



advantage



TABLE OF CONTENTS

HAPPY APRIL FOOL’S DAY 2

ONE LINERS..... 2

WORKING REMOTELY 2

A DOG’S LIFE 3

QUOTES AND OTHER SAYINGS..... 5

HR LINKS 5

SUPREME COURT ISSUES SURPRISE DECISION!..... 6

HRA CALENDAR..... 6

CLIENT ACCOLADES..... 9

CUTE FUNNIES 9

SHOPPING FOR HR PROFESSIONALS 10

ON MY SOAPBOX 12



Portland Office
7650 SW Beveland St., Suite 130
Tigard, OR 97223
503-885-9815

Willamette Valley Office
7287 Park Terrace Dr. NE, Suite 101
Keizer, OR 97303
503-463-7269

Editor: Deborah Jeffries, SHRM-CP, PHR, CPC: **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 503-885-9815 or email us at info@hranswers.com



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 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 mood 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!

ONE LINERS

To All Employees: We don't hold grudges...but we do document facts!

I got my HR job with Google, but when I shouted "Yahoo" they fired me!

Interview question: When do you feel that you're the most productive?

Applicant: When the bills are due!

WORKING REMOTELY

During social distancing, it's important to remember good conference call etiquette:

- awkward silence
- can you hear me? [weird small talk because someone is 10 min late]
- BEEP BOOP
- strange crunch
- heavy breath
- oops sorry you go ahead
- sorry no, you
- BOOP beep
- bye?

TIP:

Pro-tip for couples suddenly working from home together: Get yourselves an imaginary coworker to blame things on. In our apartment, Cheryl keeps leaving her dirty water cups all over the place and we really don't know what to do about her.

Important questions to ask your pet if you're working from home: - are you at work? - are we working together? - did you forget to wear your pants? - are we coworkers? - are you the employee of the month? - are you my supervisor? - who hired you?

A DOG'S LIFE

We often talk about how easy dogs have it and we'd trade places with them. Well, they have been living this last year with us too (often as our new co-worker). Here is one dog's thoughts on some of the happenings. Feel free to follow him on Twitter



Thoughts of Dog®
[@dog_feelings](#)

[Mar 10, 2020](#)

the human has been working from home the last couple days. and every so often. they let me participate in the video calls. all the other humans cheer when they see me. i am the only thing holding their company together

[Mar 16, 2020](#)

the small neighbor human. is home from school today. but instead of coming over. they're putting notes against their window. i'm not the best reader. but it seems like they miss me. and we'll be together again soon

[Mar 24, 2020](#)

i decided that today. is bring your human to work day. we stared out the window for hours. and they helped me spot the cars. it was magical

[Mar 30, 2020](#)

there are no rules these days. i didn't even put my collar on today. just walked around the house naked

[Apr 13, 2020](#)

my stuffed fren sebastian and i. have a meeting in a little bit. to discuss how to tell the human. that we have enough bread. there is no need to bake more

[Apr 29, 2020](#)

i have finally narrowed it down. to a few possible reasons. the human is home all the time now 4. can't stand being away from me c. loves me so much 1. my presence is a gift

[May 4, 2020](#)

if you start leaving the house again. who will be around to say. ohhh big stretch. every time i do a stretch

[May 25, 2020](#)

today was supposed to be one of those days. where the human invites a bunch of frens over. someone would eventually drop a plate of food. and it would be my time to shine. but because that can't happen. the human has been dropping little snacks for me on purpose. all afternoon

[Jun 9, 2020](#)

it is the human's first time trying to change the world. and they are exhausted. so while they rest for a little bit. i have stolen their sign. and will trot proudly around the house with it. until they are ready. to fight again

[Aug 20, 2020](#)

the human had another video call today. but this time. they put me in front of the screen. gave me their headset. and walked away. it may have been a joke to them. but this is exactly the promotion. i have been waiting for

[Aug 31, 2020](#)

the human says there are two options. inside or outside. but if they would simply. elevate their mindset. they would uncover a third option: stand in the doorway. and sniff the air

[Sep 7, 2020](#)

i made a list. of reasons you should hang out with me today 4. i am fun c. i am soft 2. i will listen. to your silly human problems 8. you can pick the snacks a. i love you

[Oct 6, 2020](#)

i know. there's a lot going on right now. so i just wanted to say. i love you

[Oct 20, 2020](#)

the human is in a rush to leave. and needs me to use the bathroom. as quick as i can. but i have not trained for this. and historically. i do not perform well under pressure

[Oct 31, 2020](#)

i was hoping to sit on the porch. with my bucket of candy. and let all the tiny monsters come pet me. but it's just the human and i tonight. cuddling in our costumes. and looking forward to next year

[Nov 24, 2020](#)

the human just learned. they will be working from home. for the foreseeable future. this is simply a formality. i was never letting them go back anyway

[Dec 22, 2020](#)

it feels pointless. to bring it up again. but if i am not allowed to bring my sticks inside. why is the human allowed a whole tree. do they not understand. that is where my sticks come from

[Dec 31, 2020](#)

according to my data. cuddles were up by 147% this year. hugs up 93%. and long hugs up by nearly 700%. while these stats with the human. may be hard to maintain. i think we should try

[Jan 12](#)

it appears you have loaded the dishwasher without me. do you not need my services anymore. did you lick the plates yourself. this is a disaster

[Feb 14](#)

the human waited until TODAY. to ask me to be their valentine. it is a little insulting. they assumed i would not have plans already. i don't. but still

[Feb 25](#)

here is what. i plan to accomplish today: 2. bark loudly. but at nothing 7. lose my ball under the couch 7b. politely ask the human. to get my ball 3. immediately lose it again. under the same couch 4. big nap. you have worked hard 2. repeat

[Mar 2](#)

just a heads up. i will be running around the house. as fast as possible. for the next 15 seconds. i will have no regard for furniture. or any individuals in my way. when i am done. do not ask me why i have done this. because i do not know

[Mar 14](#)

i am being told. we lost an hour of sleep last night. why. what is the point. my stuffed fren sebastian and i. will be sleeping an extra hour. every day. for the rest of the year. to make up for it

[Apr 1, 2021](#)

today. i wasn't a very good dog. april fools. i was so good

QUOTES AND OTHER SAYINGS

“Be kind to unkind people – they need it the most” Robin Williams

Focus on the stair ahead of you, not the whole staircase.

Good friends are like the stars. You don't always see them, but you know they are there.

If you answer the phone with, “Hello, you're on the air!” most telemarketers will quickly hang up.

The police came around last night and told me that my dogs were chasing people on bikes. I knew that couldn't be true because my dogs don't even have bikes.

Have some fun – Call in sick to places you don't even work at!

Sometimes while driving I'll honk my horn and wave at someone at random in another car. I believe they will spend the whole day wondering where they knew me from.

Seeing a spider isn't a problem. It becomes the problem when it disappears.

HR LINKS

Why do you love HR? Why did you first get started in the profession? We thought this video might resonate with you and remind you of the joys and pains of being in HR.

<https://youtu.be/5fZc6kqAjR4>

Here are some of the best working from home memes from 2020.

<https://www.virtualvocations.com/blog/work-from-home-lifestyle/best-working-from-home-memes-2020/>

Here are some cartoons and other tidbits – hope they bring a smile to your face.

<https://www.pinterest.com/StressFreeIM/working-from-home/>

We all need some fun from time to time. We are sure you have been playing games but if you are still looking for ideas or just can't find the time take a look at [Conference Call Bingo](#).

SUPREME COURT ISSUES SURPRISE DECISION!

By DisAdvantage Reporter, Jess Kidding

In a related move, the US Supreme Court handed down a landmark decision today declaring everybody is a protected class and should therefore be treated fairly and equally and be free from discrimination. Captains of Industry were unsure what sort of message this would send to their employees and were unavailable for comment. The American Bar Association and ACLU attorneys have said they will appeal the ruling.

By way of explanation, Supreme Court Justice Sonia Sotomayor commented that, "Enough is enough. It's a novel approach, but it just might work. Let's just start all over. Why don't you all just be better to one another and get back to work?"

HRA 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. To register for our workshops, go to [HR Answers Events](#) or click on the event below.

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

- | | |
|---------------|--|
| Apr 1 | April Fool's Day and National Burrito Day |
| Apr 4 | Easter |
| Apr 7 | HR Lunch Bunch: Consultant's Corner - FREE
12:00pm to 1:00pm
Register Here |
| Apr 8 | HRA Job Search Webinar - FREE
11:00am to 1:00pm
Register Here |
| Apr 13 | HRA Webinar - Foundations of Leadership
8:30am to 12:00
Register Here |
| Apr 14 | HRA Webinar - Creating a Culture of Belonging
8:30am to 12:00pm
Register Here |

Apr 16 National Wear Your Pajamas to Workday

Apr 21 Administrative Professional Day

Apr 22 National Earth Day

Apr 28 HRA Webinar – Soft Skills: Critical Thinking

8:30am to 12:00pm

[Register Here](#)

Apr 29 HRA Webinar – Personal Improvement: Building Trust

8:30am to 11:00am

[Register Here](#)

COMING UP:

May 4 HRA Webinar - Interviewing for Culture

8:30am to 12:00pm

[Register Here](#)

May 5 HR Lunch Bunch: Writing Questions for Employee Opinion Surveys FREE

12:00pm to 1:00pm

[Register Here](#)

May 6 HRA Webinar - Job Descriptions: A Valuable Resource in Risk Mitigation and Compliance

9:00am to 11:00am

[Register Here](#)

May 13 HRA Job Search Webinar - FREE

11:00am to 1:00pm

[Register Here](#)

May 18 HRA Webinar - Coaching

8:30am to 12:00pm

[Register Here](#)

May 20 HRA Webinar - Compensation Fundamentals I: Market Analysis and Salary Surveys

1:30pm to 3:30pm

[Register Here](#)

May 25 to Success for Beginning Supervisors – an 8-part series on Tue & Thu Jun 17

1:00pm to 5:00pm

[Register Here](#)

May 26 **HRA Webinar - Soft Skills: Emotional Intelligence**
 8:30am to 12:00pm
[Register Here](#)

LOOKING AHEAD:

Jun 2 **HR Lunch Bunch: Leaves/Corrective Action FREE**
 12:00pm to 1:00pm
[Register Here](#)

Jun 3 **HRA Webinar - HR Compliance – What You Don’t Know Can Hurt You**
 9:00am to 11:00am
[Register Here](#)

Jun 4 **HRA Webinar - Turning Lemons into the Watermelon Credo**
 9:00am to 11:00am
[Register Here](#)

Jun 8 **HRA Webinar - Conducting an Effective Internal Investigation**
 1:30pm to 3:30pm
[Register Here](#)

Jun 9 **HRA Webinar – Onboarding: Ensure that New Hires Succeed**
 8:30am to 12:00pm
[Register Here](#)

Jun 10 **Job Search Webinar FREE**
 11:00am to 1:00pm
[Register Here](#)

Jun 17 **HRA Webinar - Compensation Fundamentals – Philosophy, Structure, and Policy**
 9:00am to 11:00am
[Register Here](#)

Jun 29 **HRA Webinar - Interviewing for Emotional Intelligence (Morning)**
 9:00am to 11:00am
[Register Here](#)

Jun 29 **HRA Webinar - Interviewing for Emotional Intelligence (Afternoon)**
 3:00pm to 5:00pm
[Register Here](#)

Jun 30 **HRA Webinar – Change: You Must Be the Change Before You Can Expect the Change**
 8:30am to 12:00pm
[Register Here](#)

CLIENT ACCOLADES

CONGRATULATIONS and **KUDOS** to the following organizations who were recently listed in Oregon Business 100 best Companies to Work for in Oregon. We are so privileged to work with the following organizations:

Aldrich Group
 Andersen Construction
 Convergence Networks
 Davidson Benefits Planning
 Douglas Fast Net
 Fortis Construction

LMC Construction
 Pacific Landscape Management
 Percipio Consulting Group
 Pittman & Brooks
 Steele Electric
 Whitaker-Ellis Construction

CUTE FUNNIES

"A truck loaded with thousands of copies of Roget's Thesaurus crashed yesterday losing its entire load. Witnesses were stunned, startled, aghast, taken aback, stupefied, confused, shocked, rattled, paralyzed, dazed, bewildered, mixed up, surprised, awed, dumbfounded, nonplussed, flabbergasted, astounded, amazed, confounded, astonished, overwhelmed, horrified, numbed, speechless, and perplexed."

What's the difference between broccoli and boogers? Kids will eat boogers.

A favorite joke, A man brings two aspirin to his wife. She replies what is this for? For your headache. She replies, I don't have a headache. He exclaims: OH GOOD!

Boy: Dad, how much does it cost to get married?
 Dad: Don't know, son. I'm still paying for it.

How do you make God laugh?
 --Tell him your plans.

About why it's a man's job to brew the coffee... because it says it in the bible... yes under the book of Hebrews!

Man decides he is going to do his own laundry.
 A couple of seconds at the machine he calls out to the wife....
 What setting do I put this on?
 She says...It depends on what the shirt says
 It says University of Oklahoma.

Papa tomato, Momma tomato, and Baby tomato are walking along the street and baby tomato starts lagging behind. Papa tomato turns around and stomps on the baby tomato and says...Ketchup!

Why did Cinderella get kicked off the soccer team?
Because she ran away from the ball.

Why does a bike stand on one leg?
Because it's two tired.

What do snakes do after they fight?
They hiss and make up.

SHOPPING FOR HR PROFESSIONALS

WOW, Amazon has some wonderful items we think you just might like. We encourage you to check out these items – just some ways to keep HR fun!

T-Shirts <https://www.amazon.com/Human-Resources-Shirt-Funny-Unofficial/dp/B07DC3HD37>

Books/Journals:

HR the Unofficial: Cool Animated Sayings Design for Human Resources

https://www.amazon.com/HR-Unofficial-Animated-Resources-Composition/dp/1660995620/ref=sr_1_1?dchild=1&keywords=HR+the+Unofficial%3A+Cool+Animated+Sayings+Design+For+Human+Resources+Book&qid=1616706139&s=books&sr=1-1

Human Resources the Unofficial Lawyer, Psychologist, Event Planner, Teacher, Detective, Peacemaker, Career Planner: Funny HR Human Resources Notebook

[Amazon.com: Human Resources the Unofficial Lawyer, Psychologist, Event Planner, Teacher, Detective, Peacemaker, Career Planner: Funny HR Human Resources Notebook with a Funny Definition \(9798690052416\): Publishing, HR: Books](#)

I'm In HR. I Can't Fix Crazy, But I Can Document It Journal

[I'm In HR I Can't Fix Crazy But I Can Document It: Human Resources Journal, Gift For Managers Or Directors, 150 page blank book for writing notes, college ruled: Deliles Journals: 9781090201911: Amazon.com: Books](#)

Keep Calm and Let HR Take Care of It Journal

[Keep Calm and Let HR Take Care of It: Blank Lined Journal: Journals, Passion Imagination: 9781976330537: Amazon.com: Books](#)

It's All Fun and Games Until Someone calls HR

[It's all fun and games until someone calls HR: Funny HR notebook for the HR department and human resources professionals. 6 x 9 journal. 150 pages.: BOOKS, FHC: 9781798995907: Amazon.com: Books](#)

HR Life: A Snarky, Relatable & Humorous Adult Coloring Book for HR Professionals

[Amazon.com: HR Life: A Snarky, Relatable & Humorous Adult Coloring Book For Human Resource Professionals \(9781692731984\): Publishing, HR Passion: Books](#)

If At First You Don't Succeed Journal

[Amazon.com: If At First You Don't Succeed: Blank Lined Journal, Funny Sketchbook, Notebook, Diary Perfect Gift For Human Resources co-workers, colleagues, HR \(9781075763120\): Publishing, Sirimiri: Books](#)

Recruiter - Only Because Full Time Multitasking Ninja Is Not An Actual Job Title Notebook

[Recruiter - Only Because Full Time Multitasking Ninja Is Not An Actual Job Title: 6x9" Notebook, 120 Pages, Perfect for Note and Journal, Great Gift for Recruiter: Arts, Mafali Ma: 9781695072794: Amazon.com: Books](#)

ON MY SOAPBOX

Every April 1st, I am faced with a challenge. It isn't like I don't suffer from Writers' Block every once in a while, but knowing what the topic is supposed to be, and having written many Soapboxes for April newsletters, it can feel more like a difficult project than be fun to write. So, I am going to take a slightly different tack with this one. There is a myriad of academic articles about laughter. I want to share some of those with you.

"Let's establish our terms first. Humor in general, is it even a thing? Is it a human thing? is it different for everyone? We, humans, are definitely not the only species to express pleasure with laughter. We know that other animals laugh too (which is the only objective measure we have of this, not like we can ask them if it was funny). Aside from that famous hyena laugh, (which isn't a sign of happiness) we've made plenty of animals' giggle. Not just close ape cousins, but also dogs and rats. Oh, how I wish I was the scientist in charge of rat-tickling, that's a resume to be proud of. Anyway, what this tells us is that laughter is likely an early evolutionary mechanism. In dogs and rats, it conveys play-behavior, so we assume there is some social information being conveyed." ~ *Medical Daily, Quora Contributor*

"Aristotle explained that comedy is "an imitation of men worse than average; worse, however, not as regards any sort of fault, but only as regards on particular kind, the Ridiculous... The most widely accepted theory of humor is the "incongruity" theory which argues that humor is based on the difference between what we expect and what we get. Schopenhauer explained incongruity in humor writing, "The cause of laughter in every case is simply the sudden perception of the incongruity between a concept and the real objects which have been thought through it in some relation, and laughter itself is just the expression of this incongruity." Kant, another incongruity theorist, described laughter as "an affection rising from the sudden transformation of a strained expectation into nothing." The phrases "sudden perception" and "sudden transformation" suggest that there are also psychological aspects to incongruity theory." ~ *McKeon, 1941*

OK, that is it for the academic experiment – I am sure I learned something, but this issue of the newsletter is supposed to be fun in honor of April Fools' Day. So how about these:

- Life is too short to be serious all the time. So, if you can't laugh at yourself, call me...I'll laugh at you.
- I hate it when I'm singing a song and the artist gets the words wrong.
- My favorite kind of pain is in my stomach when my friends make me laugh too hard.
- Laughter is timeless, imagination has no age, and dreams are forever.
- Hey, I'll be back in five minutes but if I am not back, just read this message again.
- I love people who can make me laugh when I don't even want to smile.
- Laughter is a core workout. It feeds the soul, makes life better, has no calories, it's free and contagious. Have you indulged today?
- Have you heard the one about the two crooks who stole a calendar...they each got six months!!



"Whatever the Question"

Visit Our Website for More Information

hranswers.com

Judy Clark, Founder

