



Diversified Personnel Services

A DIVISION OF Opportunities



Staff Points . . .

Fall 2014!



Inside this issue:

Did you know?

Safety Corner

Jobless Claims Drop

Job Hoppers vs. Temp Workers

Staffing Trends

Top 10...

● Did you know?

All DPS employees are eligible to utilize Opportunities, Inc.'s **OiCloset**, a free clothing service to provide individuals with gently used business attire, for their path to employment success!

The clothing service is organized and managed by Opportunities, Inc.'s Adult Day Services program participants, who in turn receive valuable training in retail functions and customer service to advance their independence! It's a win-win for all participants.

This unique service is another great resource that DPS utilizes on site for helping their employees become work-ready. The **OiCloset** is always open and available for DPS employees to use!



- 9/30 Ask a Stupid Question Day
- 10/3 World Smile Day
- 10/4 Improve Your Office Day
- 10/6 Mad Hatter Day
- 10/11 National Food Truck Day
- 10/15 I Love Lucy Day
- 10/27 Cranky Co-Workers Day
- 10/31 Happy Halloween!

If you are interested in donating gently used work attire and/or accessories, please contact your DPS employment specialist. We are currently looking for fall and winter wear!

● Safety Corner **OSHA Reminder on Enforcement Policy**

Thomas Galassi, the Director of OSHA's Directorate of Enforcement Programs, recently issued a Memorandum to Regional Administrator on OSHA's "Policy Background on the Temporary Worker Initiative."

It provides a very good lesson from the Agency's perspective.

In general, "OSHA will consider the staffing agency and host employer to be 'joint employers' of the worker. Galassi notes that "joint employment is a legal concept recognizing that, in some situations, the key attributes of the traditional employ-employee relationship are shared by two or more employers in such a manner that they each bear responsibility for compliance with statutory and regulatory requirements. For example, the staffing agency often controls a worker's paycheck and selects the host employer location where the worker will be sent. The host employer, in turn, assigns the particular work to be done each day and controls operations in the physical workplace."



Identifying Employer Responsibilities

For employers, this is the important bit. Galassi spells out that "OSHA compliance officers should review any written contract(s) between the staffing agency and the host employer and if it addresses responsibilities for employee safety and health. It should be understood, however, that the contract's allocation of responsibilities may not discharge either party's obligations under the Act."

The extent of the obligations each employer has will vary depending on workplace conditions and their duties will sometimes overlap. The staffing agency or the host may be particularly well suited to ensure compliance with a particular requirement, and may assume primary responsibility for it. For example, staffing agencies might provide general safety and health training applicable to many different occupational settings, while host employers provide specific training tailored to that workplace.

Galassi summarizes Regional responsibilities in these cases when an investigation reveals a temporary worker allegedly exposed to a hazardous condition, if the worker is considered employed by both a staffing agency and a host employer. OSHA will consider issuing citations to either or both of the employers, depending on the specific facts of the case.

Employers should study carefully its agreements with staffing agencies to ensure responsibilities are well spelled out. As we have noted from the many facets of this OSHA national emphasis, the attention of federal and state agencies is on this issue and employers should be taking steps to ensure that all employees are aware or and properly protected from workplace hazards.

Excerpted from lexology.com

Jobless Claims in Past Month Drop to Eight-Year Low

Fewer Americans filed applications for unemployment insurance benefits over the past month than at any time in more than eight years, signaling employers are hanging on to workers as demand improves.

The four-week average of jobless claims (INJCJC), considered a less volatile measure than the weekly figure, dropped to 297,250, the lowest since April 2006, from 300,750 the prior week. Claims in the period ended July 26 climbed to 302,000, in line with the median forecast of economists surveyed by Bloomberg, from a revised 279,000 the prior week that was the lowest since 2000.

The declining trend points to a job market that is heating up. A tightening labor market could lift wages and spur consumer spending, which accounts for about 70 percent of the economy.

Consumer Confidence

Another report last month showed consumer confidence retreated to an almost two-month low as perceptions about personal finances eased. A gauge of households' financial well-being dropped by the most since mid-May after reaching an 11-week high.

Fed Meeting

Federal Reserve officials continue to pare monthly asset purchases as the job market strengthens and the threat of disinflation diminishes. Nonetheless, policy makers said the labor market still has plenty of room for improvement, even after a drop in unemployment.

Wages Climb

Wages and salaries rose 0.6 percent over the past three months, also the most since 2008, the report showed. Benefit costs increased 1 percent, the largest advance in three years, on heightened retirement expenses. The jobless claims report showed the number of people continuing to receive jobless benefits rose by 31,000 to 2.54 million in the week ended July 19. The unemployment rate among people eligible for benefits held at 1.9 percent. These data are reported with a one-week lag.

Payroll Gains

The average monthly advance so far in 2014 has been about 231,000. If that pace is sustained, it would be the best year since 1999. A strengthening labor market is leading consumers to increase spending, helping the economy to gain momentum after a slow start to the year.

Excerpted from bloomberg.com

Job Hoppers vs. Temporary Workers: Note the Difference

Spherion Staffing Services' 2014 Emerging Workforce Study says 61% of the respondents said job hopping could hurt a person's career while 83% felt loyalty to the employer in the long term is the way to go for true long-term career advancement. 70% of workers also seem to have linked job security to their level of loyalty - and there may be a subtle message here for you, if you happen to be an employer.

Whether they are in the process of hiring a temporary worker or a permanent one, hiring managers tend to shy away from giving serious consideration to the resumes of job-hoppers. If you are such an employer, would you back out from making a firm offer to someone who has a series of short assignments on their resume? The underlying concern in such a refusal includes the assumption that the person poses a risk and may leave halfway through your assignment. Such workers are also considered to have performance issues, be unable to perform in a team, or done something which forced the employer to fire them.

Job-hoppers offer some positive traits too:

- They may have held a series of short-term jobs in an effort to explore the world and the options it has on offer for them. When they settle down with a job which they finally choose, they will not move.
- A worker may have chosen to work temporarily to fulfill commitments to family, find free time for obtaining training or education, or accept a position purely by force of circumstances - when there were no regular jobs to be had.
- The economy has to also accept some responsibility for the increase in job hopping. During the downturn, massive lay-offs limited the number of available permanent positions as employers "hedged their bets" by increasing the percentage of temporary positions in their workforce. Perhaps the perspective to adopt is that by job hopping the individual showed initiative rather than merely accepting unemployment compensation at the termination of his last permanent position.
- Hopping jobs requires a high level of productivity and ability to market oneself. These are essential traits for many job roles; making job-hoppers valuable assets, provided we manage to retain them for longer.

Don't miss the opportunity to add a great resource to your team by stereotyping all candidates whose resumes reflect a series of short-term assignments. Take a minute to learn the reasons for their apparent lack of stability; instead of rejecting them outright.

Excerpted from dcrworkforce.com

Staffing Trends *Temporary Help Up 8%*

Seasonally adjusted temporary help employment was up 0.5% over July 2014 and 8.0% over August 2013, according to the monthly employment situation report released by the U.S. Bureau of Labor Statistics. While the pace of year-to-year growth has moderated from around 9.0% at the beginning of this year, the average over the past 12 months remained strong at 8.4%.

"Despite some uncertainty in the strength of the economy," says Richard Wahlquist, president and chief executive officer of the American Staffing Association, "staffing and recruiting firms report that clients are continuing to strategically increase their hiring of permanent and flexible workers."

Total U.S. nonfarm payroll employment rose by 142,000 jobs in August (seasonally adjusted), BLS reported. Incorporating revisions for June and July, monthly job gains averaged 207,000 over the past three months, down from an average of 212,000 per month since August of last year. The unemployment rate went down slightly to 6.1% in August from 6.2% in July.

BLS also released preliminary July employment data for search and placement services. Seasonally adjusted, employment increased 0.4% from June to July, and 8.9% year-over-year, totaling 318,800—the greatest number of jobs in the search and placement industry since June 2006.

MEMBER



American Staffing Association

www.americanstaffing.net

Top 10 *How to look busy at work...*

1. Cover your desk with open binders, highlighted reports, and sticky notes.
2. Ask questions frequently enough and everyone will think you're really wrapped up in whatever task you're asking about.
3. Keep programs you normally use visible on your computer's desktop.
4. Make a decoy screen.
5. Scribble furiously (shopping list, personal notes, etc.)
6. Be alert.
7. Book a pretend meeting.
8. Visit co-workers in different departments, leaving your workspace very "busy" looking.
9. Carry a document, folder, notepad with you at all times.
10. Send mail to yourself.

www.wikihow.com



www.dpsworks.com