

PEOPLESCAPE'S INTELLIGENCE NEWSLETTER

LEGAL UPDATE:

- The Department of Labor announced in March 2015 that FMLA (Family Medical Leave Act) has been revised to reflect the definition of "spouse" to now include same-sex partners.
- Tip-pooling has become an issue of contention in California courts recently. To limit liability, employers should:
 - Only include employees who contribute to chain of service and are regularly subject to receiving tips
 - Rely on actual job duties vs. job title of employee
 - Do not distribute any portion of a tip pool to a manager or supervisor
 - Distribute tips proportionate to employee's interaction with the customer
- As of March 2, 2015, the minimum wage in Oakland is \$12.25 per hour for employees working at least 2 hours per week.

ON-DEMAND WORKFORCE: THE FUTURE OF TALENT?

Independent Contractors, Agency Temps, and Temporary Employees. Whatever your company may call your on-demand workforce, there's a growing trend that this type of workforce is here to stay.

Historically, the on-demand workforce would increase during times of economic unrest, but as the economy recovered, so would the trend toward permanent employees. In recent years, however, companies have opted not to return to permanent employees.

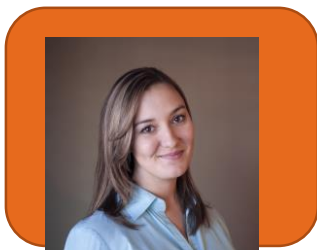
Contingent workers provide a great deal of flexibility, especially in industries where there is a real ebb and flow to business. This allows employers to guarantee their permanent staffs continuous and reliable work hours, while supplementing with contingent workers without the risks and costs associated with permanent employees.

Needless to say, the on-demand workforce is here to stay and could provide your company with support in times of peak need without committing to long-term employment.

INTERVIEWING: WE ALL DO IT...SO MAKE IT COUNT!

Interviewing is a key skill for all hiring managers, HR professionals, and management teams. Here are a few tips:

1. Prepare for the interview – what skills do the candidates need to succeed in this role? What questions are key for you to ask in order to assess their fit?
2. They are potential future clients. Respect their time and be attentive and undisturbed during the interview.
3. Ask specific questions about a time when they practiced skills required to succeed in this role. Probe to understand their thought process. Remember: Past performance is the best predictor of future performance!
4. Ask an HR expert to look over your questions for legal compliance, and review what to say, how to say it, what follow-up questions to use, and what to avoid!



MEET THE TEAM: COLLEEN COCO

Colleen is a Human Resources Professional with strong talent management experience with particular emphasis in the hotel and leisure sector. Colleen is known for her "can do", enthusiastic and hard-working approach. She has built herself a stellar reputation on both the East and West coast, where she has progressed up the ranks starting in operations management, supervisory roles, and being swiftly promoted into more senior corporate roles. She thrives in fast-paced environments where the expectations are high and a sense of urgency is required.

She prides herself on her ability to work and connect with a broad and diverse range of employees and building strong professional relationships is something at which she excels. She is currently working on her Master's Degree in Human Resources at Keller Graduate School of Management to complement her practical experience in the field. Outside of work, Colleen has two dogs, Pixar and Wesley, and is an avid football and baseball fan! Her favorite teams are the NE Patriots and St. Louis Cardinals.

Follow us on LinkedIn at:

<https://www.linkedin.com/company/peoplescape-consulting>

"Taking a team approach, the Peoplescape consultants brought extensive human resource knowledge to our situation. They definitely have 'bench strength' and they were never afraid to say 'let me get back to you on that' or 'let me check that out with another one of our team members.'"

Executive Director, Non-Profit Organization, California, December 2014

CONTACT US FOR A COMPLIMENTARY CONSULTATION: WWW.PEOPLESCAPEHR.COM (323) 900-0511 or (760) 565-3392