



HR Insights

The "Beat the Heat" Issue

Why Managers and Staff Have Very Different Ideas About Open Offices

The open concept has become the new office of contemporary workplaces. But there's a disconnect: employees say they can't focus, while managers say it fosters collaboration. A new report highlights the highs and lows of shared office space and who's really saying what about the pros and cons.



[Read more](#)

On Demand Webinars

Watch On Demand

Making Sense of the Department of Labor's New Exemption Rules

The Department of Labor's new exemption rules are out, but how do they apply to your organization? Robin Shea, partner at Constangy, Brooks, Smith & Prophete, LLP and the ThinkHR team discuss the details of the DOL's final rule and how this impacts "white collar" exemptions (executive, professional and administrative), the key compliance deadlines you must meet, tips for communicating classification changes to your employees and more.

[» Register to watch on demand](#)

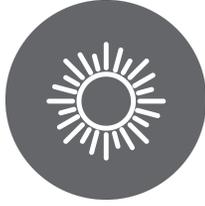
Watch On Demand

What You Should Know When Hiring Summer Interns

While internships can be great for you and students, there are potential legal and administrative pitfalls that many employers overlook. Join the ThinkHR team for this fast-paced 30-minute webinar where we will give you the roadmap for successful summer hires.

[» Register to watch on demand](#)

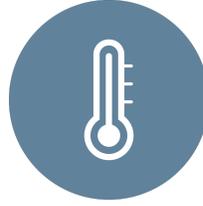
Water. Rest. Shade.



As temperatures rise, so do the risks of heat illness. Increasing your vigilance on heat exposure in the workplace is a smart start. This article offers commentary and sources (OSHA among them) for boosting your safety efforts.

[Read more](#)

Get Trained: Working in Hot Conditions



Learn how to work safely in heat and recognize symptoms of heat-related illness. To get started on this 22-minute course, log in to Learn and search Working in Hot Conditions in the Personal Safety library.

[Take the course](#)

Employment Law Alerts

The following jurisdictions have recently had changes to their employment laws and regulations:



[Federal](#)

[Colorado](#)

[District of Columbia](#)

[Hawaii](#)

[Illinois](#)

[Louisiana](#)

[Maryland](#)

[Michigan](#)

[Missouri](#)

[New Hampshire](#)

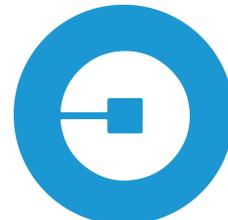
[New York](#)

[Oregon](#)

[Vermont](#)

The Hidden Dangers of 'Uberizing' a Workforce

Technology has brought the world into an entirely new business climate, but "Uberizing" your workforce (creating an on-demand style of work) may blur the lines between employee and independent contractor.



[Read more](#)



In the Spotlight: Time Off Policies and Leave Regulations

Log in to Comply to find language you can use in your own time off policies. . Find the Forms & Policies menu and then locate Time Off Policies in the drop down menu. You can even select your state for more specific policies.

[Log in to ThinkHR](#)

Ask the Experts

Question: How do we address a situation where an employee is coming to work dressed too casually even for our more relaxed summer dress code?



[Read more](#)

HR Advice When You Need It

Have an HR question that needs the human touch? Call the Live Hotline team for answers and advice at 877.225.1101 brought to you by Creative Benefit Plans.



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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