

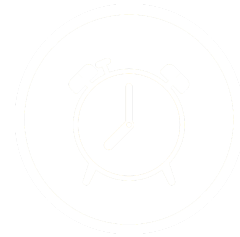


HR Insights

The Trending Topics Issue

Unlimited Vacation Time Is Basically a Lie, but So Is All Vacation Time

It seems we're a nation of reluctant vacationers, but that doesn't mean you should be complacent about your employees not taking their time off. And while unlimited time off policies are trendy, they may not work as expected. Before summer is over, check in with your vacation policies.



[Read more](#)

Upcoming Webinars

Wednesday, June 29, 8:30 a.m. Pacific

Exploring the ThinkHR Workplace

Need a refresher on what your ThinkHR membership provides you and your organization? Join us for a quick overview of the features of Workplace, including ThinkHR Comply, Live, and Learn and how they can help you in your day-to-day HR tasks.



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](#)

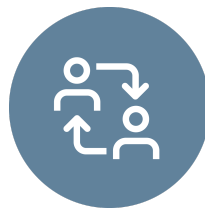
Men are Afraid to Take Parental Leave. Guess Why



Parental leave policies for all parents (women and men) are on the rise. But a recent survey shows that men are skeptical, citing worries like perceived lack of commitment or missed opportunities, among other concerns.

[Read more](#)

Get Trained: How to Prevent and Respond to Bullying in the Workplace



Learn how to recognize bullying behavior in the workplace, plus steps to prevent it. To get started on this 31-minute course, log in to Learn and search How to Prevent and Respond to Bullying in the Human Resources library.

[Take the course](#)

Employment Law Alerts

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



[Federal](#)

[Arizona](#)

[California](#)

[Colorado](#)

[Connecticut](#)

[Iowa](#)

[Louisiana](#)

[New Hampshire](#)

[Ohio](#)

[Oregon](#)

[Rhode Island](#)

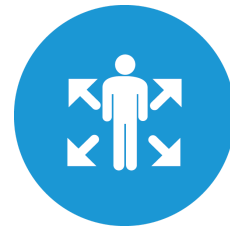
[Vermont](#)

Does Casual Workplace Attire Help Retain Workers?

Many workers say they want to dress casually at work — but what does research say about the effectiveness of casual attire at work, and how do you create

policies that enlighten about appropriate attire, rather than confuse?

[Read more](#)



In the Spotlight: What You Should Know When Hiring Summer Interns

Review our webinar and handouts to keep your summer internships humming along and on track for success. Log in to Comply and find webinars in the "Tools" section of the dropdown menu under Resources.

[Log in to ThinkHR](#)

Ask the Experts

Question: We have a long-time employee who is undergoing painful chemo treatments for cancer and has received a medical marijuana card for treatment of pain. We learned that he regularly smokes marijuana during his lunch period. Are we required to permit this behavior?

[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.



 : Indicates a ThinkHR feature that may only be available to some users. For more information on accessing these features, please contact your broker or ThinkHR provider.

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