

January 25, 2010

## ONLINE RESOURCES AT YOUR FINGERTIPS!

The Employers Council proudly introduces a new value-added benefit: **a Members Only webpage!** Members now have exclusive, unlimited access to several online resources, including: *CCH HRAnswersNow*; Toolkits, and Sample Forms & Policies. This premium content is available at no additional cost, 24 hours per day, through the Members Only site on our webpage at <http://www.ecutah.org/member/>.

- **CCH HRAnswersNow** replaces BNA *HREssentials* as your valuable online HR research tool. It provides quick answers to thousands of HR questions and access to federal employment laws – as well as state laws in **all 50 states!** It includes customizable Job Descriptions and Performance Reviews modules. We will host a **FREE Webinar** on February 10<sup>th</sup> at 1:00 p.m. to teach you how to get the most out of *CCH HRAnswersNow*. Stay tuned for details on the Webinar coming next week.
- The **Toolkit Collection** provides practical guidance to help you develop and improve key HR functions: I-9 Administration, FMLA, Interviewing & Hiring, Employee Handbook, RIF, M & A, and much more
- The **Forms & Policies Collection** is a premier selection of our most popular forms and policies to support best practices: Job Application, Harassment policy, Posting Requirements, Drug policy.

The attached flyer has more information on these new online resources. Our members should receive today individualized emails explaining how to login to the new **Members Only** page to get started enjoying it. If you do not receive an email, please let us know and we will get you set up.

## THE HIDDEN PAYCHECK

The year-end W-2 shows only a part of the total value an employee gets from his or her job. Educating employees about their total pay, including “hidden” benefits and compensation is well worth the time and effort. To make it quick and easy, we have provided a sample format which may be tailored to fit your company in our premier collection of Forms & Policies on the new Members Only page of our website <http://www.ecutah.org/member/>. Login today!

## EFCA: WHAT'S NEXT?

The future of the proposed Employee Free Choice Act (EFCA) may be in peril in light of the recent election of a Republican U.S. Senator from Massachusetts to fill the late Senator Ted Kennedy’s seat. Democrats will now have 59 party-line votes in their caucus and the Republicans 41. Since 60 votes are required on any party line vote to defeat a Senate filibuster and move the bill towards a vote, the game has really changed. This makes it very unlikely that the EFCA – Big Labor’s top legislative item – will be passed anytime soon. Even if a “revised” EFCA could attract a few Republicans, there may be reluctance to push such a controversial bill in this political climate. For details on the EFCA and its potential revisions, see our *Labor Lines Quarterly*, Fall 2008. But, before thinking EFCA is “dead,” consider the following:

- EFCA may still be placed within other less controversial bills, such a job creation bill.
- While EFCA is the simplest, surest path to Big Labor’s objectives, almost all of EFCA can be accomplished through regulation, without any vote by Congress. The President’s appointments to the Department of Labor and the National Labor Relations Board (NLRB) will likely use their vast regulatory power to try and make things happen. For example, once the NLRB is at full strength, it may easily regulate a shortened election cycle (most likely 7-14 days), and establish more aggressive employer penalties.
- Unions decreased their organizing efforts during the first half of last year, hoping the EFCA would pass much sooner. However, near the end of last year their efforts picked up to a frenzied pace, and their win rate has been rising. Without EFCA, Big Labor is desperate to find new union dues-payers. “Stealth” card signing campaigns are Big Labor’s tactic of choice. We are already experiencing this troublesome strategy in which union organizers keep their heads low for as long as possible.

*Bottom Line:* As an intact piece of legislation, EFCA has probably met its demise. But the proponents of EFCA are alive and well, and placed in positions where they can make many of its provisions happen. Make sure your company is prepared to withstand the targeted pressure of aggressive union organizers. Call us for help.

For concise, practical advice on human resources, including guidance on employment laws and regulations, The Employers Council is unbeatable. As a member, you have exclusive, unlimited access to several online resources. This premium content is available 24 hours a day via the Members Only page of our website at [www.ecutah.org](http://www.ecutah.org). For login problems or questions call the Council or email [info@ecutah.org](mailto:info@ecutah.org). Our value-added online resources include:

- **CCH HRAnswersNow**
- **Toolkit Collection**
- **Forms & Policies**



CCH *HRAnswersNow* - an online research tool – provides quick answers to thousands of HR questions at your fingertips. Plus it features customizable Job Description and Performance Appraisal modules. And you have access to employment laws in all 50 states! Visit our Members Only page to download a Quick Reference Card or Demo for help in using *HRANSwersNow*.



**Toolkit Collection**

The Employers Council created a collection of valuable *Toolkits* to help you develop and improve key HR functions. They provide easy-to-implement information on selected HR topics in one publication. Not only will these informative *Toolkits* assist your compliance with the law, but they can also be used to educate managers on their responsibilities. *Toolkits* contain useful checklists, first-rate sample forms, and practical guidance.



**Forms & Policies**

The Employers Council created a premier collection of HR forms and sample policies to support best practices. They are designed to help you establish effective company protocols. We know your time is valuable and you don't want to start from scratch. So, we are pleased to provide our most requested forms and policies.