

# HR Insights



## In this issue

Creating and maintaining a company culture that engages employees and provides them with the right environment and support towards their career goals will continue to be a main theme for 2016. From attracting the right candidates and hiring for “fit” in the first article, to designing the right work spaces for productivity in the second article, to providing employees with innovative family leave benefits and keeping workplaces safe in the final two articles, our first edition for 2016 provides you with new ideas to build employee engagement.

“Ask the Experts” responds to a question with ideas that companies can use to support employees impacted by natural disasters. Browse our web library for additional information on any of these topics or contact the Hotline for questions on these or any other human resources issues.



## Employment Law Alerts

The following jurisdictions have had changes to their employment laws and regulations during the month of December:

[Federal](#)

[New Jersey](#)

[Colorado](#)

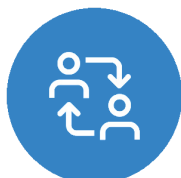
[New York](#)

[Maine](#)

[Ohio](#)

[Michigan](#)

[Pennsylvania](#)



## Hiring

### The Big Lie of Hiring for Cultural Fit

You know the drill. You did the work sourcing great candidates, selling them on the opportunity at your company with the mission, the vision — the whole deal. You

took the time to set up a live interview with the hiring manager. Then the post-interview feedback came back: They didn't like the candidate. You did the reasonable thing and asked why, at which point you got this gem from the hiring manager: "I just didn't think she was a fit."

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## Culture

### **How to Find the Right Remote Work Space for Your Company**

Working remotely sounds like a great idea. Who wouldn't love the flexibility to choose where and when you work? But working remotely can come with some challenges, making choosing the right remote work location perhaps the most important business decision you'll make.

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### **Taking Family-Leave Benefits to the Next Level**

Employers are beginning to feel the pressure to reconsider their stance on paid family leave, following a number of highly visible announcements. But as those blazing a trail here remind us, HR leaders would be wise to tread carefully.

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## Safety

### **Judge Says OSHA Can Seek Hazard Abatement at Worksites it Never Inspected**

We saw more OSHA changes in 2015 than in any time in the last 30 odd years. Nevertheless, an OSHA Administrative Judge issued a decision a few weeks ago that could eclipse OSHA's 2015 pronouncements on temporary employees, ergonomics and inspection weighing process. The judge ruled that OSHA can seek abatement measures beyond the site inspected. In other words, OSHA can attempt to require an employer to abate hazards allegedly present at worksites it never inspected.

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## Ask the Experts

**Question:** What can our employees and the company do to support our colleagues that are impacted by natural disasters or community challenges such as power loss?

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## HR Advice When You Need It

Have an HR question that needs the human touch? Call the ThinkHR Live team for answers and advice at 877.225.1101.



ThinkHR provides expert, practical human resource guidance to businesses of all sizes, helping them avoid costly risk and liability and save time.

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