

# HR News Alert

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## HR Certification Institute Courses Information:

Last month, Marshall and Sterling's HR Services announced three courses that were approved from the **HR Certification Institute**. We have had a lot of interested in them, and have expanded the location and more dates for these classes!

*Topics and Dates are:*

**Diversity & Harassment** - 2.5 Recertification Credit Hours  
Poughkeepsie Office – Wednesday, February 26th, 2014  
Glenville Office – Wednesday, March 19th, 2014

**Management Training** – 2.5 Recertification Credit Hours  
Poughkeepsie Office – Wednesday, April 30th, 2014  
Glenville Office – Wednesday, May 7th, 2014

**Workplace Violence** – 1.5 Recertification Credit Hours  
Poughkeepsie Office – Wednesday, March 26th, 2014  
Glenville Office – Wednesday, June 4th, 2014

Classes are \$20 per session per company. Additionally, these courses are just not for those who have their PHR/SPHR. You can share these courses with your other Human Resources professional and other members of your management and professional team.

**Any questions, please contact Regina Murdock, HR Services Specialist at 914-962-1188 Ext. 2487 or [rmurdock@marshallsterling.com](mailto:rmurdock@marshallsterling.com)**



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HRCI Courses information

WEBINAR – Legal Aspects of Account-Based plans

WEBINAR – Effective interview: The Dos and Don'ts of Employee Selection

Employers Will Not Be Required to Post Employee Rights Notice in the Workplace

## WEBINAR: Legal Aspects of Account-Based Plans (HSAs, HRAs, and FSAs)

**When: Tuesday, February 25, 2014 @ 2:00 PM EST**

Join us for a discussion of the legal requirements for account-based plans such as Health Savings Accounts (HSAs), Health Reimbursement Arrangements (HRAs), and Flexible Spending Arrangements (FSAs) in light of recent changes made by the Affordable Care Act.

To register, please go to : <https://www2.gotomeeting.com/register/396203458>

## WEBINAR: Effective Interviews: The Dos and Don'ts of Employee Selection

**When: Wednesday, February 26, 2014 @ 2:00 PM EST**

Effective employee selection is critical to organizational success. Unfortunately many employers fail to implement best practices that help the interviewer focus upon essential job duties while avoiding discrimination claims and limiting risk. Our one hour webinar will provide insight into what to ask and also what not to ask in your next interview.

This educational webinar has been submitted to the HR Certification Institute (HRCI) for 1 general hour of continuing education credit towards PHR, SPHR and GPHR certifications.

To register, please go to : <https://www2.gotomeeting.com/register/507520370>

## Employers Will Not Be Required to Post Employee Rights Notice in the Workplace

The **National Labor Relations Board** (NLRB) has decided not to seek Supreme Court review of two U.S. Court of Appeals decisions invalidating the agency's Notice Posting Rule, which would have required most private sector employers to post a notice of employee rights in the workplace.

Originally scheduled to become effective in 2011, the Notice Posting Rule was subject to a number of court challenges and delayed several times. The workplace poster remains available on the **NLRB website** for employers who wish to voluntarily display the notice.

Visit our section on **Federal Poster Requirements** to learn about other federal notices required to be displayed in the workplace and to download printable posters



### Employee Rights

Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to refrain from engaging in any of the above activity. Employees covered by the NLRA are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

**Under the NLRA, you have the right to:**

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

**Under the NLRA, it is illegal for your employer to:**

- Prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times, or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.

**Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:**

- Threaten or coerce you in order to gain your support for the union.
- Refuse to process a grievance because you have

*Marshall & Sterling Insurance will continue to provide you with updates and information regarding important issues. Should you have specific questions or need more information, please contact us.*

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