

# PSI INTERCOM



## Personnel Staffing, Inc. Recognizes Branch of the Year

January 13, 2010 - Personnel Staffing, Inc. held their Quarterly Manager's Meeting at the Gadsden Country Club on January 13th. Camilo Martinez, Gadsden Branch Manager, was presented the 2009 Branch of the Year "President's Award" by Owner/President, Tina Gregerson. This award is the highest recognition in Personnel Staffing and a symbol of excellence. *"We are very fortunate to have seasoned staff representing our company,"* says Gregerson. Camilo Martinez began his career with Personnel Staffing in February, 2002. *"I'm proud to receive this Award and congratulate my staff Tammy Davis and Carrie Annah Bradley for a job well done. We had our challenges in 2009 like most other companies; however, we stayed focused and kept delivering customer service. It's all about finding solutions, whether it's for a person looking for a job or a client company looking to fill a job. We're proud to help our community of Etowah and surrounding counties,"* says Martinez. Personnel Staffing, a minority woman owned business, is one of Alabama's largest independent staffing companies and has been in business for over 28 years, expanding its Gadsden business into the following Alabama locations: Albertville, Anniston, Mobile, Birmingham and one location in Beaumont, TX with Gadsden serving as the home office headquarters. Personnel Staffing looks for solutions to staffing patterns in organizations to increase productivity and cost efficiency. *"Our history of excellence is something we're very proud of--and we're looking forward to working with our valuable customers for many more years to come. We feel our successful track record and growth is a direct result of the quality services provided to our customers and temporary associates,"* says Gregerson.



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## Staffing Jobs as Economic and Employment Indicators

### New ASA Research Adds Important Nuance to Conventional Wisdom

A sustained upturn in staffing industry employment would signal the end of the current recession and suggest that overall nonfarm employment would begin to grow about three months later, according to new research by the American Staffing Association.

Staffing industry employment has long been considered a popular indicator of current economic conditions and a precursor of overall employment trends. Recent ASA research confirmed this conventional wisdom, but added important nuance.

### Key Findings

- Staffing industry employment is a strong coincident economic indicator when the economy is *emerging from a recession*.
- Staffing industry employment is a leading indicator for nonfarm employment—by about three months when the economy is *emerging from a recession*.

These conclusions were drawn from statistical analyses of 36 years of government data.

## Easy way to boost productivity

January 6, 2010 by Sam Narisi

These days, all companies are searching for ways to make understaffed departments more productive. Here's a tactic you may not have thought about:

Adjusting your office's thermostat.

One-third of employees say temperature can affect their productivity, according to a recent CareerBuilder survey. Most problems come from turning the dial too high — 22% of employees said it's harder to work when the office is too hot, while 11% said the same about a workplace that's too cold.

Not sure about the best temperature for employees at your company? CareerBuilder recommends the person in charge send an e-mail to each department to take a survey about preferred thermostat settings. Not everyone will agree — but the answers could be close enough to make a compromise.

**Personnel Staffing Career Solutions**  
Kellie Smith, Executive Recruiter  
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& Accounting placements. Call Kellie today:  
205-380-6455. [kellie@personnelstaffing.com](mailto:kellie@personnelstaffing.com)

## What HR managers told us: Increased employees' health costs?

January 22, 2010 by Jim Giuliano

We asked 346 HR managers whether their employer increased employee contributions for health coverage in 2009. Here's what they said.

**Yes:** 61%

**No:** 26%

**No, but we've reduced benefits:** 13%

So, three out of five increased costs. How much was the increase? A survey by HR consultant Milliman showed the average premium hike at 14.7% in 2009.

## Some Health Care Reform Requirements Would Take Effect Quickly

1/14/10. Not every provision in the health care reform legislation would, if enacted into law, take effect years and years from now. Some would take effect quickly, Christy Tinnes, an attorney with Groom Law Group in Washington, D.C., noted at the firm's Jan. 13, 2009, dial-in presentation.

Under the Senate health care legislation, some plan design changes would be required for fully insured and self-insured plans beginning six months after enactment, which she said would wind up being Jan. 1, 2011, for calendar year plans. These changes would include:

No annual or lifetime limits on "essential benefits."

Required coverage of preventive care without cost-sharing.

Required coverage of dependents to age 26.

Required coverage of OB-GYN without referral or prior authorization.

Mandatory coverage of emergency services without prior authorization and regardless of whether the emergency services are a participating provider.

Required allowance of participant to designate a pediatrician as a child's primary care provider.

"Some plans already have these provisions in place. Some don't," Tinnes noted. She said that if health care reform were enacted by July 1, 2010, calendar year plans would have to make these changes by Jan. 1, 2011, but that if reform were enacted after July 1, 2010, the changes probably would take effect the next plan year.

"Nobody knows for sure" when or if health care reform will be enacted, added Jon Breyfogle, an attorney at Groom Law Group. Describing the Senate bill as the "base bill," he predicted that health care reform may be enacted "over the next month."

## New Professional Staffing Division at Personnel Staffing, Inc. in Anniston

January 26, 2010 - Personnel Staffing, Inc. is pleased to announce Nicholas Jenkins has joined their Anniston branch as Account Executive for their new Professional Staffing Division focusing on "direct hire" and "temp-to-perm" placements. Direct Hire staffing brings individual and employer together for the purpose of establishing regular full time employment while Temp-to-Perm staffing gives the employer a trial period to evaluate an employment relationship. Nicholas "Nick" was born and grew up in the Anniston, Oxford area. He was on the Deans list at Jacksonville State from 2002 to 2004 with a 3.6 GPA. He has a 5+ year background in management and sales with expertise in new sales development, client retention and customer service. Hal Virgil, Anniston Branch Manager, joined Personnel Staffing last July. He was born in Lincoln, NE where he attended Midland College before transferring to the University of Nebraska in Lincoln. His major was business management. Hal was a contractor in southern California before starting a career in the staffing industry 12 years ago. Hal and his wife Linda, who is originally from Gadsden, are happy to be back in the area residing in Ashville. Contact the Anniston Branch: 256-236-5252

## 12 high-impact fed rules that will affect

### HR this year

January 7, 2010 by Jim Giuliano



Congress and various federal agencies are enacting a dozen new rules and procedures that will affect how you do business in 2010.

**1.** Extension of the COBRA subsidy. Employees who are involuntarily separated will continue to have rights to a COBRA subsidy — and you'll continue to have to do the paperwork and notifications. Expect it: now. **2.** New regs requiring your company disclose all retirement plan fees and expenses to participants. These regs are in the "final rule" stage, meaning it's almost a done deal. Expect it: September 2010.

## 12 high-impact fed rules – cont'd

**3.** More Family Medical Leave Act (FMLA) changes. Yes, your firm just had to account for new changes to the FMLA when it comes to military personnel. But the Feds aren't done yet – they've vowed to review both those changes and the FMLA overhaul from Jan. '09. No timetable yet. **4.** Changes to the Health Insurance Portability and Accountability Act (HIPAA). This major (and costly-to-comply-with) rule isn't immune from new scrutiny, either. Expect to make changes in HIPAA provisions covering: access, portability and renewability. Expect it: Sept. 2010. **5.** Updated recordkeeping regs for the Fair Labor Standards Act (FLSA). Plan on having to keep more thorough records on how you pay your people – you guessed it – in the name of "greater transparency." No timetable yet. **6.** An increase in wage-hour audits. Be sure your entire payroll paper trail is in order. DOL just hired 250 new investigators to enforce wage-hour laws. Expect it: Early 2010. **7.** A spotlight on foreign workers. Firms that use workers with H-2B visas can expect more scrutiny – the Employment and Training Administration is proposing rules regarding labor certification for these folks. Expect it: after a Feb. rule on agricultural workers. **8.** A new definition of "temporary" workers. Along the same lines, the DOL wants to ensure people who are hired as temporary actually are. No timetable yet. **9.** Greater accountability on affirmative action. Current regs will be revised to ensure your company complies with affirmative action reqs, particularly as it concerns veterans. Expect it: Nov. 2010. **10.** New rules for union info disclosure. Companies with unionized employees will soon have to go to greater lengths to report on the arrangements they make to persuade folks to join or not join a union. Expect it: Nov. 2010. **11.** A new standard on slip, trip and fall hazards. Beware: The Occupational Safety and Health Administration promises the rule will cover "every non-construction worker in the U.S." Expect it: March 2010. **12.** The return of an old recordkeeping task. Prepare to resurrect those logs your company had to check when recording musculoskeletal disorders. OSHA's bringing it back. Expect it: January 2010.