

HR News Alert

Brought to you by Marshall & Sterling

**Marshall
& Sterling**
INSURANCE

February 2014

HR Certification Institute Courses Information:

Last month, Marshall and Sterling's HR Services announced three courses that were approved from the **HR Certification Institute**. We have had a lot of interested in them, and have expanded the location and more dates for these classes!

Topics and Dates are:

Diversity & Harassment - 2.5 Recertification Credit Hours

Poughkeepsie Office – Wednesday, February 26th, 2014

Glenville Office – Wednesday, March 19th, 2014

Management Training – 2.5 Recertification Credit Hours

Poughkeepsie Office – Wednesday, April 30th, 2014

Glenville Office – Wednesday, May 7th, 2014

Workplace Violence – 1.5 Recertification Credit Hours

Poughkeepsie Office – Wednesday, March 26th, 2014

Glenville Office – Wednesday, June 4th, 2014

Classes are \$20 per session per company. Additionally, these courses are just not for those who have their PHR/SPHR. You can share these courses with your other Human Resources professional and other members of your management and professional team.

Any questions, please contact Regina Murdock, HR Services Specialist at 914-962-1188 Ext. 2487 or rmurdock@marshallsterling.com



In This Issue...

HRCI Courses information

WEBINAR – Legal Aspects of Account-Based plans

WEBINAR – Effective interview: The Dos and Don'ts of Employee Selection

Employers Will Not Be Required to Post Employee Rights Notice in the Workplace

WEBINAR: Legal Aspects of Account-Based Plans (HSAs, HRAs, and FSAs)

When: Tuesday, February 25, 2014 @ 2:00 PM EST

Join us for a discussion of the legal requirements for account-based plans such as Health Savings Accounts (HSAs), Health Reimbursement Arrangements (HRAs), and Flexible Spending Arrangements (FSAs) in light of recent changes made by the Affordable Care Act.

To register, please go to : <https://www2.gotomeeting.com/register/396203458>

WEBINAR: Effective Interviews: The Dos and Don'ts of Employee Selection

When: Wednesday, February 26, 2014 @ 2:00 PM EST

Effective employee selection is critical to organizational success. Unfortunately many employers fail to implement best practices that help the interviewer focus upon essential job duties while avoiding discrimination claims and limiting risk. Our one hour webinar will provide insight into what to ask and also what not to ask in your next interview.

This educational webinar has been submitted to the HR Certification Institute (HRCI) for 1 general hour of continuing education credit towards PHR, SPHR and GPHR certifications.

To register, please go to : <https://www2.gotomeeting.com/register/507520370>

Employers Will Not Be Required to Post Employee Rights Notice in the Workplace

The **National Labor Relations Board** (NLRB) has decided not to seek Supreme Court review of two U.S. Court of Appeals decisions invalidating the agency's Notice Posting Rule, which would have required most private sector employers to post a notice of employee rights in the workplace.

Originally scheduled to become effective in 2011, the Notice Posting Rule was subject to a number of court challenges and delayed several times. The workplace poster remains available on the **NLRB website** for employers who wish to voluntarily display the notice.

Visit our section on **Federal Poster Requirements** to learn about other federal notices required to be displayed in the workplace and to download printable posters



Employee Rights

Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to refrain from engaging in any of the above activity. Employees covered by the NLRA are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:

- Prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times, or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Threaten or coerce you in order to gain your support for the union.
- Refuse to process a grievance because you have

Marshall & Sterling Insurance will continue to provide you with updates and information regarding important issues. Should you have specific questions or need more information, please contact us.

Regina Murdock
Human Resources Services Specialist
914-962-1188, x-2487
rmurdock@marshallsterling.com

Please Note: The information and materials herein are provided for general information purposes only and are not intended to constitute legal or other advice or opinions on any specific matters and are not intended to replace the advice of a qualified attorney, plan provider or other professional advisor. This information has been taken from sources which we believe to be reliable, but there is no guarantee as to its accuracy. In accordance with IRS Circular 230, this communication is not intended or written to be used, and cannot be used as or considered a 'covered opinion' or other written tax advice and should not be relied upon for any purpose other than its intended purpose. The information provided herein is intended solely for the use of our clients and members. You may not display, reproduce, copy, modify, license, sell or disseminate in any manner any information included herein, without the express permission of the Publisher. Kindly read our Terms of Use and respect our Copyright.

© 2014 - All rights reserved