



# advantage



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## IMPORTANT – LEGISLATIVE AND LEGAL UPDATES

Okay let's get this out of the way....there have been some very important activity that employers want to be aware about. Several of these are Oregon focused; forgive us since Oregon is our backyard.

**Oregon Sick Leave.** Just a quick reminder to all of you who have worked so hard to ensure that Oregon Sick Leave has been incorporated into your attendance or absence policies....One of the provisions of the new law is that employers must provide an update on the number of hours that employees have available at least once a quarter. If this accrual shows up on the paychecks or notice of automatic deposit, then you are already meeting this requirement. If that isn't shown on the pay stub, then each employee needs to be advised about the hours they have available.

Be sure to document what process you are using to meet this requirement.

**Changes to Required Postings.** The Washington State Department of Labor & Industries has made a mandatory change to the Job Safety and Health Law posting. The posting reflects new injury reporting requirements that took effect on July 1. Employers must report all deaths, in-patient hospitalizations, amputations or loss of an eye.

The Oregon Bureau of Labor and Industries has made mandatory changes to two postings and has released a new mandatory notice. Beginning January 1, Oregon employers must provide employees with a notice of the state's sick time law provisions. The requirements of Oregon's Sick Time Law posting satisfies that requirement. The state has also made a mandatory change to its Family Leave Act posting. The posting now indicates that employees are entitled to group health insurance benefits during family leave as if they continued working. This state law took effect January 1. The state has also made a mandatory change to the minimum wage posting; it has added information about rules that apply to domestic service employment which take effect on January 1.

**Ban the Box.** One of the recent changes for HR Professionals to deal with is the change in Oregon law regarding employment applications and screening processes. As of January 1st, it was no longer allowed that applicants for employment be asked about their criminal history until the interview process. So employment applications cannot have any question related to a criminal background. And employers cannot inquire about that until the interview stage. New applications are needed and those who are responsible for the recruiting function need to refrain from asking any question about that until the interview takes place.

However, that is not the biggest news – the City of Portland will make an additional change to the recruiting process on July 1st of this year. At that point, no question about a criminal background can be asked until a contingent job offer has been made.

Here is some info about the Portland ordinance:

1. It covers all types of employees from full-time to temporary, and even unpaid people (think unpaid interns).
2. The focus of this ordinance is not about where an employer's location is; it is about where the employee works. If the employee works 50% or more of his/her time inside the Portland city limits then this ordinance applies. Therefore it is possible that this ordinance will apply to some, but not all employees.
3. If an applicant has a criminal record and the employer believes that it should not hire that individual because of it, then the employer must notify the applicant in writing of its decision and identify the specific reason for a revocation of the employment offer.
4. According to a recent newsletter from Bullard Law, employers must determine what type of criminal history would disqualify an individual from employment based on the position. To be within the limitations of this ordinance, employers have to consider:
  - a. A individualized assessment of the nature and gravity of any criminal offence,
  - b. The time that has elapsed since the offence,
  - c. The nature of the position being applied for,
  - d. Assessments cannot consider arrests that did not lead to conviction UNLESS charges are pending at the time the individual applies for employment.

- e. Assessments cannot consider any conviction that is resolved through a diversion or deferral of judgment program.
- f. Assessments cannot consider any judicially expunged convictions.

Based on the elements listed above, and employer may rescind a job offer ONLY if it makes a good faith determination that the criminal history is job related and that there is a business necessity that calls for revocation of the offer.

We suggest that since this ordinance is not yet in place, that employers use this time to assess which positions meet the work within city limits requirements, determine if there are any business reasons that someone with a criminal history would not be acceptable for the position, and begin to build the documentation necessary to refer to once July 1, 2016 arrives.

The Portland City Attorney is charged with the responsibility to generate the administrative rules interpretation for this ordinance and that may provide some clarity about how to best meet this new obligation. We will stay alert for the info and provide it to you once it is published.

**Driving Logs.** The Federal Motor Carrier Safety Administration (FMCSA) has released the final rule mandating the use of electronic logs. With few exceptions, it will require drivers who currently use paper logs to begin using an electronic log within the next 2 years. Employers should begin to think through the logistical challenges, and also think about initiating that change with their drivers. This may be more challenging for some organizations with long term employees who may not be as comfortable with this move to electronic recording. More information about this requirement can be found at <https://www.fmcsa.dot.gov/>.

**Oregon Minimum Wage Hike Imminent.** Even when you know it is coming; the first notification of a higher minimum wage can cause a big deep breath. The Oregon Senate and House have finished their deliberations and have passed out the Minimum Wage bill that became law when Governor Brown signed it. Thanks to Bullard Law for the details of the new regulation. We appreciate the opportunity to piggy-back on their announcement. Read below to discover the three tiers of minimum wage and the dates that these changes will be effective.

The Oregon House of Representatives approved landmark legislation (Senate Bill 1532) which raises the state's minimum wage rate to the highest in the United States, and does so through an unprecedented tiered system based on where Oregon residents work.

A product of heated debate and compromise between the interests of unions, businesses and farmers, the plan imposes a series of gradual increases over six years. By 2022, the state's current \$9.25 an hour minimum wage - already one of the highest in the nation - would climb to \$14.75 in metro Portland, \$13.50 in cities such as Salem, Eugene, and Bend, and \$12.50 in rural communities. Below is a timeline of the planned minimum wage increases for each designated geographic "tier":

**Tier 1 (the Portland urban growth boundary):**

July 1, 2016: \$9.75  
July 1, 2017: \$11.25  
July 1, 2018: \$12  
July 1, 2019: \$12.50  
July 1, 2020: \$13.25  
July 1, 2021: \$14  
July 1, 2022: \$14.75

**Tier 2 (Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington and Yamhill Counties – some portions of the Counties listed below are within the Urban Growth Boundary so check carefully to make sure you are using the right geographic information.**

July 1, 2016: \$9.75  
July 1, 2017: \$10.25  
July 1, 2018: \$10.75  
July 1, 2019: \$11.25  
July 1, 2020: \$12  
July 1, 2021: \$12.75  
July 1, 2022: \$13.50

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**Tier 3** (Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla and Morrow Counties)

July 1, 2016: \$9.50

July 1, 2017: \$10

July 1, 2018: \$10.50

July 1, 2019: \$11

July 1, 2020: \$11.50

July 1, 2021: \$12

July 1, 2022: \$12.50

The federal minimum wage continues to be **\$7.25/hour**. Because employers must pay the higher of the federal minimum wage or the state minimum wage, the state minimum wage will continue to control in Oregon (and Washington, where the 2016 minimum wage rate is **\$9.47/hour**).

**Cities in Portland Urban Growth Boundary include** Beaverton, Cornelius, Damascus, Durham, Fairview, Forest Grove, Gladstone, Gresham, Happy Valley, Hillsboro, Johnson City, King City, Lake Oswego, Maywood Park, Milwaukie, Oregon City, Portland, Rivergrove, Sherwood, Tigard, Troutdale, Tualatin, West Linn, Wilsonville, and Wood Village.

## ACA REPORTING RESOURCES

As you might imagine, we are getting numerous calls regarding the ACA reporting requirements. This is not a process we provide for our clients. We really think this is something the benefit brokers ought to address for you. However, we are finding that this isn't something they are providing as a service, or that they have the resources to suggest to their insureds. We have learned about three organizations that provide this for organizations and so we offer these resources for your consideration. One note of importance, we are not endorsing these three companies; we don't know enough about them to do that, so we urge that you approach them with an idea of getting client names and numbers so that you can check these organizations out.

The three firms we have found that offer this service are:

1. BambooHR – phone number 800-387-9595
2. BAS (Benefit Allocation Systems) – phone number 888-265-2144
3. Benesys (formerly A&I Benefit Plan Administrators) – phone number 503-224-4457

So if the reporting requirement has you pulling out your hair, then one of these may be an option for you.

## HR BY THE NUMBERS

In the next 3 years, 83% of executives will hire more freelancers (Success Factors 2015)

- Every day a Veteran returns home without a job.
- 25% of active military spouses can't find a job.
- 75% of blind adults in the U.S. are unemployed, and not by choice.
- Overall, People With Disabilities are 13.4% unemployed
- Do you know how the ADA applies to employees with allergies and odor sensitivities? Learn what's required to properly accommodate employees affected.
- With allergies and odor sensitivities on the rise and affecting millions of Americans, employers are increasingly confronted with the challenge of accommodating such conditions in the workplace. As a result of the ADA Amendments Act, many more employees are filing disability-related claims for failure-to-accommodate, discrimination, and retaliation, causing employers to question how to properly accommodate such conditions. For example, a Michigan court determined that an employee for the City of Detroit, with an allergy to certain air-fresheners and perfumes, could proceed with her ADA claim, because, according to the court, her disability substantially limited the major life activity of breathing. The employee was awarded \$100,000 and attorneys' fees.

\* \* \*

According to a survey of 3,700 “mobile workers” conducted by mobile service provider iPass, 61% sleep with their smartphones, and 38% wake up in the middle of the night to check email. Thirty-one percent turn to their smartphones immediately upon waking up in the morning, and 30% check their messages every six to 12 minutes even when they’re not officially on the clock. Not surprising, 29% in the survey said mobile technology was causing friction in their relationships.

\* \* \*

Are you an average social networker? If so, you have about 229 Facebook friends, according to a recent Pew study, *Social Networking Sites and Our Lives*. Just who are these “friends?”

The average list includes:

- High school friends: 22%
- Extended family: 12%
- Co-workers: 10%
- College friends: 9%
- Immediate family: 8%
- Voluntary groups: 7%
- Neighbors: 2%

And chances are you trust these people, and people in general. The study found that “a Facebook user who uses the site multiple times per day is 43% more likely than other Internet users and more than three times as likely as non-Internet users to feel that most people can be trusted.”

\* \* \*

Retaliation charges increased by nearly 5% in 2015, rising from 37,955 charges in 2014 to 39,757 last year, according to EEOC enforcement data released Feb. 11. ADA claims rose by 6%, from 25,369 in 2014 to 26,968 in 2015, surpassing gender discrimination charges as the third most common type of allegation. Retaliation remains first, and race discrimination is second. Overall charges rose from 88,778 in 2014 to 89,385 in 2015. The upward trend in retaliation claims is due to the Supreme Court deciding every retaliation case before it in the last 10 years in favor of employees, said Frank Morris Jr., an attorney with Epstein Becker Green in Washington, D.C. ADA claims continue to rise because of the ADA Amendments Act of 2008, which expanded the definition of “disability,” he added.

*Editors Note: Supervisors need to be trained to recognize red flags around accommodation requests even when an employee does not use the words. The goal is to explore “options” for the employee. Consider some sort of annual training program and conversations with managers and supervisors.*

## GIVE ROOKIE SUPERVISORS THE SUPPORT THEY NEED

Becoming a new manager can be tough on a person. If you plan to promote an employee to a supervisory position, this advice can help you initiate him or her into the world of management a little more smoothly and effectively:

- **Improve their people skills.** People win supervisory positions by doing well at their specialties. Supervision itself is different, though. Success depends on enabling others to do well. Most new supervisors need training or coaching in people skills: listening, conversing, writing, and dealing with emotionally charged situations.
- **Prioritize policies and procedures.** New supervisors face a sudden onslaught of paperwork and bureaucratic tasks. Help them sort out policies and procedures according to difficulty, and provide the relevant training. For example, you might provide hands-on training or coaching for the most difficult tasks and supply manuals, online help, and access to experienced supervisors for less demanding tasks.
- **Promote time management.** Managing their suddenly expanded workload is hard for most new supervisors. Training or coaching in time management will help, but defining your priorities for what must be done and by when will help them just as much.
- **Encourage mutual support.** New supervisors benefit from having peers to talk to, including other new supervisors and experienced supervisors who can offer advice. Hold get-togethers during working hours and lunch, as well as after hours; bring in speakers; and arrange discussions on topics related to supervision.

Perhaps HRA’s next Supervisor Series scheduled for April 6th- May 11th might be a good option for some of your new supervisors or leads. To learn more visit: <http://hranswers.com/events/hra-workshop-spring-2016-beginning-supervision-for-success>

## 12 PERFORMANCE EVALUATION TRAPS TO AVOID

Avoid these 12 common traps that have the potential to taint your performance evaluations:

- 1. Using stereotypes rather than first-hand observations** (e.g., rating male employees higher than female employees in leadership skills based on gender alone).
- 2. Letting personal feelings influence the assessment** (e.g., rating employees favorably because they are friendly with the manager outside of work; rating employees poorly because they've previously butted heads with the manager).
- 3. Rating all employees as average.** Taking the easy way out will ultimately drive top performers away and encourage poor performers to stay at their same low performance level.
- 4. Inflating the ratings of poor performers.** Some managers assume an inflated rating will motivate employees to improve their behavior. But most do so to avoid having a confrontation or because they don't know how to correct their employee's problem behavior. Ignoring employee problems only allows the problems to grow.
- 5. Relying only on recent performance.** The review should cover the entire review period (usually 12 months) and should address the employee's growth (or lack thereof) over that period. Keep notes on the good and the bad so your discussion can cover the whole performance period.
- 6. Equating long tenure with positive performance.** An assumption that an employee has been with the company for a long time because he/she is a good worker can be erroneous. Managers should be on the lookout for veteran employees who are actually stuck in a rut and may be content to simply "get by" instead of consciously trying to excel.
- 7. Basing employee ratings on the manager's own ratings.** Some managers assume that their status alone makes them the hands-down top performer in their department. So if they receive an average overall rating, they will not let their employees' ratings exceed average.
- 8. Putting too much emphasis on how employees stack up against other employees** rather than on how they fare against objective performance standards and expectations. Using forced rankings or ranking on a bell curve can result in good performers being unfairly rated as poor.
- 9. Failing to explain reasons for the ratings.** An appraisal form with no comment fields completed is unacceptable. So, too, are comments that aren't specific. Managers should always provide concrete examples that back up their ratings.
- 10. Making backhanded compliments**, e.g., "You did a great job on the Tucker account, Jill, especially for your age." This is not only a poor performance statement, but it also can be used in an age discrimination case.
- 11. Focusing on personal characteristics and not on behaviors.** Managers are not supposed to be judging employees as human beings; they are to evaluate employees' job performance and workplace behaviors. Areas to focus on: time management skills, teamwork, professionalism, organizational skills, communication, judgment, job knowledge, initiative and dependability.
- 12. Interpreting motives behind behavior, instead of just stating the behavior**, (e.g., "Shane isn't committed to the job. That's why he was late to work 21 times.") Stick with objective facts.

## Q & A

**Q: Some longtime employees are spreading malicious rumors about how some recently hired workers got their jobs and what they're being paid. The rumors are mostly untrue, but some new workers are being paid more than longtime employees. What can the HR team do to stop the rumors?**

**A:** When rumors like this spread, communication is always the key. Sometimes, it can appear that you are "penalizing" someone for their loyalty. Make sure your evaluations and salary increases are up-to-date so your long-term employees feel they have been treated fairly. Explain that when they were hired, salary ranges were lower. Tell them you cannot jump their salaries 15% or 20%. Explain also that they have received their annual raises (hopefully) according to the work being performed and their evaluations.

It would be appropriate to ask the department head to meet with those employees and go over their annual evaluations and raises. Make sure they are aware of how many raises they have received. They will not remember unless it is shown to them. Ask if they are happy in their positions. If not, maybe if a better position comes up, they could be transferred. But you won't know how they feel unless you sit down and talk with them.

## CLIENT ACCOULADES

Kudos to **Albina Bank**!! One of their Bank Officers was chosen to serve on Governor Brown's Small Business Advisory Cabinet. Stephen Green was also recognized as one of the *Portland Business Journals* 40 Under 40 for 2016. Mr. Green is having a very good year and Albina Bank is to be commended for encouraging his community contribution.

Governor Brown announced this month that several Oregon Ports were going to be funded for necessary dredging. Congratulations to **Port of Coos Bay** which will receive \$9,511,000 tackle several needed projects;

A BIG congrats to **Tuality Healthcare**!! Dr. Peter Hahn has been using a new diagnostic tool to determine if a patient has lung cancer. He is the first physician on the West Coast to use it. Because the usual tests have such a significant false positive percentage, this new instrument is designed to catch the cancer at the early stages which increases the likelihood of a effective treatment or even a cure. In writing about this ground-breaking service option, the *Portland Business Journal* stated that Tuality "has perhaps the most robust interventional pulmonary program in the state..." Way to go, Tuality, it is a privilege to work with you!!

## THOUGHTS TO THINK ABOUT

In honor of our recent Presidents Holiday, here are a few quotes.  
It is easier to do a job right than to explain why you didn't.

— President Martin Van Buren

Being president is like running a cemetery: You've got a lot of people under you, and nobody's listening.

— President Bill Clinton

My failures have been errors of judgment, not of intent.

— President Ulysses S. Grant

A man is known by the company he keeps, and also by the company from which he is kept out.

— President Grover Cleveland

In the time of darkest defeat, victory may be nearest.

— President William McKinley

Thomas Jefferson once said, "We should never judge a president by his age, only by his works." And ever since he told me that, I stopped worrying.

— President Ronald Reagan

## ERGONOMICS AND THE ART OF WORKPLACE RISK REDUCTION

Having healthy, productive employees is critical to running a profitable company. OSHA has defined ergonomic risk factors as one or more of the following - awkward posture, repetition, excessive force, vibration, duration. And whether your employees spend their days sitting in a cubicle, handling heavy materials and equipment on a construction site, or something in between, a comprehensive ergonomics program can both boost productivity and reduce costly workplace injuries.

Taking a "one size fits all" approach to work environments doesn't work for one simple reason: People are not all the same size and shape. Ergonomics is the science of designing the job and work environment to fit the individual employee, rather than forcing the employee to work with how things already are.

One aspect of ergonomics is the physical risk that employees may incur while on the job. These physical risks are called musculoskeletal disorders (MSDs). They can affect muscles, joints, bones, tendons and ligaments anywhere in the body and can be both painful and debilitating.

When employees perform tasks involving repetitive movements, prolonged immobilization, or muscle overuse, they have a heightened risk of developing an MSD. Bad posture, working in an awkward position, exposure to constant vibration and physical trauma can also cause damage to the musculoskeletal system. Employees may experience symptoms such as:

- Hand or wrist pain
- Forearm pain
- Elbow pain
- Shoulder pain
- Neck strain
- Upper, mid, or lower back discomfort
- Thigh numbness
- Feet numbness or pain

Nearly half a million Americans (over 500,000 people) every year are affected by an MSD that occurs in the workplace, and 34% of all workplace injuries and illnesses fall under the category of MSDs. Between missed work days, lower productivity, worker's compensation, and hiring replacement workers (temporary or permanent), MSDs cost employers more than \$20 billion per year in 2012. And remember, MSDs and physical risk in general are just one part of the ergonomics picture. Clearly, a comprehensive ergonomic program is in an employer's best interest.

Currently, your company may have some level of ergonomic program in place. If so, it probably falls into one of these categories:

- *Complaint focused* - you call up a professional ergonomist when someone has a discomfort.
- *Self assessment and data focused* - this is a preventive program where you have someone assessing all your new hires and ensuring they have the proper equipment to perform their jobs.
- *Culture focused* - where management supports ergonomics and encourages early reporting of a MSD

Each of these approaches may allow you to reap some benefit, but what if you could take it further? Wouldn't it be great to work in an organization where safety and ergonomics are instinctual? Where your entire workforce is encouraged and inspired to use their bodies and minds optimally, in a way that benefits both them and you?

Steps to creating such an environment include:

- Provide employee ergonomic assessments.
- Implement a comprehensive ergonomic program that is lead by management and employee-participation based.
- Create a culture that is backed up by management to encourage safe work areas.
- Have hazard information and a reporting system.
- Look at your processes and see where they might be able to be streamlined.

Come to the April 6th HR Lunch Bunch (PDX) where Serafine Lilien will be moderating a discussion on ergonomics to get more information. At HR Answers from 12pm-1pm.

*Special appreciation to Serafine Lilien owner of Ergo Arts for this article. Serafine Lilien, MS is a professional ergonomic consultant in the greater Portland area with over 15 years of experience. You may contact her at: [serafine@ergoarts.net](mailto:serafine@ergoarts.net) or visit her website at: [www.ergoarts.net](http://www.ergoarts.net)*

## HR LINK

The profession of human resources is one of the most complicated in the business world. Businesses are comprised of people, the management, recruitment, dismissal, payment, and dispute management of which falls on the shoulders of the HR professionals. There are many resources for those professionals, including associations that advocate for them and offer professional development opportunities and resources, publications that feature innovative research articles, blogs from experienced human resources professionals, and conferences perfect for everything from networking to sharing and learning new strategies and ideas. Our goal is to share resources with you. This month we are focused on some **Associations** that might be of interest to you.

[Society for Human Resource Management](#): The Society for Human Resource Management is one of the largest HR management associations in the world with more than 255,000 members in 140 countries. SHRM serves the needs of human resources managers and the interests of the HR industry.

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[North American Human Resource Management Association](#): The North American Human Resource Management Association represents over 300,000 HR managers and the interests of the profession as a whole while also providing support and resources such as professional development programs.

[National Human Resources Association](#): The National Human Resources Association was originally founded to support its members and advance the field of human resources and HR professionals by providing members with professional networking and career development opportunities.

[World Federation of People Management Associations](#): The World Federation of People Management Associations is a global organization designed to bring together HR professionals that are members of various national associations.

[American Society for Healthcare Human Resources Administration](#): The American Society for Healthcare Human Resources Administration is the premier society representing the unique interests of healthcare HR professionals.

## FOR YOUR CALENDAR

Open up your Daytimers, Outlook, Palm Pilots, and all those Smart Phones. The following is a look at upcoming events, special days and other diverse and fun activities you will want to be aware of and get scheduled. **To register for our workshops, please call any of our offices, or send an e-mail to Anna Loughlin at [aloughlin@hranswers.com](mailto:aloughlin@hranswers.com), or fax it to (503) 352-5582.**

### **MARCH**

American Red Cross, Employee Spirit, International Expect Success, International Ideas, National Craft, National Ethics Awareness, National Kite, and Optimism Month

March 6-12 NO MORE Week. NO MORE is a movement to raise public awareness around ending domestic violence and sexual assault. NO MORE Week is a national effort to engage individuals and organizations to say “No more” to abuse, and to make domestic violence and sexual assault awareness and prevention a priority year-round.

March 7 National Cereal Day

March 17 St. Patrick’s Day

March 20 World Storytelling Day

March 27 Easter

**March 31 HR Answers Workshop – Tigard  
Building Credibility and Self Accountability  
8:30 am-11:30 am**

### **Coming Up:**

**April 6 HR Lunch Bunch – HRA Office - Tigard  
Ergonomics  
12:00 pm–1:00 pm**

**April 6–  
May 11 HR Answers Workshop – Tigard  
Beginning Supervision Series  
8:30 am-12:30 pm  
Registration is open**

March 9 UEA Workshop – HRA Office – Tigard  
Accident and Incident Investigation  
9:00 am-11:00am

April 7 UEA Workshop – HRA Office – Tigard  
Behavior Based Safety/Employee Involvement & OR-OSHA Safety and  
Health Achievement Recognition Program (SHARP)  
9:00 am -11:00 am

**April 14 HRA Workshop – Tigard  
Building Your Creativity!  
8:30 am-11am**

May 19 UEA Workshop – HRA Office – Tigard  
Hazard Communication and Emergency Response  
9:00 am – 10:00 am

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Information and advice offered through Advantage should not be construed as legal opinion. The material contained herein will not apply to all circumstances or to all organizations. Use it as a resource and reference. Should you feel legal advice is required, please consult with your corporate counsel.

## ON MY SOAPBOX

I have learned that words cycle in and out of vogue. One only has to think back to when “gravitas” was used by every reporter and in every article. Until it was used ubiquitously, no one said it and most people didn’t have any clue to its definition. It was heavily used for a period of a few months, and I haven’t heard it in the past couple of years.

Words also transition in their use. A common word can take on new meaning or emphasis. It can also be so overused that it has almost no real meaning except to fill air time or narrative text. According to the Huffington Post, some words that have fallen into this category are “Literally,” “Honestly,” and “Absolutely.” Our everyday language has become littered with such terms, so nondescript and universal that we barely even register their presence. Unique, a word meaning “unlike anything else,” has become so common that we now modify it with very or so to emphasize that it really is unlike anything else, rather than just somewhat different from the norm.

And think of all the words that are born each year. One of my favorite activities is to check with the dictionary people about what words that surfaced in the past year or two and are added to our lexicon. It is fun to see how many I know, but even more fun to see, what words have sufficient value that the experts think they will become part of our regular vocabulary.

Each year new words that have languished in obscurity suddenly move to the forefront and take on new prestige. It is a game many play to see if they can identify them before the pundits call our attention to them. A word that seems to be enjoying a new burst of energy is the word “makers.” I don’t know if I have ever heard it used the way it is now utilized. But it is beginning to show promise as the new ubiquitous word. While I may get tired of it someday if it is continuously used in everyday language; but right now, I am fascinated by the way it is being used, and the strength of what it connotes.

“Makers” are those who create, especially with their hands. They make things ranging from art to manufacturing. They are involved in wood-working, mechanical devices, glass, cooking, painting, etc. For years, the emphasis was moving away from the actual making of something to more intellectual or technology pursuits. But now, the reverse is happening. There is a new pride in the work itself and the ability to “make” it have value and move from drafting to actual production.

It is my hope that this makers’ pride will continue; that people will pursue their creative endeavors. I love the concept of making something from scratch; creating something new, taking pleasure in the process of starting from nothing and ending up with something. There is a reason for delight and satisfaction when we can carve wood, blow glass, create a new recipe that elicits ohhhs and ahhs, or bend metal to some form, the picture of which lives only in our heads.

There are core values that many of us share...one of them is the legitimate pride in making something that has value for us and others. With this in mind, how wonderful to be thought of or titled a “Maker?” The world needs more makers!

- Judy Clark, President



ANSWERS, Inc.  
“Whatever the Question”

PLEASE FEEL FREE TO VISIT OUR WEBSITE:

[WWW.HRANSWERS.COM](http://WWW.HRANSWERS.COM)