

DID YOU KNOW...?



Fair Labor Standards Act (FLSA) regulations state, “A job title alone is insufficient to establish the exempt status of an employee.” The classification of a particular employee as exempt or non-exempt must be made by someone with detailed knowledge about the employee’s duties.



As of February 1st of each year, employers with 10 or more employees must post the OSHA Form 300A, which summarizes an employer’s reportable injuries and illnesses for the prior year, even if the employer had no reportable injuries/illnesses. In addition to the February 1 – April 30 posting requirement, employees with no fixed work-site must be provided with a copy of the report.



The Employee Benefits Security Administration has added a new part to Form 5500s Schedule C for 2009 to require more reporting on so-called “hidden fees.” The new schedule will require plan administrators to identify each service provider that failed or refused to provide the information necessary to complete the schedule’s request for information about fees.



On January 28, 2008, the FMLA was expanded. Eligible employees will now be entitled to 12 weeks of family leave due to a spouse, son, daughter or parent being called to Active Duty. Additionally, eligible employees are entitled to 26 weeks of FMLA leave for a spouse, son, daughter, parent or nearest blood relative caring for a recovering service member.

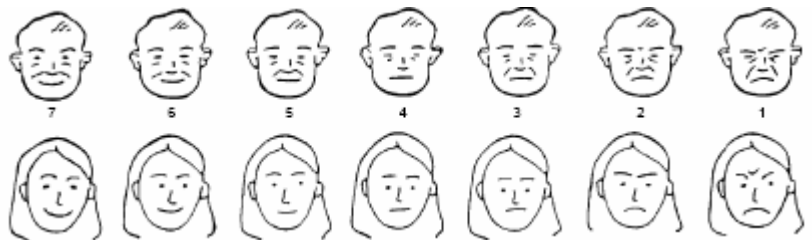


Federal EEO enforcement officers have developed new and aggressive techniques for investigating employer’s applicant and hiring processes. They have increasingly been using complex statistical methods to drill deeply into employer’s applicant data to uncover patterns of systematic discrimination. Are you prepared for an OFCCP Audit?

EMPLOYEE OPINION SURVEYS:

Do you know how your employees would rate the following question?

Consider all aspects of your job. Then circle the number between the faces that best expresses how you feel about your job in general. (7 being Extremely Satisfied, and 1 being Extremely Dissatisfied)



One of the most common methods of improving productivity and job satisfaction is employee involvement. Through employee involvement, employees feel a sense of responsibility and ownership, because they have participated in the process. **The most powerful tool to begin the process is the Employee Opinion Survey!**

D. Gallant Management Associates offers Employee Opinion Survey Services that compare your employees’ responses against national norms for over 100 generic questions with a database of over 900,000 employee responses broken down by industry. We also include a custom-designed section, which would incorporate any issues and concerns specific to your organization. **Employee opinions matter! How to keep good employees: ASK THEM!**

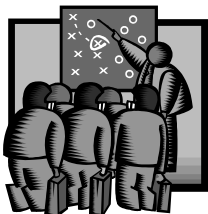
It's not too early to start thinking about H-1s!

A new allotment of 65,000 H-1B visas will be available commencing April 1, 2008, for an employment commencement date of October 1, 2008. April 1, 2008 is the first (and possibly only) date that employers may request H-1B numbers under Fiscal Year 2009.

We anticipate that the H-1B visa cap will be reached immediately again this year and that there will be a lottery system for accepting and rejecting petitions. Accordingly, all petitions must be filed on Monday, March 31, 2008.

We encourage you to identify all foreign nationals who you may be considering for H-1B visa sponsorship at this time.

Please be advised that there are 20,000 additional H-1B visas available for those individuals holding U.S. Master's degrees, but these petitions may only be filed on April 1, 2008 for an October 1, 2008 start date as well. We also anticipate that the cap for these petitions will again be reached rather quickly!



BOSS FACTOR:

Bosses have a lot more influence on their workers than the assignments they dole out routinely. Their boss is the leading reason over 1,000 office professionals surveyed would be willing to change jobs. Dislike of their boss's management style or lack of mentoring would prompt 43% of U.S. workers to leave their jobs.

- SHRM, 2008

Pay for Performance Workshop

**FRIDAY, APRIL 11th
in Portland**

Including Two Parts:

- ★ Compensation Boot Camp:
9:00 a.m. – 12:00 p.m.
- ★ An Effective Performance Appraisal System:
1:00 p.m. – 4:00 p.m.

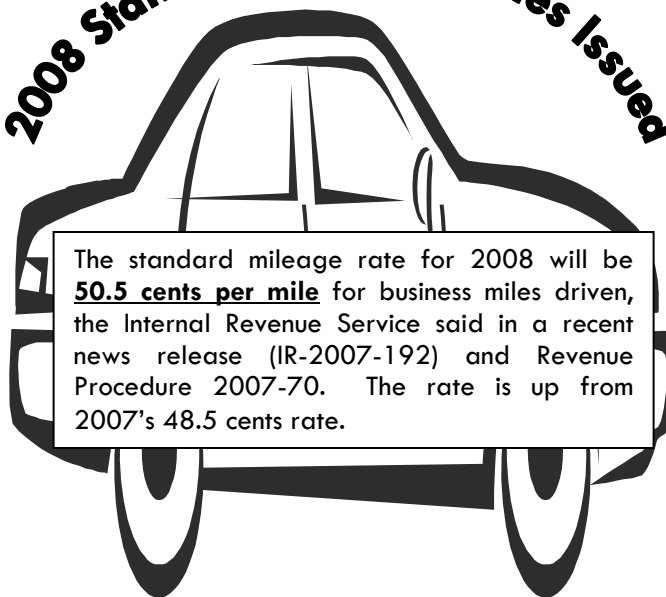
See the enclosed flyer for more program & registration details!

**Presenter:
Deb Gallant, CCP
Certified
Compensation
Professional**

... Career-development programs are often the first to go when budgets are tight, even though they are **proven drivers of employee engagement & performance.**

~ Workspan Magazine, World at Work Feb. 2008

2008 Standard Mileage Rates Issued



The standard mileage rate for 2008 will be **50.5 cents per mile** for business miles driven, the Internal Revenue Service said in a recent news release (IR-2007-192) and Revenue Procedure 2007-70. The rate is up from 2007's 48.5 cents rate.



Pet insurance becomes a "paw-pular" incentive!

Company benefits are going to the dogs—and cats—and birds—and even some iguanas. As companies seek innovative, low-cost ways to keep employees happy, many now provide the additional perk of health insurance for pets.

Your employees appreciate health insurance for their family. Imagine how happy they'll be when you offer it for their pets! You can even get them a group discount. Your pet-loving employees will be thankful for you and the offer of pet insurance.

