



Welcome to our February Newsletter

HR Tip of the Month

Monitor trends in employee absence by individual, department, date and reason.

News

WSIB Premiums for Trucking Industry Increasing in 2012

Click [here](#) to read the article

New Session Added to 2012 Schedule!

Back by popular demand the "**Handling a WSIB Mental Health Claim**" learning session is now running **Thursday April 19th** in Mississauga!

Click [here](#) for more details and testimonials from our last session!

Training Dates

[Employee Absence](#)
-February 15-Cambridge

[Demystifying WSIB's NEER Program](#)
-February 28-Guelph
-March 1-Cambridge
-March 6-Mississauga
-March 8-Kitchener

Office Romances

It's February, and with Valentine's Day around the corner- is love in the air at your workplace? Office romances are more common than ever when we are spending a significant amount of time in the workplace compared to previous generations. What does that mean for employers?



Although it may be wonderful to meet your new mate while working, office romances can also have the potential to complicate business operations. Risks such as workplace violence, domestic violence, harassment and sexual harassment could become an issue should the parties involve end their relationship and suffer emotional pain. Other concerns include:

- Accusations of favouritism
- Gossip can take a toll on professional image, workplace atmosphere
- Lowered morale and productivity

A survey completed by Vault.com last year revealed:

- 59% of respondents claimed to have participated in some form of office romance (one night stand, casual relationship, long term commitment)
- 38% felt they had been in situations where a co-worker gained professional advantage because of a romantic relationship with colleague or superior
- 31% felt uncomfortable because of a co-workers intra-office relationships

Has your office been affected negatively by office romance?

Click [here](#) to read more on this topic, and how a policy can assist you in managing the possible negative effects of office romances.

Unlimited Vacation=No Employee Absence?

Can you imagine if you had unlimited vacation? No strings attached. Just get your work done and you can take as much vacation as you like. A company called Red Frog Events in Chicago U.S.A has adopted this policy and it raises an interesting question. **Would unlimited vacation time reduce employee absence?**

[The Secret to Passing a Workwell Audit](#)

-March 22-Cambridge
-April 19-Mississauga

[Managing Difficult Claims
Preparing for a WSIB Appeal](#)

-March 28-Cambridge

[Handling a WSIB Mental Health Claim](#)

-April 19-Mississauga

[Hiring and Firing Effectively](#)

-April 25-Cambridge

[Click here](#) to view the 2012 training schedule

Family Day

The statutory Family Day Holiday is coming up on **Monday February 20 2012**. Most workers, public or private are entitled to take the statutory holiday off. Visit the [Ontario Ministry of Labour's website for FAQ](#) on Family Day.

HRPA Conference 2012

The [Human Resources Professionals Association \(HRPA\) 2012](#) conference in Toronto is February 1-3 2012.

Clear Path is honoured to be speaking on **two topics** at this prestigious event!

[Anna Aceto-Guerin](#) and [Brenda Ellis](#) will be speaking on [Dealing with WSIB "Repeat Offenders"](#).

Anna and [Denise Williams](#) will be speaking on [Averting a Crisis: Dealing with a Potential Bill 168 Situation](#).



Red Frog claims that they have such a positive work culture, their employees enjoy coming to work, display focused devotion and produce large amounts of quality work. They have built their policy on accountability, mutual respect and teamwork. In exchange staff are then free to take as much vacation as they desire. Sceptics argue that this policy could easily be abused. What do you think?

Although this may work in Red Frog's corporate cultures, this is not the ideal solution for all organizations dealing with excessive absenteeism. It's important first to understand why you have an employee absence problem and determine the root cause to start taking pro-active measures to limit employee absenteeism. Need to know more about how to manage excessive absenteeism?

Join us for our next learning session:

[Employee Absence Does Not Make the Heart Grow Fonder](#)

February 15th 2012

9:00am-11:30am

Cambridge Chamber of Commerce

Investment: \$99+HST

(Register two weeks prior only \$75+HST)

Click [here](#) to register

[Keep up to date on Employee Absence Blogs!](#)

How does the new NEER 4 Year Window Affect you?



In our recent [WSIB Blog](#) we explored the challenges of managing claims in this new 4 year window. Claim years will now be subject to 4 years of reviews and potential surcharges. Specifically, claims that have occurred in 2008 will now be appearing on your September 2012 NEER statement. In the previous scheme a 2008 claim would have ceased to impact employers as of September 30, 2011 in the 3 year window. Ultimately any active claims in the 2008 claim year (claims receiving benefits as of January 1, 2012), could adversely affect your NEER review and potentially significantly increase your WSIB costs in 2012.

With claims having one more year to accumulate costs, employers should be reviewing their RTW programs and look for ways to foster a successful return to work for the injured worker or risk greater costs in a longer window. Need to know more?

The [Demystifying the WSIB's NEER Program](#) workshop will give you practical **techniques and tips to understand your company's NEER statement** and how to start actively reducing your claim

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Happy Valentines Day on
February 14th
From the Clear Path Team!

Upcoming Sessions

[Tuesday February 28th - Guelph](#)

[Thursday March 1st - Cambridge](#)

[Tuesday March 6th - Mississauga](#)

[Thursday March 8th - Kitchener](#)

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- Breaking news items in regards to WSIB, Health & Safety, Legislative Compliance and other HR issues
- Special offers for our learning sessions!
- And more!

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