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January 2009

New Employment Regulations Take Effect

1. January 1, 2009 - [The NEW ADAAA](#) - Amendments to the ADA - Americans with Disabilities Act
2. January 16, 2009 - [Changes to the FMLA](#)

This means a new Federal Poster!!

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Potential Changes under Obama Administration That Affect Maryland

1. The Employee Free Choice Act (EFCA)

This is the priority for organized labor. This bill will amend the National Labor Relations Act to make it easier for employees to form unions. It would remove the use of secret ballots and all it would take to certify is to have a majority of signed authorization cards.

2. **Healthy Families Act** - among other things, proposes a requirement that employers to provide a minimum of 7 days PAID sick leave.

3. **Expanded FMLA rights** and mandatory paid leave Proposed changes include changing eligibility requirements from a 50 employee threshold to only 25, provide 24 hours of leave for parents to attend children's school activities, authorize FMLA leave for victims of domestic violence.

**NEW NEW NEW NEW NEW NEW NEW NEW!!!
Health Insurance Partnership for Small Business**

Eligibility in the Health Insurance Partnership is limited to a small business that has two to nine full-time employees, has

LAST CHANCE TO REGISTER!

HR Business Breakfast

The HR Business Breakfast Series

8:00 AM - 10:00 AM
The Open Door Café, Bel Air

January 15, 2009
Are You in Compliance? Conducting The HR Audit

February 19, 2009
Having Difficult Conversations with Employees

March 19, 2009
HR Open Forum

Register Now!

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not offered health insurance to its employees during the previous 12 months, and has an average wage below \$50,000. Businesses that meet these criteria maybe eligible to receive a subsidy of up to 50 percent of their health insurance premium.

More information on the Health Insurance Partnership and Medical Assistance to Families is available by [clicking here.](#)

**HR Solutions - Now Offering Coaching
CALL NOW FOR A FREE INTRODUCTORY SESSION!**

WHAT IS COACHING?

Coaching is a unique and distinct profession. A coach can help you and/or your organization to:

- *Solve problems*
- *Reach goals*
- *Design a plan of action*
- *Make decisions*

In addition, a coach will stay with the client to:

- *Implement the plan of action, working through the inevitable changes and any obstacles.*
- *Maintain a healthy balance between your personal and professional life.*
- *Keep looking ahead to take advantage of opportunities that are just now formulating.*
- *Bring out your personal best, keeping focused on your needs, values, and vision.*

A Coach is...

- *Your partner in achieving business and personal goals*
- *Your champion during a turnaround*
- *Your trainer in communication skills*
- *Your sounding board when making choices*
- *Your motivation when strong actions are called for*
- *Your unconditional support when you take a hit*
- *Your mentor in personal development*
- *Your wake up call if you don't hear your own*
- *Your partner in helping you have all of what matters most to you*

CALL NOW FOR A FREE INTRODUCTORY SESSION!

At HR Solutions, LLC, we partner with small businesses like yours to:

- * Ensure your compliance with state and federal employment regulations,
- * Resolve specific employee issues, and
- * Establish good employment practices including training and performance management.

These steps help minimize risk, improve employee retention and morale and increase productivity

and profit for small companies that don't have the resources of an in-house HR specialist.

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	✓ Policy & Procedure

CALL NOW!
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Sincerely,

Renee McNally
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