

The 7 Deadly Sins of HR



Overview

- Introduction
- Disclaimers (not legal advice, not a CPA, not an O'Neil, not the church, but an expert in HR)
- Overview of Topic & Reasons for Discussing
- The Good stuff
- Recap & Questions

Why Discuss?

- Productivity (from plans to pay items)
- Retention
- Changing Workforce
- Risk
- Contracts, Legislation, and \$

1. Michigan Law & Company Policy....

- Prohibits discrimination in employment on the basis of:
 - Race
 - Religion
 - Color
 - National Origin
 - Sex
 - Disability
 - Age
 - Marital Status
 - Height
 - *Weight*
 - *Genetic Information*
 - *Sexual Orientation*

#1. Potential Challenges

- Race/Creed
 - Internal referrals lead to lack of diversity
 - Failure to recognize diversity
- Gender – 3% now; 88%
 - Women less likely to make safety or workplace complaints
 - Do not ignore the isolation and avoid sexual topics. Period.
- Age – 40.4 average; 61 is retirement age
 - Know who is protected
 - Safety is a bigger concern! 80% more likely
 - Job description and requirements
- Disability – ¼
 - Most are unseen; stick to observations and safety

#2. It's in Writing, but....

- "We found it online"
- "My cousin owns a _____ business and she gave this to me"
- Progressive discipline never followed
- Leave policies not followed
- Performance reviews never given
- Laws that do not apply

#3. 1099 sub-contractors, Cash, and handshake deals

- With contracts this thick?
- Behavioral control, financial control and relationship of parties
- Is it worth it?
 - FICA-SS 6.2%
 - FICA-Med 1.45%
 - Fed Unemployment .8% - 1.4%*
 - MI Unemployment – 2.7 – 10.5%
 - WC -.5% - 10%**
- Workers Compensation and Liability

#4. Lack of Consistency

- Interview structure
 - 6 good questions you ask everyone
- Position vs position re: FLSA, 1099/EE, Compensation, benefits, etc.
- Same people, same situation, different action
- Perception vs. Reality

#5. No Specific or Timely Feedback

- Specific
- Timely - ASAP
- Descriptive – Give Facts & Observations
- Sensitive – Consider the temperature
- Helpful – provide alternatives

#6. Not Doing Pre-employment Background Checks

- Inexpensive but invaluable
- NPSOR
- OTIS
- iChat
- MVR
- County checks*

#7. www.hryoukiddingme.com

- Violating Davis-Bacon Act/Prevailing Wage
- Drug policies or lack thereof
- Scrap, theft and other dishonesty
- Not paying overtime when due
- Using email in lieu of face to face communication
- Letting Uncle Jim give you advice

Questions & Follow up

- ???
- Steve Williams
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- Call for complimentary consultation
