



Diversified Personnel Services

A DIVISION OF Opportunities



Happy 2016!

Staff Points...

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- 1/24 National Compliment Day
- 1/25 Opposite Day
- 1/29 Fun at Work Day
- 2/2 Groundhog Day
- 2/6 Ice Cream for Breakfast Day
- 2/14 Valentines Day
- 2/23 Single Tasking Day
- 2/26 National Bacon Day
- 3/2 Dr. Seuss Day
- 3/14 Fill Our Staplers Day

Welcome!

New Director of Systems Advancements - Laura Schmitz!

We are pleased to welcome Laura to our team. Laura became familiar with the agency through her previous job at Avionte, where she implemented the system for DPS five years ago. At Avionte, she served as Vice President of Operations and Vertical Market Development, helping the company go from 20 to 130 employees and from \$500k to over \$15M in 7 years by applying her skills in operations, training, customer service, employee engagement and leadership.



Laura began her career teaching French, English, and History for 7-12 grades for 3 years. She then went on to the business world working for a large regional optical company and Lasik institute where she was served as Director of Media Services and Manager of Marketing Research. She then joined the building maintenance industry for over 7 years serving as a Corporate Director of Planning responsible for overseeing more than 1000 field employees and managers nationwide.

Laura is very passionate about process improvement, training and strategies to help organizations grow. She also enjoys traveling (has been to over 19 countries!), reading, and is training for a triathlon sprint next summer.

Staffing Trends

Seven employment law trends to keep your eyes on in 2016

2016 has arrived, marking the beginning of a year of political transition. While we cannot be certain what the upcoming Presidential election holds for 2017, we can expect to see at least seven employment law trends as we move through this year.

1. Increase in Fair Labor Standards Act (FLSA) initiatives and enforcement

The Department of Labor (DOL) has proposed changes to the thresholds for exempt status, which will increase the number of employees eligible for minimum wage and overtime payments. The election year likely will also bring with it even more emphasis on laws forcing employers to increase the minimum wage and provide for equal pay and paid family/sick leave on a federal, state and local level.

2. Expansion of the National Labor Relations Board's (NLRB) efforts to increase unionization

2016 will give us the first full year operating under the NLRB's new speedy election rules, which so far have served unionization well. In addition, in its last year under the Obama administration, we should expect to see other pro-union decisions and initiatives from the NLRB, including the Board's efforts at increasing the likelihood of joint employer findings and its onslaught against non-union employment policies.

3. Expansion of Equal Employment Opportunity laws to include LGBT protections

The Equal Employment Opportunity Commission (EEOC) has been pushing an agenda to bring LGBT non-discrimination rights up to the level of other protected classes and this should continue in 2016. Expect state and local laws to begin doing the same.

4. Increased focus on employee privacy protection.

Data breaches occurring in recent years have put the spotlight not only on businesses' protection of their customer data, but also their own employees.

5. Employer reliance on wellness programs

As health care costs continue to rise, employers have turned to wellness programs to keep a lid on those costs. Here is another place where technology is creating opportunities and issues as employer wellness programs rely more on smartphone apps and wearable devices to spur on improvements in their workforce health.

6. Ban the Box.

Expect the Ban the Box movement, which seeks to prevent employers from asking job candidates about prior criminal convictions on their employment application, to gain additional traction throughout the year.

7. Immigration

Expect the 2016 elections to shine a light on federal immigration policy. Though the election year almost certainly won't be conducive to any immigration legislation, it could provide whoever wins election with enough political capital to push his or her policy through Congress beginning in 2017.

www.lexology.com

Giving Thanks...the DPS Way!

The staff at Diversified Personnel Services embraces the Holiday Season by not only helping individuals find meaningful work, but also in other ways when possible. Each year, one deserving employee from each branch location is presented with a complete Thanksgiving meal to share with their family - including a turkey, all the fixings, and of course a pumpkin pie!

DPS is thankful for being able to provide so many individuals the opportunity to work and succeed. Here are this year's recipients for DPS's annual Thanksgiving Turkey Giveaway!



Oconomowoc Branch



Watertown Branch



Fort Atkinson Branch



Madison Branch

The Workforce is Reinventing Itself. Are You Ready?

Flexible freelance work is becoming the new normal where specific skill sets are becoming scarce. The phenomenon isn't being solely driven by employees. Flex work arrangements can reduce corporate real estate and associated support costs. And managing temporary staff reduces carrying costs and potentially some of the legal risks associated with full time employees.

Following decades of outsourcing and downsizing, younger workers have given up on the notion of corporate loyalty. Without the perceived security of a corporate benefactor, newer workers are forced to embrace a greater sense of independence and self-reliance.

How Can Companies Adapt?

In light of these shifts, the question for business leaders is still the same: "How do you get the best talent working on the most important work - while managing cost constraints?" Here's the good news. There are more options for gaining access to quality talent than ever before.

- **Offer people meaningful experiences.** Remember, it's not always about the money. Not all work is glamorous, however, it's important to keep in mind that people like to do work that is meaningful, offers new experiences, and can help with their professional development. Here are some practical things that organizations can do in order to transform challenge into opportunity:
- **Cultivate a talent network.** Invest time to develop relationships with freelancers, contract agencies, other departments and leaders, prior employees, professional trade organizations, or others who may be a source of possible talent for your organization.
- **Run some experiments.** This could include different work arrangements, exploring new sources for talent, or testing alternative team operating structures.
- **Retain "assemblers".** Although it's a rare skill, keep an eye out for leaders who've demonstrated the ability to successfully assemble, manage, and disassemble teams. This skill will become even more valuable as the pace and variability of business challenges accelerates.
- **Align the functions.** As talent becomes more and more external, extra effort is required to align HR, Purchasing, IT, and other hiring organizations around a deliberate talent strategy.
- **Secure the perimeter.** As movement of people in and out of the enterprise becomes more porous, physical and information security takes on an even higher level of importance. It is noted that most serious threats operate internally within the organization.



Moving Forward

In the ongoing battle to attract the best talent, companies can't afford to sit on the sidelines and manage business as usual. It's important that leaders acknowledge what's happening in the marketplace and develop an approach that's relevant for their business. At minimum, a few experiments to explore new approaches to talent can yield meaningful insights on how to make your organization more nimble, cost efficient, and competitive.

Question & Answer

Q: What can I do for an employee who has work restrictions due to a work-related injury that I can't accommodate?

A: Talk to DPS! Through Opportunities, Inc., DPS offers a comprehensive Return to Work (RTW) program with work sites available throughout the south-central region and the ability to accommodate virtually any restriction, as well as case management to ensure safe and speedy healing and a healthy, happy returning employee!

*Do you have a burning question for us at DPS? We may feature it in our next Q&A!
Send your questions to ajanquart@oppinc.com*

Safety Corner **OSHA clarifies "day-to-day supervision" for temporary worker injury and illness recordkeeping**

OSHA recently clarified who is responsible for recording injuries and illnesses of contingent or temporary workers when supervision is shared by the host employer and the temporary staffing agency. The answer is....only one employer can provide day-to-day supervision. In other words, for purposes of OSHA record keeping, there cannot be joint day-to-day supervision of temporary workers, even if these workers are not carried on the employer's payroll.

The host employer has to record the injuries and illnesses of temporary workers it supervises on a day-to-day basis. But if a contractor's employee is under the day-to-day supervision of the contractor, the contractor is responsible for recording the injury or illness not the the host employer.

Determination regarding which entity must record the injuries and illnesses of temporary workers must be based on the actual facts concerning day-to-day supervision at the worksite. This means that the entity that actually provides the supervision is responsible for recording cases on the OSHA Log regardless of the wording of the parties' contractual arrangements.



Excerpted from safety.blr.com

Staffing is Vital to U.S. Economy

The staffing, recruiting, and workforce solutions industry makes a vital contribution to the U.S. economy, and provides outstanding job and career opportunities for some **14 MILLION** employees per year.

Statistics you may find interesting...

- More than **3 MILLION** temporary and contract employees work for America's staffing companies during an average week.
- During the course of a year, America's staffing companies hire more than **14 MILLION** temporary and contract employees.
- **76%** work full time, comparable to the overall workforce at 82%.
- **Half** of staffing employees say it's a way to get a permanent job.
- **9 out of 10** said staffing work made them more employable.
- **35%** were offered a permanent job by a client where they worked on an assignment, and 66% of those accepted the offers of permanent employment.



Excerpted from americanstaffing.net

To Your Health Simple Steps to Stay Healthy at Work

Most of our waking hours are spent in the workplace. So what we do during those hours can have a profound impact on our overall health. A positive wellness culture during the workday can contribute to better health - physical, mental, and emotional well-being for you and your co-workers. Healthy people are more productive, more constructive and require fewer sick days and health associated costs. Both employers and employees can promote a healthier work environment.

Be a Healthy Employee

Don't let your work environment diminish your health for eight hours of the day. Break up your work day. Get up, stretch, and move. Regular movement throughout the day will keep your mind and body limber and help avoid fatigue.

Think of ways you can add movement or at least decrease the amount of time you are sedentary. Try getting out of your chair more, standing during your calls, or alternating your chair with a yoga ball. And if you have to drive to work, try parking at the far end of the lot, taking the stairs, and going the long way to the bathroom and break room.

For Employers

Healthy employees work better. As an employer you can institute and encourage healthy changes at your workplace to create the best environment to promote mental and physical health for your employees. Improve work-life balance:

- Offer an employee wellness program.
- Allow for flexible schedules to accommodate employee fitness routines.
- Encourage healthy activities like taking the stairs and activity breaks.
- Aim to select worksites close to public transportation, walking trails, and fitness facilities.

Eat Better at Work

Health and nutrition professionals agree that you usually eat better when you plan ahead and bring a healthy lunch to work. This lunch should include the basic healthy foods like fruits and vegetables and minimal items with additional fat and sugar. But you can get creative filling your lunchbox and include snacks with fiber, protein, and carbs that will keep your energy levels up throughout the day.

Work Ergonomically

Your chair height, posture, and placement of your equipment all play a part in reducing strain on your body during the workday. Optimize your workspace so you are comfortable moving and using your computer, keyboard, mouse, and other equipment all throughout the day. Even though the movements you make at your desk are small, they are repetitive and can be injurious if you do not perform them correctly.

**OPTIMIZE
YOUR
WORKSPACE**
so you are comfortable
moving throughout
the day

www.healthiergeneration.org

● Top 10 Career Quotes to Revive Your Motivation

Need a little motivation this Holiday Season? Check these out...

1. *"Find out what you like doing best, and get someone to pay you for it."* - Katharine Whitehorn, British journalist, writer and columnist.
2. *"Whether you think you can or you think you can't, you're right."* - Henry Ford, an American industrialist and the founder of the Ford Motor Company.
3. *"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle."* - Steve Jobs, inventor and co-founder of Apple.
4. *"Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time."* - Thomas A. Edison, American inventor and businessman.
5. *"Anyone who has never made a mistake has never tried anything new."* - Albert Einstein, physicist and scientist.
6. *"I've missed more than 9,000 shots in my career. I've lost almost 300 games. Twenty-six times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed."* - Michael Jordan, professional basketball player and winner of six NBA championships.
7. *"If you're hurt, lick your wounds and get up again. If you've given it your absolute best, it's time to move forward."* - Richard Branson, entrepreneur and founder of Virgin Group.
8. *"It is never too late to be what you might have been."* - George Eliot (real name Mary Ann Evans), an English Victorian novelist.
9. *"One important key to success is self-confidence. An important key to self-confidence is preparation."* - Arthur Ashe, professional tennis player and activist.
10. *"You can't use up creativity. The more you use, the more you have."* - Maya Angelou, American author, poet and civil rights activist.

www.careerbuilder.com

For all your staffing needs...



www.dpsworks.com