

› Handbook

› Policy Library

› Job Descriptions

› HR Forms

› Checklists

› Guides

› Letters

## Minimum Wage Rate Increase

As of July 24, 2009, the federal minimum wage rate is \$7.25 per hour. Employers subject to the Fair Labor Standards Act must now post in a conspicuous location the federal minimum wage notice displaying the

Notice that many states also have minimum wage rate laws, an employee may be subject to federal and state minimum wage laws. If so, the employee is entitled to the higher minimum wage rate.

## The 3-Minute HR Audit

You now can take a quick audit of your companies HR policies and practices. The results of this 3-Minute Audit will identify areas of strength and note items of concern. The audit results will be stored for review and for comparison against future audits - you can take it as often as you like.

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Word & Brown offers you 24-hour access to this online HR Support Center — absolutely FREE! You have access to vital State and Federal employment laws and a database of over 2500+ questions and answers to common human resource issues. You can even download and customize Employee Handbooks, forms and job descriptions.

The HR Support Center offers you:

- Access to a document library with copies of Employee Handbooks, Company Policies, Job Descriptions, and HR Forms.
- The latest employment laws as well as details about laws that have been updated.
- Summaries of both State and Federal laws that affect employers.
- A database of questions and answers on subjects ranging from benefits and compensation, to labor relations and recruitment.
- Articles written by HR Professionals that will provide you with tips, information and best practices to help you better manage your business and employees.
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- Great pricing on HR posters, books, and training videos.
- A subscription to the monthly e-newsletter, HR Advisor, that is designed to keep you

## HR Tip of the Month

Although formal job reviews should be conducted regularly, frequent informal interaction with employees is an effective way to build rapport.

## Featured HR Article

### Traditional or PTO?

No federal or state law exists that requires an employer to offer the benefit of paying employees to take time off from work. While tempting ...

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## Q&A Spotlight

Are there any drawbacks to call centers?