

HR Advisor

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- New I-9 Effective February 2, 2009
- E-Verify Effective on January 15, 2009
- FMLA/ADAAA Effective on January 16, 2009
- All 2008 Training available for review

Letter From President Carl H. Kleimann



I don't recall going into a new year with so much uncertainty. Individuals and businesses alike are feeling the devastation caused by the collapse of our nation's credit system. And in unprecedented fashion, our government is assuming an equity stake in some of America's largest corporations as part of the largest financial bailout in history. All of this in the midst of a leadership

change as Barack Obama takes over as President.

But even in these uncertain times, there are things we can count on. First and foremost is that America's economy will recover, just as it has from every recession to date. And what history has taught us is that recessions are typically followed by periods of significant economic growth. When the day comes, our businesses must be positioned to take advantage of that opportunity.

In good times or bad, Odyssey's goal is to help clients focus on core business activities rather than non-productive administrative tasks. Today more than ever, we know how important that is to you. And when the time comes to ramp up your operations, we will be ready to help make it happen.

Happy New Year,

Carl H. Kleimann

Changes to I-9 Announced

The U.S. Citizenship and Immigration Services has submitted an interim rule to the Federal Register revising Form I-9 used in employment verification process.

The most notable change is that employers may no longer accept expired documents. This change is

intended to reduce the incidence of fraud and document tampering. However, documents such as Social Security cards without expiration dates are still acceptable.

There has also been changes to the list of acceptable documents that appear on the back of the

I-9 Form.

The documents that have been removed from List A, as they are no longer issued are: Temporary Resident Card and Employment Authorization Card.

For more information, contact Odyssey OneSource's HR at (817) 508-7361.

Is HR Outsourcing Here to Stay?

HR Outsourcing has grown considerably in recent years. To provide a clearer picture of the state of HR outsourcing, a poll was conducted by the Society of Human Resource Management in August of 2008.

Nearly 90 percent of HR professionals were very satisfied or somewhat satisfied with the relationship with their outsourcing vendor and with the services that their vendor provided.


According to organizations that expected their outsourcing to increase in the next five years, the top HR areas projected for outsourcing were: Background Checks, Employee Assistance/Counseling, Benefits, Payroll Administration, Recruiting and Training and Development.

Nearly half of those HR professionals who currently use outsourcing reported cost savings as a direct

result.


Odyssey OneSource has been one of the major factors in the increased satisfaction in the Human Resource Outsourcing industry. Recently for the second year in a row, Odyssey was ranked the number one PEO/ASO according to the 2008 Black Book of Outsourcing.

Learn more at www.odysseyonesource.com for the full news article.



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RANKED #1
2008 PEO/ASO ORGANIZATION

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More Companies Are Cutting Labor Costs Without Layoffs

Even as layoffs are reaching historic levels, some employers have found an alternative to slashing their workforce.

A growing number of employers, hoping to avoid or limit layoffs, are introducing four-day workweeks, unpaid vacations and voluntary or enforced furloughs, along with wage freezes, pension cuts and flexible work schedules. These employers are still cutting labor costs, but hanging onto the labor. And in some cases, workers are even buying in.

Some of these cooperative cost-cutting tactics are not entirely unique to this downturn. But the reasons behind the steps—and the rationale for the sharp growth in their popularity

in just the last month—reflect the peculiarities of this recession, its sudden deepening and the changing dynamics of the global economy.

At some companies, you will find that the employees will support the indirect wage cut—at least for now. Companies seem particularly determined to find alternative to layoffs in this recession. Organizations that try to avoid layoffs and look at other areas to save costs will see it might build long-term loyalty among workers who are not laid off. This tactic will help spare the company by having to compete again to hire and train new employees.

With a more in depth look into what most companies are doing for the 2009 year

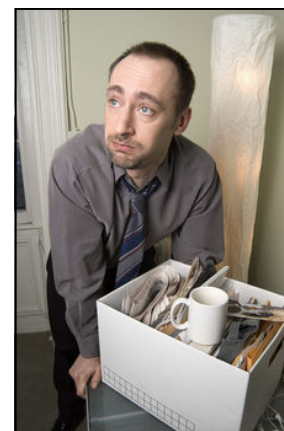
because of the global crisis. According to a survey conducted by Culpepper Trends Survey revealed that 35 percent of the companies surveyed plan to cut back their original 2009 salary increase budgets, while 9 percent plan to eliminate previously planned increases and freeze salaries.

About one out of four companies indicated that they will not change initial budgets established before the economic crisis unfolded.

If you have any questions or request on salary survey's or employee training please contact Odyssey OneSource's Human Resource Department (817) 508-PEO1

Article By Matt Richtel, NY Times December 2008.

“And in some cases, workers are even buying into having a pay cut to keep their job.”



Making 2009 HR Resolutions

Handbooks

A New Year's resolution is a commitment that an individual makes to a project or the reforming of a habit, often a life-style change that is generally interpreted as advantageous. Why not start of 2009 right by tackling those HR projects you have been avoiding or putting off – and have Odyssey help!

Some of the main advantages of a adopting an employee manual are: Establishing uniform, well-defined standards, Creating a vehicle for disseminating the employer's standards, Establishing a common understanding and expectations regarding employer standards, and Reducing the risk of employee lawsuits.

have been long time clients of Odyssey we can update your handbook and review for any laws or regulations that may have changed over time.

Give our HR Service Center a call for more information or contact your Account Manager at 817.508.PEO1.

For those of you who

Human Resource Audit

An HR Audit is a great starting point for making HR Resolutions! Our premier HR Consultants will make an onsite visit with you regarding your current practices and policies.

The purpose of the Human Resources Assessment is to determine the effectiveness of a company's human resource function and to ensure regulatory compliance.

There is a distinct advantage to having such an assessment conducted by an independent outside party. Because Odyssey

OneSource has no biases about the organization or its' employees, it is likely to render a more objective assessment.

The assessment includes an interview to evaluate the current status of the company in order to assess the vision, strategy, and culture of the organization.

The consultant will identify and review such items as – hiring/firing practices, training issues, turnover statistics, and compensation to name a few.

Next, the consultant will conduct a regulatory

compliance assessment including a review of – personnel files, legal postings, job descriptions, and legal reporting.

From this information we can sit down and discuss action items where the company is doing great and also were the company can partner with Odyssey to bring them to compliance and beyond!

Give our HR Service Center a call for more information or to schedule a HR Audit at 817.508.PEO1.

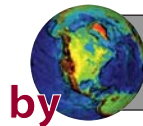


***“HR Audit:
Your guide to
Understanding
the State of
Your HR
Functions and
Liabilities”***



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rated the #1 PEO in the nation
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odysseyonesource

204 North Ector Drive
Euless, Texas 76039

15425 North Freeway, Suite 350
Houston, Texas 77090

Phone: 817.508.7631
Or 866.508.PEO1
www.odysseyonesource.com



We are the HR experts

Odyssey OneSource is a Human Resources Outsourcing firm dedicated to one thing: helping our clients grow their business through a full range of strategic human resource administration and management solutions.

From pioneering groundbreaking strategies, resources and services to creating successful, lasting relationships, Odyssey OneSource gives our clients the edge they need to succeed.

Learn more about the customized solutions we deliver our clients, the leaders that are guiding our firm and our clients new levels of success ad all the latest news about Odyssey OneSource

READY TO GROW?
TAKE YOUR BUSINESS TO THE NEXT
LEVEL



***“Barack Obama
will be sworn in
January 20,
2009”***

Obama's Policies: What's on the Horizon for 2009

Here's are some examples of legislation that's likely to cross President Barack Obama's desk:

Working Families Flexibility Act: Expands an employer's obligations when an employee requests a change in hours or venue to accommodate family needs.

Healthy Families Act: Proposes that any company with at least 15 employees would required to provide paid sick leave.

Lilly Ledbetter Fair Pay Act: Changes the statute of limitations on how far back and employee can go to file a pay-discrimination suit against an employer.

Paycheck Fairness Act: Among other changes to the Equal Pay Act, the legislation proposes that, for the purpose of demonstrating pay discrimination, a plaintiff can use compensation comparisons of employees who do not even work at the same physical place of business.

Employee Free Choice Act: Supported by a bipartisan coalition in Congress, would enable working people to bargain for better wages, benefits and working conditions by restoring workers' freedom to choose for themselves whether to join a union.

FMLA Expansion Act: Would expand coverage under Family and Medical Leave Act to companies with at least 25 employees, as opposed to the 50-employee minimum in the current law.