



Monthly News Letter

BV-SHRM

July 2020

Chapter No. 0330

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Champion of Change: Dealing with Change in the New Normal Presenter: Julie Burch

Julie Burch is the President of Julie Burch Speaks, and in her more than 20 years of speaking professionally, Julie has had the privilege of speaking to audiences in all 50 states, Washington DC, St. Thomas, St. Croix, Puerto Rico, Canada, England and Wales.

Julie is the co-author of two books including a motivational book for women titled "The Princess Principle: Women Helping Women Discover Their Royal Spirit" and "Success Simplified: Simple Solutions Measurable Results."

Julie is the comedienne with content! She has dedicated her life to the pursuit of helping companies improve the bottom line through strategic plans, consistent growth, and the development of people.

SPONSOR HIGHLIGHT | ANCO INSURANCE

HR professionals everywhere struggle with the new challenges created by the constantly changing employee benefits landscape. Employers are being pushed harder than ever before to attract and retain talented employees. Anco Insurance has solutions that help with all the complexities of benefit programs including program design, benchmarking tools, compliance, administration, and cost containment strategy.

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HR NEWS & UPDATES

Below are some highlights, resources and updates:

FMLA Leave Expansion & Emergency Paid Sick Leave Policy: View some of SHRM's answers to Frequently Asked Questions [HERE](#).

EEOC Approves Checking Employee Temperature: Read more [HERE](#).

DHS Extends Form I-9 Requirement Flexibility: View DHS regulations [HERE](#).

DOL issues 5 Opinion Letters Regarding FLSA Compliance: View the letter [HERE](#).

OSHA provides additional Return to Work Guidance: Check out their booklet [HERE](#)

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and a local chapter is a
winning combination.

They are **Better Together.**

"I'm a SHRM national member for the overarching expertise and resources SHRM provides for the HR professional, and a member of my local chapter for the community and networking resources at the local level, addressing the important HR issues within my area."

- Kathy Hardcastle, SHRM-CP

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It Might be a Time for a Review

The COVID-19 Pandemic has brought on many new obstacles for most working HR professional. As we continue to navigate the evolving situation, now is a great time to review a few HR processes and policies. Below I have outline hot topic policies and practices to review to ensure your HR department is working like a well-oiled machine.

HR Emergency Response Plans

Often as organizations, we have safety plans created for disasters to ensure employee are safe, but it is important to also create a after action plan on how to communicate with employees, how to obtain backup equipment/work space, and who is to lead the charge.

Employee Cyber Security Training

Companies are facing higher risk of cyber attacks with so many employees working from home. Now would be a good time to update your cyber security training to help minimize the company's risk. Check out the SHRM National Article : [Lack of Awareness, Poor Security Practices Pose Cyber Risks!](#)



68% OF EMPLOYERS MOVING TO ADOPT MORE BROAD AND FLEXIBLE WORK FROM HOME POLICIES



LEARN MORE AT [SHRM.ORG/WORKPLACERETURN](https://www.shrm.org/workplacere turn)

Flexible Work Arrangement Policies

Many employees are facing external conflicts that have left them with the inability to work their pre-COVID 19 work arrangement. You might find your policy could use a tune up with the new technological capabilities your company can now offer.

Employee Wellness Programs

Employee wellness programs can be the lifeline your employees need right now to handle the impact of the uncertainty circulating throughout the nation. Take a look at what benefits you are offering your employees to ensure their overall wellbeing. For some unique ideas check out this [list](#) created by GlassDoor.