

2019 April Newsletter

It's time to Spring into action with hot topics on workplace discrimination, employee social security number audits and summer interns. More details below:

Workplace Discrimination Claims Data Just Released- The U.S. Equal Employment Opportunity Commission (EEOC) recently released data regarding workplace discrimination charges received in fiscal year 2018 with a detailed breakdown of the charges received. Texas, the number one State with charges received, had 7,482 charges filed. The chart below lists the top five types of discrimination charges, along with how Texas compares with the national percentages;

% of all Charges Files	National	Texas
Retaliation	51.60%	56.50%
Sex	32.30%	31.40%
Disability	32.30%	31.20%
Race	32.20%	30.10%
Age	22.10%	23.30%

The EEOC resolved 90,558 charges of discrimination. Overall, the EEOC secured \$505 million for victims in private sector, state and local government, and federal workplaces.

For more detailed information, go to <https://www.eeoc.gov/eeoc/newsroom/release/4-10-19.cfm>

The #1 Charge is Retaliation- Defined as punishing job applicants or employees for asserting their rights to be free from employment discrimination, retaliation continues to be the leader in charges filed. Ways to help reduce retaliation claims include;

- Educate – Train managers and supervisors on what constitutes illegal retaliation or interference. Include a policy in your Employee Handbook and provide training.
- Awareness – Managers and supervisor may be more aware of their actions if documentation is required to justify negative actions.
- Support – Ensure your workplace has an “open door” policy and employees feel comfortable discussing their concerns with Human Resources or another trained manager. Provide a supportive environment and take all claims seriously.
- Follow-Up – Keep the employee informed of steps taken to address their concern and the outcome.

SSN N0-Match Letters – For the first time in seven years, employers are receiving Social Security Number (SSN) no-match letters from the Social Security Administration when it has discovered that the W-2 records submitted by the employer don't match the administration's records on employee names and SSN's. The problem could be as innocent as a typo or as serious as a stolen identity. **Tread carefully if you get a letter.** Since the letters don't include the names and Social Security Numbers of employees with mismatched SSN's, employers must register on-line with the Social Security Administration's Business Services Online to find out whose SSN's are mismatched.

If your company receives a No-Match Letter, employers should do the following:

- Check their records for a clerical error
- Notify the employee of the mismatch
- Give the employee a reasonable period (between 30 to 90 days) to resolve the mismatch with the Social Security Administration.

Hire an Intern- Need help knocking out projects? Consider hiring a summer intern, who can help with your workload, while allowing the student to gain valuable experience. Guidelines for Summer Interns can be found at: [Intern Guidelines](#)

Don't forget Administrative Day is April 24th! Ways to show your appreciation include;

- Order lunch in or take your administrative group out to lunch
- Plants or flowers add a nice touch on the desk
- Sweets such as macarons, cookies or popsicles
- Gift certificates for a manicure/pedicure, movie theater

It's the fans that need spring training. You gotta get 'em interested. Wake 'em up and let 'em know that their season is coming, the good times are gonna roll.

Harry Caray

For help with any of your human resource and benefit needs, a free one-hour consultation or information on any of the above items, please contact info@humanresourcesolutionsllc.com

This newsletter is intended to provide general guidance about recent topics in Human Resources. It is not a legal opinion. For answers to your specific questions, please consult with counsel.