



Diversified Personnel Services

A DIVISION OF Opportunities



Staff Points...

Summer 2015

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- 7/10 Pina Colada Day
- 7/13 Gruntled Workers Day
- 7/19 National Ice Cream Day
- 7/24 Tell An Old Joke Day
- 7/27 Walk on Stilts Day
- 8/1 US Air Force Day
- 8/3 Friendship Day
- 8/3 Watermelon Day
- 8/8 National Bowling Day
- 8/12 Vinyl Record Day
- 8/16 National Roller coaster Day

Staffing Trends

Staffing Employment Up 5.8%

"Employment continued to trend up in temporary help services (+20,000)," according to Erica L. Groshen, commissioner of the U.S. Bureau of Labor Statistics. Seasonally adjusted staffing employment was up 0.7% from April and 5.8% from May 2014. Year-to-year staffing job growth also averaged 5.8% over the past 12 months.

Nonseasonally adjusted BLS data, which estimate the actual number of jobs in the economy, indicated that temporary help employment increased 2.8% from April to May. Year-to-year, there were 6.4% more staffing employees in May than in the same month last year.

"Businesses continue to turn to staffing firms for flexible workforce solutions and access to talent," said Richard Wahlquist, president and chief executive officer of the American Staffing Association. "That's good news for job seekers looking to bridge to new employment opportunities."

The unemployment rate ticked back up slightly to 5.5% in May-up 0.1 percentage point from April.

MEMBER



American Staffing Association

www.americanstaffing.net

Criminal Background Checks...proceed with caution

It's risky to make a hiring decision when you are not sure you have the complete picture. That is especially true when it comes to conducting criminal background checks. Most, if not all, U.S. companies have a policy in place to provide background checks and pre-employment screenings.

We do it in the best interest of our employees. Let's face it, nobody wants to work next to rapists and axe murderers, right?

However, according to recent U.S. Equal Employment Opportunity Commission (EEOC) guidelines, blanket "no felon" hiring policies are no longer Title VII compliant.



Here's their logic - Since certain protected groups statistically commit crimes at a higher rate than non-protected groups, and thus fall under the category of "felon," a blanket discrimination policy against felons would affect said protected groups at a disproportionate rate, thus causing a disparate impact.

The EEOC website states:

"Using criminal history information to make employment decisions may violate Title VII of the Civil Rights Act of 1964, as amended (Title VII).

Title VII prohibits employers from treating people with similar criminal records differently because of their race, national origin, or another Title VII-protected characteristic (which includes color, sex, and religion)."

So, what does this mean? It's not saying to stop conducting background checks or ignore the background information...we don't want to face a negligent hiring lawsuit! To be safe, conduct a post-offer criminal background check. Make job offers contingent upon an "acceptable" background check, not necessarily a clean one.

Diversified Personnel Services suggests to use correct logic when hiring, such as one would not be expected to hire a person convicted of theft to work with money. Play it safe to keep EEOC satisfied.

New Section! Question & Answer

Q: *Why can't we use blood-alcohol tests, rather than breath-alcohol testing, if we reasonably suspect an employee is intoxicated?*

A: A blood test is the only way to determine legal intoxication with scientific certainty. In most instances, a breath test will provide sufficient evidence for employment purposes.

Safety Corner *4 Common Hazards That Start Small*

No matter how careful you are, accidents happen. Sometimes it's nothing more than a stubbed toe. But what happens when an employee suffers a more severe injury on the job? Your company could lose a valuable team member for a period of time and open itself up to potential liability.

It is everyone's responsibility to help create a culture of safety around the workplace. That means noticing and remedying the little hazards before they grow into big headaches. Here's a few examples:



1. **A puddle of oil on the floor**

What may only look like a small spot of oil could become a big problem for your business. Aside from the slip and fall potential, leaking oil can present a potential environmental nonconformance challenge.

2. **Box of supplies in the aisle**

It could very well be just an innocent mistake and case of forgotten supplies or tools that have been left out. However, regardless of whether it's an aisle that your customers or your employees use, the box is creating a very real tripping hazard.

3. **A ladder in front of a door**

Not walking under a ladder may be superstition, but this common tool can pose a real hazard. Not only could people walk into it and injure themselves, but also if there is a person using it at the time, you run the risk of them falling and being injured as well.

4. **"It's just a scratch!"**

Many workers will overlook a small scratch, "toughing it out" instead of being inconvenienced by a trip to the first aid station. However, what could be a small scratch can easily become something far worse. Infection is a serious concern that could even prove to be life threatening.

Remember that a vigilant attitude and consistent and constant training help create an atmosphere of safety around the workplace. A truly safe work environment is never dictated by just one person but takes a dedicated team effort.

Excerpted from arbill.com

To Your Health *10 Ways Dehydration Affects You*

It doesn't take much to become dehydrated. Lose just 1.5% of the water in your body (the human body is about 60% H₂O), and you've reached the tipping point of mild dehydration. It can be brought on by many things - and it can do much more to your body than just make you feel thirsty.

1. Gives you bad breath
2. Makes you crave sugar
3. Decreases athletic performance
4. Dries out your skin
5. Affect your ability to drive safely
6. Makes you tired
7. Affects your mood and concentration
8. Gives you the chills
9. Can cause muscle cramps
10. Makes you feel dizzy and foggy



www.health.com

Top 10 *Things Got Weird at Work...*

Unusual things employers found an employee doing when they should have been working:

1. Employee was taking a sponge bath in the bathroom sink.
2. Employee was trying to hypnotize other employees to stop their smoking habits.
3. Employee was looking for a mail order bride.
4. Employee was playing a video game on their cell phone while sitting in a bathroom stall.
5. Employee was drinking vodka while watching Netflix.
6. Employee was sabotaging another employee's car tires.
7. Employee was sleeping on the CEO's couch.
8. Employee was making a model plane.
9. Employee was flying drones around the office.
10. Employee was printing pictures of animals, naming them after employees and hanging them in the work area.

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