



Welcome to the first edition of the new O2HR Breathe Easy Newsletter. Each issue we will bring you updates on federal and state legislation, O2HR policies and procedures, upcoming events, and helpful information on many of the services O2HR provides.

Future issues will cover topics including payroll, risk management and workers compensation, military leave laws, employee health and wellness, discrimination and harassment, wage and hour laws, and much more.

If you have a topic that you would like addressed please contact the O2HR Human Resource team or your Field Service Representative or account

manager.

Important Dates

- October 1-1st day of the 4th quarter. This may affect eligibility for certain retirement and wellness programs.
- October 8—Columbus Day. All banks will be closed. Please adjust your payroll reporting as needed.

Please visit us online:
www.o2hr.com

Florida Domestic Violence Bill

Effective July 1, 2007, a new Florida law will require many Florida employers to allow employees to take up to three working days of leave within a 12-month period if the employee or a family or household member is the victim of domestic violence and if the leave is sought for specific reasons related to the domestic violence.

- Seek an injunction for protection against domestic violence or an injunction for protection in cases of repeat violence, dating violence, or sexual violence;
- Obtain medical care or mental health counseling, or both, for the employee or a family or household member to address physical or psychological injuries resulting from the act of domestic violence;

- Obtain services from a victim services organization, including, but not limited to, a domestic violence shelter or program or a rape crisis center as a result of the act of domestic violence;
- Make the employee's home secure from the perpetrator of the domestic violence or to seek new housing to escape the perpetrator; or
- Seek legal assistance in addressing issues arising from the act of domestic violence or to attend and prepare for court-related proceedings arising from the act of domestic violence.

This is just a summary of the new regulations. Please contact the O2HR HR Department for more information

Quick Fact: Connecticut, Maine and Tennessee include threats and injuries toward domestic pets in their definition of domestic violence.

Other states with Domestic Violence Leave / Non-Discrimination Laws:

- California
- Colorado
- Connecticut
- Hawaii
- Illinois
- Maine
- Maryland
- New York
- North Carolina
- Rhode Island.

Individual counties and municipalities may also have domestic violence leave laws.

For further information on any of the various state Domestic Violence Leave Laws or if you or another employee are the victim of domestic violence, please contact the O2HR Human Resource Department at (813) 637-2200.

In addition to guidance with the laws and regulations we can assist in putting you or your employee in touch with the More To Life Employee Assistance Programs that are available.

Direct Deposit: Simple, Safe, Smart

September is an ideal time to promote direct deposits to those employees who have not already chosen this method to receive payment of wages. Direct deposit is a secure and reliable way for employees to receive paychecks.

According to NACHA- The Electronic Payments Association, employers and employees benefit from direct deposit in a variety of ways:

- The account reconciliation process is simplified. Your account statement will have a single dollar amount for the total amount of the direct deposit transaction versus individual checks to reconcile.
- Direct deposit eliminates manual check preparation, which can reduce delivery charges.
- Payments never get lost or stolen.
- Fraud is reduced because there is less potential for counterfeit checks, stolen checks or signature plates, altered amounts, and forged signatures.
- No signatures are required so there's no need for facsimile signature security.
- Direct Deposit requires less manual handling than a check, which reduces the potential for error.
- Problems are very rare. The chance of having a problem with a check is much greater than with direct deposit.
- Productivity is increased because employees spend less time away from work cashing or depositing checks

Please contact your payroll representative or your field service representative for more information on direct deposit.



"Improving the Health of Your Business, One Employee at a Time."

- Alcohol / Substance Abuse
- Workplace Challenges
- Relationship/Marital Issues
- Grief & Loss
- Domestic Violence
- Eating Disorders
- Family Concerns
- Life Cycle Events
- Mental Health Stress

Log on to www.moretolifeonline.com. User name: o2hr Password : guest.

Toll Free (800) 511-3846

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