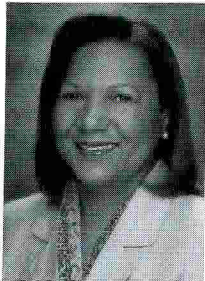


CELEBRATING 23 YEARS OF
SERVICE



Linda Harris
President

**CA Private
Investigator
#23947**

**SUPERVISOR SEXUAL
HARASSMENT TRAINING**

The Office of Administrative Law has finally adopted the Fair Employment and Housing Commissions regulations for AB 1825 Sexual Harassment Supervisor Training.

If you are an employer with 50 or more employees (that means full-time, part-time, temporary or contract) – anywhere – you need to ensure that everyone with the authority to hire, transfer, suspend, layoff, promote, recall, discharge, assign, reward or discipline other employees OR the authority to direct them, address their grievances, or recommend action to the employer receives no less than two hours of sexual harassment training once every two years.

Let JorgensenHR assist you by scheduling time for your organization today. Give our office a call at (661) 600-2070 to answer your questions and to arrange convenient days and hours for one of our 2 ½ hour training sessions.

Source: California Chamber of Commerce, HR California, August 2007

**ARBITRATION AGREEMENT
UNENFORCEABLE**

Employers that require employees to sign arbitration agreements may find them unenforceable due to a recent decision by the 9th U.S. Circuit Court of Appeals (which includes California), which said that agreements requiring arbitration of disputes arising out of the employment

relationship will not be enforced if the employee has no meaningful opportunity to opt out of the agreement AND if the agreement places the employer in a significantly superior legal position.

Word of advice: use caution when entering into any contract with your employees because the courts may view employers as being in a position of having “superior bargaining power” and invalidate the contract. Therefore, it is important to ensure it is mutually beneficial and negotiable. And don’t forget to review any contract with your legal department first.

Source: HRCalifornia Extra, July 2007

MINIMUM WAGE REMINDER

California minimum wage increases from \$7.50 to \$8.00 per hour effective January 1, 2008. That’s just a few short months away. Make sure your organization is prepared.

Source: JorgensenHR, www.jorgensenhr.com

2008 SALARY INCREASES

Although compensation experts estimate that salary increases for 2008 will be in the four percent range, the actual decision-making process probably won’t take place until sometime between September and November.

As companies try to keep a tight watch on fixed costs, like salaries, the better bet on increasing a paycheck is through a bonus or incentive plan, especially given that these same experts estimate that health care costs to employees will most likely rise next year, too.

Source: http://money.cnn.com/2007/07/05/pf/pay_increases_lookahead/index.htm?postversion=2007070510, July 2007

**LIFE INSURANCE #1 ON LIST OF
BENEFITS**

A new survey conducted by Cammack LaRhette, a benefits and human resources consulting firm, indicates that almost 90 percent of employers offer their workers some form of voluntary benefits, with life insurance being the most common.

The survey of 138 companies found that 75 percent of participants offer supplemental life, 46 percent offer disability insurance and 35 percent offer vision care. The most popular with employees is vision benefits, with 59 percent of workers signing up.

Whether you are setting up new plans, revising old plans or looking for that something unique and different, JorgensenHR can assist you with coordinating your benefits needs. Call us at (661) 600-2070 today.

Source: <http://www.workforce.com/section/00/article/25/02/98.html>, August 2007

BEST JOBS IN AMERICA

TEN BEST JOBS IN AMERICA

Career	Job Growth (10 yr forecast)	Average Pay (base + bonus)
Software engineer	46.07%	\$80,427
College professor	31.39%	\$81,491
Financial advisor	25.92%	\$122,462
Human resources manager	23.47%	\$73,731
Physician assistant	49.65%	\$75,117
Market research analyst	20.19%	\$82,317
Computer/IT analyst	36.10%	\$83,427
Real estate appraiser	22.78%	\$66,216
Pharmacist	24.57%	\$91,998
Psychologist	19.14%	\$66,359

Source: <http://money.cnn.com/magazines/moneymag/bestjobs/2007/>, July 2007

NO CHANGE IN FULL-TIME EMPLOYMENT LEVELS

More than a third of employers are planning on hiring employees rather than letting them go in the coming months, according to *USA Today*. Of the 2,417 hiring managers surveyed, 52 percent expected no change in the number of their full-time workers. This may signal good news that the job market is holding strong.

Source: http://money.cnn.com/2007/07/05/news/economy/job_outlook/index.htm?postversion=2007070507, July 2007

TEMP TO REGULAR STAFFING

It appears that hiring temp-to-regular (also known as temp-to-perm, though using the term 'permanent' may cause you problems) is expected to grow by about 15 percent in 2007. Much of the reason may be that employers want to test drive candidate talent before they invest in the hiring process. However, employers need to keep in mind that this process does not work for all positions. They may find it is "counterproductive for skilled positions in candidate-driven markets."

Source: www.workforceweek.com, September 2007

JOBS FOR VETERANS

Since the closing of America's Job Bank (AJB) on July 1, the Office of Federal Contract Compliance Programs (OFCCP) has released regulations concerning how federal contractors must list job openings for veterans.

AJB previously provided federal contractors with a way to post jobs and still comply with OFCCP job posting rules. Now contractors can meet the mandatory listing requirement by listing openings with the appropriate state agency job bank or local office, or use third parties, such as non-profit job banks, to assist with transmitting job listings.

The new rule, effective 30 days from August 8, applies to government contracts of \$100,000 or more that were entered into or modified on or after December 1, 2003. Government contracts of \$25,000 or more entered into prior to December 1, 2003, will continue to follow the existing veterans' jobs regulations.

Source: www.workforce.com, August 2007

WORTH THEIR WEIGHT AND PAYING FOR IT

According to a recent article in the *Baltimore Sun*, Indiana-based hospital chain Clarian Health Partners is planning to charge employees up to \$60 a month for health insurance beginning in 2009 if they allow health risks such as tobacco,

weight, cholesterol and blood pressure to go unchecked. While other companies have offered employees incentives for staying healthy to help reduce medical coverage costs, Clarian is the first to punish them.

Source: <http://blog.wired.com/wiredscience/2007/07/lose-weight-or.html>, August 2007

ATTRACTING CANDIDATES

Wondering what attracts employees to certain companies? According to Towers Perrin, here are the top ten attraction drivers by age group for U.S. employees according to 2007 figures.

	Ages 18-29	Ages 30-44	Ages 45-54	Ages 55+
Competitive base pay	1	1	1	2
Career advancement opportunities	2	4	6	9
Salary increases linked to individual performance	3	5	5	4
Competitive health care benefits	4	2	2	1
Work/life balance	5	3	4	6
Learning & development opportunities	6	10	-	-
Caliber of co-workers	7	9	9	7
Reputation of organization	8	8	8	8
Challenging work	9	7	7	5
Competitive retirement benefits	10	6	3	3
Organization's financial health	-	-	10	10

Source: <http://www.towersperrin.com/>, August 2007

JORGENSEN|HR &

The Los Angeles Chapter of the California Restaurant Association SEXUAL HARASSMENT QUARTERLY TRAINING SESSIONS

Group sessions are now available for all newly hired and/or promoted supervisors for companies required to meet AB 1825. The law requires employers with more than 50 employees (whether in California or other states) to provide training to their supervisory employees every two (2) years (only California Supervisors required to be trained).

Check the schedule below for dates, times and locations for sessions available throughout 2007, or call us at 661-600-2070 and ask for Toni for additional details.

JHR Sexual Harassment Sessions			
Location	Day	Date	Time
La Canada	Tues	October 23, 2007	9:00 AM to 11:30
Downey	Fri	December 10, 2007	9:00 AM to 11:30
Los Angeles Chapter of the CRA Sexual Harassment Sessions			
Location	Day	Date	Time
Los Angeles	Tues	November 13, 2007	10:00 AM to 12:30