



July 2017

Our office will be closed July 4th.  
Have a happy and safe Independence Day!

## COMPLIANCE CORNER

### Employee Handbook Reviews

New workplace laws on minimum wage, paid sick leave, criminal background investigations and more are popping up all the time-and they don't always take effect at the beginning of a new year. HR professionals need to communicate these changes with their workforce as the laws become effective.



"Updates should be considered at a minimum on an annual basis," said Stephanie Peet and Timothy McCarthy, attorneys with Jackson Lewis in Philadelphia, in an e-mail to SHRM Online. "However, sometimes there are drastic changes in applicable laws that necessitate an immediate change." If there are any significant changes to the laws that affect a particular employer's workforce, the handbook should be reviewed to ensure that the company's policies are in line with those changes.

Sourced: SHRM By Lisa Nagele-Piazza, SHRM-SCP, J.D. May 8, 2017

### ACA Update

With all the political updates coming out of Washington, D.C. these days, many employers are not sure about current requirements for 2017 ACA Reporting. ALL reporting obligations for 2017 currently remain the same as 2016. When any new laws are finalized, we will be the first to let you know.

## COMMUNICATING WELLNESS

### Firework Safety Awareness

The Fourth of July can be a fun time to create special memories. However, before your family celebrates, make sure everyone knows about firework safety.



If not handled properly, fireworks can cause burn and eye injuries in kids and adults. The best way to protect your family is not to use any fireworks at home - period. Attend public fireworks displays, and leave the lighting to the professionals.

Lighting fireworks at home isn't even legal in many areas, so if you still want to use them, be sure

to check with your local police department first. If they're legal where you live, check this [website](#) for safety tips to in mind.

## CONSULTING SERVICES



### Violence in the Workplace

By Lisa Nagele-Piazza, SHRM-SCP, J.D. Jun 6, 2017

A former employee at an Orlando factory fatally shot five co-workers before committing suicide at the worksite on June 5. The tragic event may stir up fears for HR professionals who often must resolve workplace conflicts. HR departments need to make sure they have policies and practices so that employees feel comfortable reporting their concerns about other employees' behavior, said Howard Mavity, an attorney with Fisher Phillips in Atlanta. There may be warning signs, and there should be a practical system in place for workers to openly and honestly report unusual actions so that it can be investigated, he added.

The "if you see something, say something" slogan found on public transportation also can be applied to the workplace, noted Jason Keck, an attorney with the Chicago office of Fisher Phillips.

If you need assistance drafting a policy, we recommend Seay HR Consulting [www.seay.us](http://www.seay.us)



## COMMUNITY SERVICE

### Second Harvest Food Bank Loves Volunteers!

Second Harvest Food Bank relied on more than 29,000 volunteers last year whose hours totaled 94,672. They distribute donated food to 550 emergency food assistance programs, including: emergency food pantries, soup kitchens, shelter programs, and senior programs.

Is your company looking for a fun team-building activity? Second Harvest welcomes employer groups of all sizes as well as individual volunteers. They even have a "kids night" once a month when you can bring in your children or grandchildren! The online calendar only shows volunteer opportunities in Orange County. If you are interested in volunteering at our Volusia Branch please call 1-386-257-4499. To volunteer at our Brevard Branch, please call at 321-733-1600.

## CONTINUING EDUCATION for HR

The 2017 HR FLORIDA CONFERENCE AND EXPO is scheduled for August 28 - 30 at the Hilton Bonnet Creek, Orlando, Florida.

- 1) Hear from the Experts
- 2) Learn new skills and stay up-to-date
- 3) Recertification Credits for SHRM and HRCI designations
- 4) Meet with new vendors and suppliers
- 5) Have fun with your HR Peers from around the state and nation

Register: [www.hrflorida.org](http://www.hrflorida.org)

#HRFL17

### CEO CORNER, Doug Foreman

We are excited to announce a new team member to support and serve our mission, vision and value proposition. Stacy Henderson will be joining the Fringe Benefit Plans Team as an Account Executive committed to consultation, advocacy, solutions and education. Please join us in welcoming Stacy to the Team!

Your greatest work will not be in what you told others to do, it will be recognized by your service to others.

- Susan Thorn

[www.fringebenefitplans.com](http://www.fringebenefitplans.com)



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We are committed to serving and supporting your Employee Benefits program.