

Summer Greetings!

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Warm weather is finally here and that means it's time for picnics, graduation parties, vacations, and maybe even a wedding or two.

What does this season mean for your business? Is it a busier time? Perhaps a slower season? Along with summer weather, comes summer safety issues. Keep educating and reminding your employees on heat and sun related illnesses, insect bites, and more.

Have a happy and healthy Summer!

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Upcoming Events



HR 101 - This workshop is a general overview of human resources topics. Great for someone new in HR or a business owner who handles HR and wants a basic overview. Offered 3 times:

August 23 - Kent State - Tuscarawas Campus Click **here** to register!

September 9th - SOD Center - Salem, OH Click **here** to register!

September 10th - CCPA, Lisbon, OH Click **here** to register!

New Manager Boot Camp

August 28th - 9:00 AM to 2:00 PM

Description: This workshop is intended for the newly promoted manager, someone who has recently taken on a supervisory role, or someone who has never managed before and wants a crash course on management functions in order to prepare themselves for the job market.

Some items that will be covered are: Making the transition from staff to management, Effective Communication, Coaching & Delegating, Corrective Action, Interviewing Tips, and More!

Location: SOD Center - Salem, Ohio Click **here** to register!

How to Navigate the Waters of the Employment Cycle - 3 Part Series

September 13th, 20th, & 27th - 8:30 - 11:30 AM

Description: It's one thing to manage your business and operations, it's another thing to manage your employees. Some days it may feel as though you are only handling employee issues and not focusing on your business goals. Even though it may seem like it is taking up too much of your time, it is important to make sure you are managing the steps in the Employment Cycle effectively and efficiently.

This series will take you through the steps from hiring employees, managing those employees, and unfortunately in some circumstances, terminating those employees. As a manager or business owner, it is crucial to have a general understanding of these employment topics.

Location: YSU - Small Business Development Center - Youngstown, OH
Click **here** to register!

**Emotional Intelligence
Lunch 'N Learn
SOD Center, Salem, OH
April 4, 2019**



Teens in the Workplace

Did you know that a teen worker is injured on the job every five minutes in the United States? Many of us hire teens, especially during these summer months. Why is safety the first step in hiring teen workers?

Why are teens unique in regards to Safety?

For many teens, it may be the first time they have a real job. Since they haven't been in the workforce, they may not recognize the hazards that an adult can notice instantly. Up until this point, they may have not had the opportunity to make many independent decisions and think things through clearly on their own without the direction of a parent or teacher. Without that experience and proper training, safety can be an issue. Employers should not assume a teen will know what to do in an emergency situation and the decision-making skills may not be there.



Train, Train, and Train again

According to the National Institute of Occupational Safety & Health, there are 1.5 million teens in the U.S. workforce. The better your onboarding and training program, the better your teen workers will perform and be less likely to have safety issues. Be deliberate in choosing who will train your teen workers and of course, have documentation showing exactly what the teen was trained on. For more information on maintaining a safe and healthy workplace for young workers, please visit **OSHA's website for young workers**. The more knowledge and skills your young workers start with, the better off they're going to be and the better off you as the employer will be. A safe work experience for teens can go a long way in carrying those habits throughout their career.

Adapted from National Safety Council - Safety & Health Magazine

What did your company do for National Safety Month?

June was National Safety Month. Did your business do something to honor or celebrate it? Let Forbes Human Resources know! We'll feature your story on our website and in our next newsletter! E-mail info@forbeshumanresources.com with your story and any pictures!



July is Parks & Recreation Month

Planning an office picnic? Recreation is a vital part of our mental wellbeing, physical health and personal interactions. During Parks and Recreation Month, **National Recreation and Parks Association** is challenging everyone to get their play on with their local parks and recreation.



Whether it's summer camp, an adult sports league, exploring a trail, Zumba class, meeting friends on the playground, playing cards in the park, or discovering nature — parks and play go hand in hand.

You don't need to go far to enjoy all the things parks have to offer. In the Mahoning Valley, we have **Mill Creek MetroParks** where there are plenty of activities to do such as boating, hiking, nature classes, and more.

Make your next office meeting an outdoor retreat at your local park!

Celebrating Equality and Inclusion

Twenty years ago – on June 22, 1999 – America ushered in a new era of equality and inclusion for people with disabilities with the ruling in *Olmstead v. L.C.*, the Supreme Court. It declared that people with disabilities are entitled to the same rights and services as all Americans – these services include employment services.

Today, through the Office of Disability Employment Policy's work on **Employment First**, the U.S. Department of Labor continues to advance the spirit of *Olmstead* by promoting more options for community-based, integrated employment and employment services for Americans with disabilities.

The Office of Disability Employment Policy is committed to providing America's job creators and workers technical assistance resources to support the hiring of workers with disabilities. Employers can find additional compliance assistance resources – including answers to common questions about federal labor laws – at **Employer.gov**.





July 4th - Independence Day
July 18th - Get to Know Your Customers Day
July 25th - Hire a Veteran Day
July 26th - System Administrator Appreciation Day
August 17th - Nonprofit Day
August 26th - Women's Equality Day
September 2nd - Labor Day



July is National Grilling Month ~ Best Grilled Chicken

Summer is grilling season! Enjoy this easy grilled chicken!

Ingredients

READY IN: 45 Minutes

Yields: 4 Servings

- 1/4 c. balsamic vinegar
- 3 tbsp. extra-virgin olive oil
- 2 tbsp. brown sugar
- 3 cloves garlic, minced
- 1 tsp. dried thyme
- 1 tsp. dried rosemary
- 4 chicken breasts
- Kosher salt
- Freshly ground black pepper
- Freshly chopped parsley, for garnish



Directions

1. In a medium bowl, whisk together balsamic vinegar, olive oil, brown sugar, garlic, and dried herbs, and season generously with salt and pepper. Reserve 1/4 cup.
2. Add chicken to the bowl and toss to combine. Let marinate at least 20 minutes and up to overnight.
3. Preheat grill to medium high. Add chicken and grill, basting with reserved marinade, until cooked through, 6 minutes per side.
4. Garnish with parsley before serving.

Recipe