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“We provide HR Solutions 4U... So you can focus on doing what you do best... Operating the Business.”

“Under-employed, under-utilized employees are lost gold mines. Discover the talent in your company.”



New USERRA Regulations

The U.S. Department of Labor has announced new regulations on the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). It appears the new regulations do not require any new legal requirements, but they do clarify the existing regulations and emphasize that the regulations should be read liberally in favor of service members.

A significant number of active duty reservists have temporarily left our workforce to fight the War on Terrorism. The USERRA applies to all public and private employers, regardless of size, and to all eligible employees, regardless of positions.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

To download your “New” USERRA poster, visit the Department of Labor website at: <http://www.dol.gov/osbp/sbrefa/poster/main.htm>

Where Has All the Talent Gone?

Are you wondering where all the talented and qualified candidates for your open positions are hiding? We talk a lot about the lack of qualified people available due to the workforce shortage. All the baby boomers are retiring and we are asked to do more with less each day. Where do you go to get that qualified candidate with the work ethic you once knew? Well they could be sitting at the next desk or just a little deeper down in the organization than you have looked.

Small to medium sized companies are left to rely on their instincts to fill the critical openings that will keep the business going. However, often times their instincts don't lead them to those in the organization that have taken a position that doesn't utilize their skill level or potential skill level. These employees may have taken a position below their past experience to just get through the economic storm we have been experiencing. They cover their minimum living requirements until they can move into a position that equals their knowledge and experience. Instead of continuing to look outside to fill that position, employers need to turn their focus to in-house talent.

“Improve your productivity and the bottom line with coaching from HR Solutions 4U”

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Do Your Employees Have Negative Behaviors?

Five Steps To Make a Negative Employee Positive

Negativism can eat away at your workforce if left unchecked and lead to dissent if met with ruthless intolerance. But when they're turned around in a constructive fashion, negative individuals, teams, and organizations can be put back on the road to recovery. Even though every employee expresses negativity in a different way, here's a general strategy for working with negative individuals:

1. Recognize that an attitude problem exists. The first step is to recognize that someone is expressing negativity in the workplace. Do not ignore it if it is affecting that person's performance, your performance, the performance of others or relationships with your clients or customers.
2. Acknowledge any underlying causes for the negative attitude. As we know, negativity has many causes. The factors could include personal problems, work related stress, a difficult boss, job insecurity, loss of loyalty, lack of growth or advancement opportunities, and so forth. It helps to get the person to see the causes for his or her negativity. It is also important to recognize that what is causing the negativity is often justified and that the negativist has the right to feel that way.
3. Help the person take responsibility. It is ultimately the responsibility of the negative person to change his or her negative attitude and behaviors at work. Even though the person may have every right to feel the way he or she does, it is still not appropriate for the workplace. As a team member or boss, you need to help your colleague recognize this and have him or her take ownership.
4. Replace negative, inappropriate reactions with different, more acceptable ones. Even though we just said that it is the job of the negativist to change his or her actions, you may need to help. The person may not know what to do differently to come across as more positive. It will often be up to you to specify exactly what that is.
5. Instill positive attitudes in others. Be the role model for your negativists through your actions and behaviors. You can prevent their negativity by instilling in them the positivist bug. If you do that, they may never catch the negativity virus again.

-- From "Managing Workplace Negativity"

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