



1616 S. Voss, Ste 700  
Houston, Texas 77057  
713.975.7576  
800.701.4014

# eNewsletter

*The Independent Recruiter's Resource for Temporary and Contract Placements*

Issue No. 11

3rd Quarter 2011

## **Judy Collins Receives the HAAPC Helping Hands Award**



Judy Collins was recently recognized for her many years of service to the Houston Area Association of Personnel Consultants. In April of 2011, Judy was awarded the HAAPC Helping Hands Award. Judy has contributed her time and efforts to the group in several areas. She has organized charitable events such as tennis tournaments and fun runs. She has taken responsibility for silent auctions and conducted numerous toy drives for local charities. Judy has hosted several receptions for visiting trainers. The HAAPC appreciates the many ways that Judy has made herself available to help the organization.

## **Status of the Industry**

The ASA recently released figures showing growth in staffing employment of 18% in 2010. This is the 2nd largest growth on record. Temporary and contract workers made up 2.6 million workers on an average day in 2010, which is an increase of 18.4% over 2009. Businesses continue to show interest in temporary and contract placements. In the first quarter of 2011 employment of temporary and contract workers was up 14.3% over the same period of 2010. (Source: American Staffing Association, June 13, 2011)

As further evidence of growth, the U.S. Bureau of Labor Statistics has projected that the staffing industry will be one of the top ten industries with the greatest growth over a ten year period. The percentage of temporary and contract positions is expected to grow at almost twice the rate as total employment in the population. (Source: American Staffing Association, June 3, 2011)

An increase in temporary staff typically signals a resurgence of the economy. Employers remain cautious about hiring employees directly, and are therefore more inclined to bring in temporary employees who offer flexibility as the future remains uncertain. Employers can ensure that the temporary employee is a good fit for a position without the burdens of a permanent employee such as state and federal taxes, workers compensation coverage, and employer of record liability. Employers feel that they are better able to control their costs by mixing temporary and permanent employees. (Source: NYSA Staffing Industry Update, March 8, 2011)

## **On the Horizon**

Economist David Autor predicts that temporary jobs could become the new norm. A combination of factors including the magnitude of the recession, the slow recovery of the job market, and the uncertainty surrounding health care reform have created an unclear outlook on the future resulting in a reluctance by employers to hire employees directly. According to the U.S. Bureau of Labor Statistics, over a quarter of private sector positions created in 2010 were temporary positions. While a rise in temporary positions is common after a recession, the increase is more pronounced this time around. (Source: The Christian Science Monitor, March 17, 2011)

## **Federal News**

The Fair Credit Reporting Act has added an amendment which requires employers to disclose to a potential employee if the employee's credit information was used in employment making decisions. Prior to taking an adverse action, an employer is required to provide the potential employee with a copy of the report and a written explanation of his or her rights. If the employer chooses to take adverse action against a potential employee, the credit score and reporting agency must be revealed to the employee. The amendment went into effect July 21, 2011. (Source: www.shrm.org, June 10, 2011)

President Obama has proposed a plan to reform the federal unemployment insurance structure. The new system would reduce the FUTA tax rate from .8% to .38% (after the 5.4% credit reduction) and raise the tax base from \$7,000 to \$15,000. The resulting funds would be used by states to pay back federal government loans for unemployment benefits as well as rebuild an unemployment insurance trust fund. Should the states follow the federal government's lead and raise their tax bases, employers can expect an increase in payroll taxes. (Source: American Staffing Association, February 18, 2011; www.CNNMoney.com, February 9, 2011)

## State News

**Maryland:** Effective October 1st, Maryland joins four other states in banning the use of a potential or current employee's credit information in making employment related decisions. Other employment related background checks may still be performed on an employee as long as the investigation does not include credit information. Exception to the law will be given in special situations to employers filling a position that involves cash transactions or on classified job tasks. The decision comes as many potential employees have a flawed credit report due to the recent recession. (Source: American Staffing Association, May 2, 2011)

**Florida:** Florida Governor Rick Scott signed an executive order on January 4th mandating all state agencies use E-Verify to verify employment eligibility for all potential and current employees. The law extends to contractors and the contractors' employees working in Florida. TFI currently uses E-Verify to confirm eligibility of employment for all employees. (Source: American Staffing Association, April 6, 2011)

**Connecticut:** Connecticut recently became the first state to mandate paid sick leave for service workers. While temporary and contract workers are excluded, it is important to draw attention to this law as several other cities and states including Denver, Philadelphia, California, and Massachusetts are considering similar legislation. Paid sick leave is currently required for temporary and contract employees in San Francisco, Milwaukee and the District of Columbia. (Source: American Staffing Association, June 13, 2011; [www.networksolutions.com](http://www.networksolutions.com), June 27, 2011)

## Upcoming Events

*Within the next several months, TFI will be attending the following events. Let us know if we are in your area!*

- Aug 18 National Personnel Associates (NPA) Regional Meeting; Omni Riverway; Houston, Texas.
- Sept 21–24 National Association of Personnel Services (NAPS) Annual Conference; Red Rock Hotel and Casino; Las Vegas, Nevada.
- Oct 11–14 American Staffing Association (ASA) Staffing World; Ernest N. Morial Convention Center; New Orleans, Louisiana.

## New TFI Features

The [www.TFIData.com](http://www.TFIData.com) website has been expanded to include a new report. The Unpaid Profit Report allows a recruiter to view payments that have been received for which the profit has not yet been paid out. This report is updated daily allowing recruiters to estimate the amount of their next profit check.

Recruiters can now manage assignments on the [www.TFIData.com](http://www.TFIData.com) website. Recruiters are able to fill out a new assignment form and save it for later or submit it directly to TFI. When completing a new assignment form, recruiters can now fill in new data or choose from existing employees and client companies. Additionally, recruiters are able to view all active and inactive assignments that are currently in the TFI system. We are presently in the implementation stage of the assignment management feature. If you are interested in this tool, please contact TFI to schedule a presentation.

## TFI Tidbits

- *From the administrative support department:* **Adriana Potoczniak** is expecting her first child in December. *From accounting:* **Lindsey Chapa** welcomed her first child, a boy, in January. *From payroll:* **Lena (Dahu) Beaini** was married in May and spent a relaxing honeymoon in Destin, Florida. **Nick Santowski** welcomed his first child, a boy, in June. **Sara Greene** is expecting twins in December.
- *Anniversaries:* **Sara Greene, Justina Schwarz, Lena El-Beaini, Lindsey Chapa, Melinda Martin, and Rebecca Nimigeon** are all celebrating their 5-year anniversaries with TFI! We appreciate all of their hard work.

## Featured TFI Employee



***Angela Delcid***

From our Accounting Department, **Angela del Cid** just returned from a relaxing vacation in Breckenridge, Colorado. She escaped Houston's sweltering heat and is now rejuvenated to tackle her studies for the CPA Exam. Also, she celebrated her 14 year anniversary with TFI in January!

## Welcome Back



***Joanie Herold***

Joanie returned to TFI in May as an account representative working both in payroll and marketing. She had previously worked for TFI for over four years from 2004 to 2008. In late 2008 Joanie left TFI to try her hand in the oil & gas industry but realized that she missed the customer interaction and quick pace of payroll. In her spare time, Joanie enjoys spending time with her family, running and cycling, gardening, and traveling.

## Welcome.....



***Priscilla Thornton***

Priscilla joined the TFI Administrative team in May of 2010. Her experience in customer service and outgoing personality are great additions to TFI. She is currently our receptionist, but also handles many other administrative responsibilities. Outside of TFI, she enjoys spending time with her four-year-old twin daughters, and her three-year-old son.



***Mindy Sisson***

Mindy joined TFI in November of 2010. She is a New Mexico licensed CPA and has a Master's in Accounting and Financial Management. Originally from Ohio, Mindy has chosen Houston as a warm retirement destination after 20 years of movement with her Air Force husband. Mindy enjoys fitness and outdoor activities.