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Editor: Deborah Jeffries, SHRM-CP, SPHR: **Advantage** is published monthly and is designed to provide information on regulations, HR practices, and management ideas and concerns. The intended audience is managers, supervisors, business owners, human resources professionals and labor relations professionals. If you have questions about the content, an opinion about the information, or questions about your subscription, please call us at 503-885-8915 or email us at info@hranswers.com



HR Answers

advantage

April
2020



HAPPY APRIL FOOL'S DAY

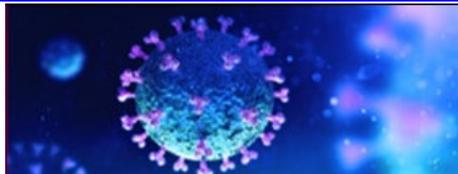
We are definitely in need of funny! For those of you readers who are new to the HR Answers, Inc. newsletter, we thought we would share with you, and remind others too, that for over 20 years the April issue is always our "humor issue." HR is a very serious component of any organization (especially now), and we take our work very seriously, too (with annual new regulations, compliance, and the ever-changing complex employee issues that are taking place now), but funny things happen along the way and we should all take a moment to laugh and relieve some stress. We can laugh, can't we? Laughter is supposed to improve our attitude as well!

There are a few serious items in here and we hope you enjoy the many fun things we selected for you this month! Happy April Fool's Day!

COVID-19 RESOURCES

So, let's talk about Coronavirus first and then we can move on to some lighter fare. We have not completely lost our minds - we know that COVID-19 is serious and nothing to joke about, so we won't. Instead we ask for a quick moment of seriousness. We have posted a host of COVID-19 resources for employers on our website. These are intended to be mostly HR-related tools to save you time and not starting from scratch, as well as keep you updated on things that change or develop. We encourage you to look at the variety of resources online: a slide deck from a webinar, steps to assist if you need to reduce staff, sample language/materials and more. In addition, we will send out a daily alert on updated information or tools to use as well as host Weekly Updates & Chat via webinar on Wednesdays. And of course, you can always call with your questions. Our consultants are available to assist you! We really do want to help you walk through and tackle the tough stuff and COVID-19 is a very sticky situation!

[CLICK HERE FOR COVID-19 INFORMATION](#)



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TALENT ACQUISITION 20-20 VISION

by *Gail Muller, Director of Recruiting & Staffing*

When a familiar 1970s duo's song recently played on the radio, it struck me it could be applied to current talent acquisition issues. So, in keeping with the fun of April Fool's Day...here's my rendition of "50 ways to lose Your Candidate".

*"The problem is all inside your head", the Recruiter said to me.
"The answer is easy if you take it logically.
We'd like to help you in your struggle to be free.
There must be fifty ways to lose your candidate".*

*HR said, "It's really not my habit to intrude.
Furthermore, we hope our meaning won't be lost or misconstrued.
But we'll repeat ourselves at the risk of being rude.
There must be fifty ways to lose your candidate".
They just slip out the back, Jack!
Make a new plan, Jan.
They don't need to be coy, Roy.
Just get themselves free.
Hop on the bus, Gus!
They don't need to discuss much.
Just drop off the key, Leigh.
And get themselves free!*

*HR said, "It grieves us so to see you in such pain.
We wish there was something we could do to make you smile again".
The manager said, "I appreciate that and would you please explain,
about the fifty ways to lose a candidate".*

*"They just slip out the back, Jack!
Make a new plan, Jan.
They don't need to be coy, Roy.
Just get themselves free.
Hop on the bus, Gus!
They don't need to discuss much.
Just drop off the key, Leigh.
And get themselves free!"*

WORTH PONDERING

"You can't fix stupid, but you can watch it self-destruct now and then." ~ *G. Windle*

"Feeling gratitude and not expressing it is like wrapping a present and not giving it." ~ *William Ward*

"Charlie Brown sucked at everything, except the stuff that mattered." ~ *Gapingvoid*

"You have to have a dream so you can get up in the morning." ~ *Billy Wilder*

"You are stronger than you seem, braver than you believe, and smarter than you think you are." ~ *A.A. Milne*

SHORT STORIES

March 2018, New Jersey... A Wanaquer man died in a vehicle fire after he drove around barricade cones and onto live power wires in Franklin Lakes. A good son, Anthony G., was in-route to his father's house to shovel the driveway.

After the second nor'easter storm in a week, hundreds of thousands were left without power. Utility crews worked overtime to deal with downed trees and electric lines. Traffic snarls and frustrated motorists were everywhere.

Anthony did not want to lose time to a detour! According to police, our winner simply navigated around bright orange traffic cones warning motorists of a hazardous downed wire on Route 208.

Responding to calls, officers arrived at 9 am to find the vehicle fully engulfed in flames. A live power line was sputtering in the roadway near the vehicle. The fire totally gutted the car, and the driver was pronounced dead at the scene. Ironically this Darwin Award winner was *employed as a New York City Electrician*.

Office Equipment

A young executive was leaving the office late one evening when he found the CEO standing in front of a shredder with a piece of paper in his hand.

"Listen," said the CEO, "*this is a very sensitive and important document here, and my secretary has gone for the night. Can you make this thing work?*"

"Certainly," said the young executive, eager to be perceived as helpful. He turned the machine on, inserted the paper, and pressed the start button.

"Excellent, excellent!" said the CEO as his paper disappeared into the machine. "*I only need one copy.*"

HAVE YOU SEEN THE SIGNS?

Political sign - If your car is running, I am voting for it.

Self-sufficient sign _ I want to grow my own food, but I can't find bacon seeds.

A children's game – I checking into the hokey pokey clinic and turned myself around.

A frighten sign – What happens if you get scared half to death twice?

Spousal Communication Sign – My wife said I never listen to her, or something like that.

Shopping query – Is there ever a day that mattresses or not on sale?

FEELING SNARKY?

We're concerned your job is interfering with your drinking.

My sadness at your leaving the company is tempered by my excitement at taking your chair and computer speakers.

Let's boost office morale by going out to drink and complain about office morale.

I need a time billing code for not doing anything.

We are willing to do whatever it takes to keep you in this dead-end job.

Let's spend countless hours preparing for a meeting that will be delayed, canceled, or misrepresented.

I couldn't get through the workday on Mondays without knowing that you are equally miserable.

I deserve a raise for doing half of the tasks I am assigned.

You would be an asset to the company, and I would get an employee referral bonus if you apply.

Appearing busy to avoid being laid off has become more exhausting than actually working.

I send pointless emails late at night to impress co-workers.

Your meeting is a high priority if there is free food.

While on vacation, enjoy relentlessly panicking about what you are missing at work.

Congratulations on your new job that you probably won't like any better.

CLIENT ACCOLADES

We are always delighted to share positive news about our clients. Usually, it is a note about an award, media coverage, or their growth over some period of time. This accolade is different, and we are tickled to share it with you. It starts with bad news and ends with great news. **Re-Building Center** experienced a theft. Not just money or something typical, but the theft of boxes of masks. They use the masks when they are working sanding wood, sawing, etc. They are required for employee safety. We don't know for sure why the boxes were stolen, but it makes sense that they could have been re-sold by the thieves.

The good news starts now. Initially, the police were able to retrieve a few of the boxes, and then additional efforts found all by one of the stolen items. The thieves were apprehended. And when the items were retrieved, the **Re-Building Center** donated them to a nearby hospital to keep those staff members safe. We congratulate the Police and offer our gratitude and admiration to **Re-Building Center** for their generous donation.

The Volunteers of America of Oregon recently released their annual report. Part of their information covered a thank you to their business and community partners. We were so please to see some of our clients among the list. Special Kudo's to **Archdiocese of Portland, Columbia Sportswear, Hennebery Eddy Architects, Legacy Health Systems, Mt. Hood Community College, Providence Health and Services, Reser Family Foundation, Shari's Café and Pies and Tri-Met.**

FOR YOUR CALENDAR

Open your DayTimers, Outlook, and all those Smartphones. The following is a look at upcoming events and workshops, special days, and other diverse and fun activities you will want to be aware of and schedule.

PLEASE NOTE: due to the COVID-19 crisis, we made adjustments to our educational calendar offerings. To register for our workshops, go to <https://hranswers.com/events/> or click on the event below.

APRIL: National Month of Hope, Distracted Driving Awareness, Child Abuse Awareness, Autism Awareness, Inventors, Garden, Humor, Pet, Internship, Stress Awareness, and Keep America Beautiful.

April 1 April Fool's Day!

National Walking Day

HR Lunch Bunch Online - Webinar/ Teleconference

[Employee Coaching](#)

12:00 – 1:00pm

COVID-19 Weekly Updates & Chat – Webinar

[Register Here](#)

2:00 – 3:00

April 7 World Health Day

April 8 Passover

April 10 Good Friday
National Hug Your Dog Day
National Siblings Day

April 12 Easter

April 15 COVID-19 Weekly Updates & Chat – Webinar
[Register Here](#)
2:00 – 3:00

April 16 Last Day of Passover
Stress Awareness Day

HRA Webinar/Teleconference
How to Reduce Staff
9:00am – 10:30am
[Register Here](#)

April 22 Earth Day
Administrative Professionals Day

COVID-19 Weekly Updates & Chat – Webinar
[Register Here](#)
2:00 – 3:00

April 23 HRA Webinar/Teleconference
How to Apply COVID-19 Protections for Employees
9:00am – 10:30am
[Register Here](#)

April 24 National Arbor Day

April 28 National Superhero Day

April 29 COVID-19 Weekly Updates & Chat – Webinar
[Register Here](#)
2:00 – 3:00

April 30 HRA Webinar/Teleconference
How to Bring Employees Back
9:00am – 10:30am
[Register Here](#)

Coming Up:

May 6 HR Lunch Bunch Online - Webinar/Teleconference
[Topic: Improving Communication](#)
12:00pm – 1:00pm

May 14 HRA Webinar/Teleconference
How to Reduce Staff
9:00am – 10:30am
[Register Here](#)

May 21 HRA Webinar/Teleconference
How to Apply COVID-19 Protections
9:00am – 10:30am
[Register Here](#)

May 27 HRA Webinar/Teleconference
How to Bring Employees Back
9:00am – 10:30am
[Register Here](#)

Looking Ahead:

July 7 to HRA Supervisory Series – Tigard/Portland
Aug. 25 8:30am-12:30pm
[Register Here](#)

View more details and register for our workshops on our website at hranswers.com.

HR ANSWERS WORD SEARCH (There are Prizes!)

There are 25 words hidden in this word search that describe the services provided by HR Answers, Inc. We hope you have a little fun finding them! Want a chance at some HRA swag and goodies? The first correct submission of all 25 found words and emailed to advantage@hranswers.com will receive a prize; and all other correct submissions within 48 hours will be entered into a drawing for a second prize. In your submission email, please include the following information: your first and last name, the organization you work for, your mailing address, your phone number, and your preferred contact method. Thanks for playing along with us!

Word Search

S D S O U R C I N G E W X A O D G X U Y Z N A Z Y P K T J P
Y B I S Z D N O F L Q M A I I N V E S T I G A T I O N Z E B
A F F I R M A T I V E A C T I O N P L A N S E O J L C C M A
Z Z R D N K K B U C J I T T U X L C B N M J B O W I K Z P C
W R I X P Z O H E X O O B E A G P J E N N V Q R X C Y N L K
O I Y K K R D I Q X B K A Y M K N U X O C E B G S Y P R O G
R K N I T L I R Y H D S D B Z P U P Q C Z S I A O Q A Q Y R
K K L K P Z R D X F E G X B B X T G I O W U A N C X Y U E O
S A T G M V E F H W S Z L W M Z L O W P V J R I C N E J E U
H W S C E E C E R S C U C O Y M Z U H Z Q W P Z Y D Q V O N
O N A O D D T M E T R P Z W D K S V G I L S E A N A U K P D
P J M M I N H P C A I P Y Y D E H T S E R O R T X W I K I C
S O J P A Z I L R F P H A C K X P A J J E E F I E I T T N H
Y E K E T T R O U F T F I T I E R B A M K C O O I P Y N I E
L C E N I S E Y I I I M P I E C E S Q V Y Y R N F T T F O C
D O W S O A V E T N O L M T T U F C B O G T M A M Q C I N K
W Z N A N L O E M G N A D Q D T E O Z R W E A L T P D U S S
H S W T W A M R E B S E X L H I R M S L T Z N D R Y H P U X
H N J I L R W E N H Y U R S X V E P Z R X A C E A Q K L R C
E P Z O N Y C L T Y N D U P P E N L V R E K E V I C N J V B
K L Z N W S H A V T O P T U Y C C I M C J R M E N X R R E N
P Q C D B U O T V T F M E R L O E A N J O V A L I Z E Y Y Z
A X K A J R H I X W D X Y C R A C N N N F L N O N L R F E O
U C N X P V J O N O S E V L J C H C Z O T A A P G O R J U L
Z O V O B E O N H I E I T K G H E E F F C G G M Y O M Q T F
F R J O L Y H S I G U O X J F I C B A L F D E E E R G O O A
S O Q W B S S M B U P H N G U N K S V A R G M N T Y V G U C
S N J T P B K Y Y F Q I I U X G S J Y K A A E T I K F X I G
U N Y M H N O D J R V S J D Q U Z U V C F Y N I F L V A V A
A H Z P S U E N T R R G P M K Q E K P P U B T E V Z D E K E

GUIDELINES MANAGERS SHOULD FOLLOW...OR NOT

To manage effectively, understanding what one should do is easier when you know what not to do. The author of the following list is unknown (probably to avoid unemployment) but provides some noteworthy points to ponder.

1. Never give me work in the morning. Always wait until 4:00 and then bring it to me. The challenge of a deadline is refreshing.
2. If it's really a "rush" job, run in and interrupt me every 10 minutes to inquire how it's going. That helps.
3. Always leave without telling anyone where you're going. It gives me a chance to be creative when someone asks where you are.
4. If you give me more than one job to do, don't tell me which is the priority. Let me guess.
5. Do your best to keep me late. I like the office and really have nowhere to go or anything to do.
6. If a job I do pleases you, keep it a secret. Leaks like that could get me a promotion.
7. If you don't like my work, tell everyone. I like my name to be popular in conversation.
8. If you have special instructions for a job, don't write them down. In fact, save them until the job is almost done.
9. Never introduce me to the people you're with. When you refer to them later, my shrewd deductions will identify them.
10. Be nice to me only when the job I'm doing for you could really change your life.
11. Tell me all your little problems. No one else has any and it's nice to know someone is less fortunate.

THE HISTORY OF CASUAL DAY

Memo No. 1: Effective immediately, the company is adopting Fridays as Casual Day so that employees may express their diversity.

Memo No. 2: Spandex and leather micro-miniskirts are not appropriate attire for Casual Day. Neither are string ties, rodeo belt buckles or moccasins.

Memo No. 3: Casual Day refers to dress only, not attitude. When planning Friday's wardrobe, remember image is a key to our success.

Memo No. 4: A seminar on how to dress for Casual Day will be held at 4 pm Friday in the cafeteria. Fashion show to follow. Attendance is mandatory.

Memo No. 5: As an outgrowth of Friday's seminar, a 14-member Casual Day Task Force has been appointed to prepare guidelines for proper dress.

Memo No. 6: The Casual Day Task Force has completed a 30-page manual. A copy of "Relaxing Dress Without Relaxing Company Standards" has been mailed to each employee. Please review the chapter "You Are What You Wear" and consult the "home casual" versus "business casual" checklist before leaving for work each Friday. If you have doubts about the appropriateness of an item of clothing, contact your CDTF representative before 7 a.m. on Friday.

Memo No. 7: Because of lack of participation, Casual Day has been discontinued effective immediately.

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☺ FUNNIES ☺

What do you call a woman that sets her bills on fire? *Bernadette.*

What do you call a pig that does karate? *A porkchop.*

What do you call a bear with no teeth? *A gummy bear!*

How do you organize a space party? *You planet!*

What do you call having your grandma on speed dial? *Instagram.*

♦♦♦

A motorist was unknowingly caught in an automated speed trap that measured his speed using radar and photographed his car. He later received a ticket for \$40 and a photo of his car in the mail. Instead of a payment, he sent the police department a photograph of \$40. Several days later, he received a letter from the police that contained another picture...of handcuffs.

♦♦♦

Overheard from the other room:

8yr old: "Can I have an ice cream sandwich?"

Grandma: "Did you finish your dinner?"

8yr old: "No"

Grandma: "Just one then."

♦♦♦

Lasting truths and confounding questions:

1. One nice thing about egotists: They don't talk about other people.
2. Before they invented drawing boards, what did they go back to?
3. If all the world is a stage, where is the audience sitting?
4. If you try to fail, and succeed, which have you done?

Social Media Posts We Have Found

"Saw my neighbor Tammy out early this morning scraping the 'My Kid is a Terrific Student' sticker off her minivan.

Guess that first week of homeschooling didn't go so well."

Actually staying home is not so bad, but it seems very strange to me one bag of rice has 8956 grains and another has 8743

For the third time this week I'm buying booze for the next two weeks

ON MY SOAPBOX

I am so incredibly proud of the HR Answers' staff!!!

This crisis has shown a bright light on their skills, resilience, and commitment to our clients. Like everyone, each day has been a new experience. They say that one of the only certain aspects of life is changes and that the pace of change seems to be increasing. But the changes are now coming in hours and minutes. We have learned two new sets of numbers...the infection rate just goes up and the stock market that just goes down. Through all of this, the HRA staff have been quick to volunteer, change direction at a moment's notice, and constantly share new information and resources they have found.

We have always been a group that collaborates with one another, but this is collaboration on steroids! If you could see our email strings, you would notice that there is one about who called and needed what, and the race is on to see which consultant will email back immediately with a quick note of "I have got it."

So far during this time, Laurie has written a new Resource Guide on Furloughs, Layoffs, and Separations. Deborah is working on our client communications and the change in our training programs which have been cancelled or postponed. These have been augmented by COVID-19 FAQs drafted by Paul, detailed California information that Kasha found, and Amanda, who is amazing at proofing for accuracy and adding the correct nuances, serving as our editor. And, during this material development work, they are taking calls from clients with a huge variety of questions about their unique situations. Our administrative staff, Caroline, Joann, Jennifer and Rachelle, are managing to keep up with all the changes and we appreciate their follow-through and overall excellence. Our staffing division, Gail and Samara are working with employers who need to reduce their employee count and make changes with the employee we have working in their organizations. No easy task! There is a requirement for nimbleness which everyone is displaying in heaping amounts. It is truly a time for everyone pitching in to manage the unmanageable.

If you are seeing some of the same behaviors in your organization, be sure to let employees know how much you appreciate their commitment and responsiveness. This is one of those occasions when we employers need to recognize, compliment, and praise employees for responding just like we hope they would.

We at HR Answers wish you well and want you to stay safe. We have our fingers crossed for each client and your employees. We are here for you, so if you have a question, if you want to run your policy thinking by us, if you need interpretation of something we have written, please call or email us. Regardless of our working arrangements, at home or in the office, we want to help!! Check us out and see how tremendous the HRA staff is!!

Judy Clark, Founder



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