

## DataPro Solutions - April Edition News Letter

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### Human Resources a strategic resource

Human resources within a company is a complex, multifaceted position that requires professionals to have the ability to juggle priorities and excel at a number of tasks—from the sometimes tedious to the often strategic. It takes knowing what to hone in on and what to delegate, staying on top of the latest trends in compensation, law, and technology while always having a finger on the pulse of employee relations. Often, with so many misconceptions about Human Resources, it involves staying ahead of the curve through continuous education in an attempt to drive what the role will entail for the company. The role of Human resources brings with it the potential to make a big impact on the lives of individuals working within the company, and can leave managers feeling less than appreciated, when contributions to the bottom line are questioned. Perceptions of Human Resources as a cost center and others, explained below, are just a few of the myths that often surround Human Resources and can prevent practitioners and companies from getting the most from this important role.

[Read the entire article](#)

### **Video Snacking**

"Video snacking", job search, IM chat, webmail, blogging, file sharing, shopping, streaming music/video, online gaming, downloading email attachments... there are a lot of ways for your employees to waste time at work and each of them is a compelling reason for your organization to have business filtering solutions in place. However, if you rely only on an AUP, you can set an expectation, but it does nothing to enforce your internet and email policies and combat productivity loss.

### Changes in the ADA - How Will They Affect Your Business?

While the ADA (Americans with Disabilities Act) still applies to private companies with fifteen or more employees, the changes and clarifications to the Act that will be in effect starting May 24, 2011 truly impact most small businesses throughout the country. If you have a business in a state or local area that has additional regulations on this matter, remember that you must always comply with the more stringent regulations. If you have federal contracts or provide what can be termed "public accommodations" through your work, you fall under the ADA regardless of the number of employees.

So, for most businesses, regardless of size, the changes to these regulations will now need to be addressed to assure current disability and discrimination policies meet the new standards. While the Act has been part of the workplace for many years, requiring that employers must not discriminate against individuals with disabilities who are qualified for a job, with or without reasonable accommodation, the ADAAA (ADA Amendments Act of 2008) after final changes by the EEOC will broaden the scope of what a "disability" is and how it must be addressed.

First, it's important to remember what has NOT changed with this new Amendment. First, an employer is **not required** to provide an accommodation that would cause the employer an "undue hardship," meaning significant expense or difficulty (for more information consult the EEOC's Guidance on Reasonable Accommodation and Undue Hardship [www.eeoc.gov/policy/docs/accommodation.html](http://www.eeoc.gov/policy/docs/accommodation.html))

Also, the employee still must provide documentation regarding what accommodations are needed; along with the realities there are specific jobs and tasks that preclude someone with a specific disability to be hired for the position. However, the Amendment does bring significant changes on what a disability is and how it must be treated in the workplace.

To review the final regulations as published in the Federal Register, please refer to the following link:

<http://www.gpo.gov/fdsys/pkg/FR-2011-03-25/pdf/2011-6056.pdf>

[Read the entire article](#)

## **Teknon**

Since 1982 Teknon Corporation has provide clients with excellent products and customer service, whether for data & voice; network cabling, WIFI, in building cell/ public safety, access control systems, CCTV Security or video surveillance equipment. Their dedication has made them one of the top telecommunications infrastructure companies in the Pacific Northwest. Teknon continues to provide the moves up to date service, and products. Every customer is treated equally no matter how big or small. Their success is attributed to the excellent service provided as well as positive relationships established with customers throughout the Pacific Northwest.

“Teknon is a great addition to our technology partner team. I’m pleased to have the opportunity to work with this team of professionals to deliver an end to end solution in labor tracking and workforce management. ”  
Tony Cook VP Sales and Marketing DataPro Solutions

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