels of HR management.

The Executive HR Women's Network

Connecting Women & Opportunity



Why Network?

"For years, men have done a much better job of making time for networking than women. Just look at all the business that's done by men on the golf course!" says SueAnn.

Women, she observes, tend to focus more on helping and supporting others than on themselves. As women sacrifice their own personal needs for the needs of others (i.e. spouse, children, parents, etc.), they forgo personal time invested in their own work lives and career development.

SueAnn believes this is why historically Staffing Solutions has found very few women in HR that get out and network on a regular basis with their peers. She emphasizes the importance of growing your personal network as a means of gathering fresh ideas and as a sounding board for your own thoughts and concerns. Since this network does not work within your place of employment, they can provide an unbiased voice of feedback.

The EHRWN gives professional women in HR just that - an opportunity to meet and gain trust with peers and advisors they can run ideas past before presenting them internally. In HR, obtaining feedback before implementing a new process or program can make or break its success. These women know that there's no reason to reinvent the wheel - if someone has already executed a similar program, it's better to understand what worked and didn't work ahead of time. The EHRWN events present exactly these opportunities.

Carmella adds that through access and conversation, less experienced managers in the group are oftentimes informally mentored by the more senior women. She includes that since the group is all about relationships, the opportunity is ripe for growth, learning, and career development amongst EHRWN members.

Interested in joining the EHRWN?

There is no cost to join & most events are free.

Contact Jessica Morris at jmorris@staffsol.com or 440-684-7218 ext. 126 for more information.

The Executive HR Women's Network

Connecting Women & Opportunity

What's the Value?

Quarterly, the EHRWN hosts breakfast learning sessions, complements of ERC and Staffing Solutions. At least once a year, a member survey is circulated to identify topics of importance that the EHRWN professionals are interested in learning more about and speakers they would like see.

Two of the most recent events were focused on workplace flexibility and wellness in the workplace. Some of the speakers have been from NorthCoast 99 Award-winning organizations and other companies succeeding at female leadership in the workplace.

Carmella adds, "Event topics are specifically chosen based on how they impact women in the workplace. The goal is for these women to take relevant content & ideas back to their teams, who will then continue the discussion."

Strictly social networking events typically happen in the evening two or three times a year. These events are for engaging with other members in a fun environment and getting to know one another outside work. New, fun and exciting places around Cleveland are the targets for these events - places like the Botanical Gardens, Whiskey Island, and the new Aloft Hotel in the Flats.

"We want women to experience the city - especially those who might be new to the area. We try to show them what NEO has to offer," states SueAnn.

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**Workout? Coffee?
Zen moment?
Smoothie? What gets
you energized & ready
for each workday?**

Carmella: "The challenge of accomplishing something and of making a difference energize me. I believe we all need to maintain our vigor and there are many ways to accomplish that. I take pilates several times each week and walk 3 miles outdoors when the weather permits. Being in nature is an important element to my good health."

SueAnn: "I agree with Carmie, making a difference & helping people overcome obstacles is very rewarding. Sometimes people just need a new perspective on their challenges - and I love to help with creative problem solving. I also begin & end each day with 30 minutes of quiet, reflective me-time. This helps me mentally prepare for the workday and also settle my thoughts for a good night's rest!"

The Executive HR Women's Network

The Young Professional's Perspective



Why are mentors so important?

"They've been in your shoes before! Mentors can help you learn the ropes of business and teach you what you didn't learn in school. The experience and advice they offer you is invaluable."

Also, mentors help you develop your leadership and communication style. They serve as examples in approaching challenges and new office scenarios.

Carmie and SueAnn have become incredible mentors for me here at Staffing Solutions. They're encouraging, approachable, and down-to-earth. Knowing that I have these advocates just makes me want to do better at my job!"

What helps you stay in-the-moment during a rough day?

"I work with a tremendous team that knows how to make me laugh, which helps put things in perspective. And a bite of chocolate doesn't hurt, either!"



Jessica Morris
Marketing Coordinator
at Staffing Solutions

The Executive HR Women's Network

The Working Mom's Perspective



Simone McNitt

**Manager,
Recruitment Services
at Staffing Solutions**

When the kids-work-home routine gets to be all too much, how do you keep it all together?

"Our family has a white board in our kitchen, and everybody has their own space & color on the board. Each Sunday, we write down our appointments, practices, games/meets, house duties, assignments due, etc. We also use the iPad to keep everyone on track with a family calendar.

This keeps us connected in real time, by updating everyone on new and upcoming events and important dates.

I think the real key to keeping it all together is having great communication and sticking to the routine."



HR Headlines: What's in the News

Full Story

President Obama Proposes Changes to FLSA Overtime Exemptions

Currently to qualify for an exemption under the FLSA one of the requirements is that an employee must earn at least \$455 per week. The President's proposal would change that dollar amount to at least \$533 (which would be the same dollar amount if inflation was taken into effect).



Full Story

Treasury, HHS Issue Final Rules To Ease ACA Reporting for Employers

The U.S. Treasury Department and the Internal Revenue Service issued two final rules that implement the information-reporting provisions for employers and insurers that take effect in 2015 under the Affordable Care Act (ACA).



Full Story

HHS Announces Extension of Reinstated Policies

Also related to the ACA, the administration extended the time period over which individuals and small groups may keep their non-compliant plans through plan years beginning on or before October 1, 2016.



HR Headlines: What's in the News

Full Story

Tread Lightly if Banning Workplace Gossip, Warns NLRB Judge

A recent decision by an administrative law judge (ALJ) of the National Labor Relations Board (NLRB) demonstrates that, without proper guidance, developing policies banning workplace gossip might be problematic, as it was in the case of *Laurus Technical Institute*.

Full Story

Social Media Ownership Relies Partly on Contract Law

Although the case law related to social media in the workplace is still somewhat limited, a recent court ruling suggests that organizations may be able to retain ownership of a Twitter handle after an employee leaves the company if “reasonable expectations” have been in place from the outset.

Full Story

Employers Still Want Candidates' Test Results—Sometimes Decades Later

A new hiring trend has emerged with some employers requesting applicant's SAT or ACT test scores, even if they are decades old. However, employers and applicants alike are somewhat split on the merits of requesting (and providing) these old standardized test scores as part of the application process, with many questioning the validity and purpose behind using these scores years later.



HR Help Desk: Tip of the Month

Workers' Compensation: "Horseplay"

Under Ohio workers' compensation law, for a claim to be allowed, a physical injury or disease, whether caused by external accidental means or accidental in character, must be sustained in the course of and arising out of employment. Therefore, if no physical injury or disease exists, then no workers' compensation claim exists. Additionally, Ohio law specifies what may not be an injury, including self-inflicted injuries, injuries sustained due to horseplay, mental health conditions without a pre-existing physical injury or disease, natural deterioration or pre-existing conditions.

The Question

The HR Help Desk recently had a request due to an allowable Workers' Compensation claim. Two employees were goofing around and the one employee heard something pop. He went to his doctor a couple days later due to pain. X-rays determined an injury that required the employee to be medicated and wear a brace. The company was wondering if this should be a workers' compensation or health insurance claim?

The Answer

It depends... According to the BWC (Bureau of Workers Compensation) if the injury is as a result of "horseplay" and an investigation of the facts of the incident determine that injuries to an innocent victim are the result of horseplay it will very likely be compensable under BWC. However, if both (all) parties were mutually involved in the horseplay it would not be considered a claim.

It is recommended that an internal investigation is conducted. Ask for statements from both employees, witnesses, and other related information to determine a claim. This will also be valuable in the event that the employee decides to file a claim in the future and the investigation proved that the "goofing off" was mutual.

Additional Resources

Articles & information related to "horseplay" under Workers' Compensation.

- ✓ [Workplace Horseplay](#)
- ✓ [Horseplay Liability](#)
- ✓ [Horseplay Injuries](#)

Contact the HR Help Desk (ERC Members Only)

ERC Members get unlimited access to the ERC HR Help Desk via phone, email, & online:

440-947-1278 | hrhelp@yourERC.com | www.yourERC.com/myERC

Not a member? [Click here](#) to learn more.



Survey Spotlight

The Gender Pay Gap in 2014

Depending on which set of survey data is used, which methodology is employed, or which sectors of the workforce are included, the gap reported between male and female “percent of earnings” or dollars & cents can vary by as much as 14 cents on the dollar. At the high end, is the U.S. Census Bureau reporting women make 77 cents on the dollar when compared to men. After controlling for a wide variety of variables, some experts would argue that this difference shrinks to 9 cents. But no matter how big or small this pay gap really is, or how or where economists are getting these figures, the fact remains that just over 50 years since the Equal Pay Act was passed by President Kennedy, women are not paid the same as their male counterparts in the workforce.

Education & Labor Supply

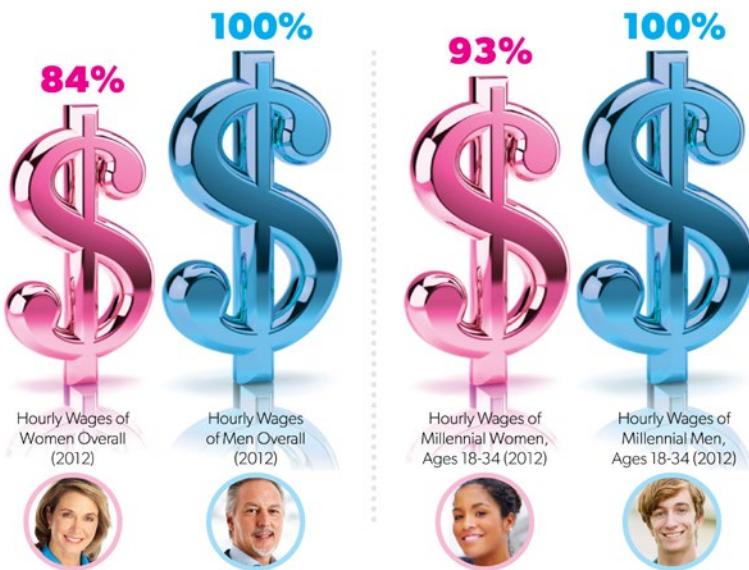
With more women (38%) than men (31%) ages 25-32 now holding four-year college degrees, and more of these highly educated women entering the workforce than men, the Millennial Generation of women are making some headway in terms of their starting wages. For example, women ages 25-34 who were just entering the workforce in 2012 came in the closest to their male coworker’s earnings at 93% of the male hourly wage. However, for women overall, the data show that this larger group only makes 84% of the male hourly wage. Furthermore, when compared to the same age cohort in 1980, who realized earnings of only two-thirds of men, this 93% figure for Millennials looks particularly strong.

Despite some optimism for this younger generation, the Pew researchers do temper their enthusiasm, noting that even with the power of education behind them, past trends suggest that as these young women move deeper into their potential childbearing years, they are likely to experience a similar phenomenon as their mothers and grandmothers, i.e. a drop in their percent earnings compared to men. Although education is a key part of this conversation, it is not the only piece of the puzzle.

Resources

✓ [“On Pay Gap, Millennial Women Near Parity – For Now.” Pew Research Center. Dec 2013.](#)

Millennial Women are Catching Up!



Read the full article [here](#) for a more detailed review of several recent studies about why the gender pay gap persists in 2014.

Survey Schedule

Participate in Open & Upcoming Surveys!

Survey Name	Open	Deadline
ERC Pay Adjustment & Incentive Practices Survey	March 18th	April 4th
ERC /Smart Business Workplace Practices Survey	April 4th	April 25th
Performance Management Practices Survey	April 29th	May 23rd

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New ERC members receive all current ERC survey data at no cost!

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For more information contact us at 440-684-9700 or [contact us online](#).

HR by Numbers

TOP 3

Workplace Wellness Initiatives to Help Women Live a Healthy Lifestyle

Stress, the environment and eating right are all factors when it comes to women leading a healthy lifestyle at the workplace.

Susan Pyles, Senior Talent Consultant and Trainer at ERC gives us some great pointers on how organizations can insure a healthy lifestyle for women.

Women are constantly running around to go to the grocery store, picking up their kids from a play date, practice, school, etc. By having their employer offer some of the following items and benefits, female employees will not only feel less stressed at work, but it will also help make them more focused and ready to take on the day.



1. Stress - Women, whether they realize it or not, carry stress. Offices should consider putting programs in place to help women with stress management. However, it has to be practical.

For example, most women are not in a position to go to the gym at lunch and workout for an hour and then shower and redo their hair. Instead, companies should offer something onsite, such as a 30-minute yoga session. It has to be something that is doable, simple, and effective.

2. Environment - Something as simple as having a plant in the office or some natural light can help someone's mood. Another idea is to have a relaxation room, where women can sit and take a breather for a few minutes to collect themselves.

3. Eating - What about offering healthy vending machines or having a company bring in healthy food options? These simple changes promote a healthy lifestyle and shows the company cares about its employees health & wellbeing.

Social Media Corner



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Women in the
Workplace



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Wins Connectors
Choice Award as Best
Corporate Event!



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the world related to
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women in stock
photos all look
the same?

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