

Celebrate
Diversity

AND

Support
Mental
Health
Awareness



Greetings from

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As we celebrate Diversity and Mental Health Awareness, it's important to recognize that diversity goes beyond visible differences such as race, age, and gender. It is also about understanding and respecting everyone's unique experiences and diverse abilities, both seen and unseen.

Unseen diverse abilities might include differences in brain function

with conditions such as Autism, ADHD, Dyslexia, and others. Embracing neurodiversity in our workforce not only promotes inclusivity but also fosters innovation and creativity. Let's continue to prioritize diversity and mental health awareness initiatives to create a workplace where all individuals feel valued, supported, and empowered to thrive.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

APRIL / MAY 2024

FROM THE SOURCE

HR Events

EPIC - April 24 - 26, 2024, Bellagio Las Vegas

EPIC

Enrich your knowledge to elevate your people and ignite change in your people strategies. Register [HERE](#).

HR Technology Conference & Exhibition - June 12-13, 2024



This virtual conference has helped thousands of HR teams drive business success through technology by showcasing the NEW tools, NEW strategies & NEW processes needed to run successful HR operations. Register [HERE](#).

SHRM24 Annual Conference - June 23-26, 2024, Chicago, IL

SHRM
24

This event will empower you to embrace change, drive innovation within your organization, and equip you with the tools to advance your career's success. Join forward-thinking HR professionals who are committed to creating a better HR landscape. Register [HERE](#).

Employment Legislation Updates

DOL's Proposed Rule on Independent Contractor Classification under the Fair Labor Standards Act - The DOL intends this new rule to reduce the misclassification of employees as independent contractors and provide greater clarity to employers who engage (or wish to engage) with individuals who are in business for themselves. While an exact date remains unknown, the final rule is likely to be announced in 2024.

Maryland's New Paid Family Leave Program - Maryland employers should begin planning for the implementation of the state's new paid family leave program. Although employer tax contributions will begin in October 2024, benefits under the program will not become available to employees until January 1, 2026.

Workplace Injury and Illness Reporting - The final rule expands on existing electronic recordkeeping obligations for companies in high hazard industries. This reporting requirement does not apply to certain low-risk industries such as office work, retail clothing stores, and legal services. But employers should check with their local counsel or on OSHA's website to ensure compliance with the regulations.

Employers with California workers must submit pay data by May 8 - A new requirement under the law this year is submitting information on remote workers.

Value Added Services



DIVERSOLOGY

Take a journey exploring Diversity, Equity and inclusion from three unique viewpoints: Awareness, Sensitivity, and Skills-building.

- A small group workshop
- An interactive learning adventure
- A safe space for sharing and growing, where personal stories are celebrated and encouraged.

If you missed the February workshop, keep an eye on our socials for our next offering. Click [HERE](#) to check out our website for more information.

DIRECT HIRE SERVICES

Do you have open positions to fill? Contact us for a **FREE** consultation and learn about The HR Source "Three Candidate Guarantee".

QUARTERLY CANDIDATE ANALYSIS

Utilize our Candidate Market Analysis to stay informed about trending openings and current geo specific compensation rates. Click [HERE](#) to check out the Q2 2024 Report.

[HR ON CALL](#) • [HR CONSULTING](#) • [OUTSOURCING](#)
[DIRECT AND CONTRACT PLACEMENT SERVICES](#)



APRIL/MAY BIRTHDAYS

- 4/4 Chienne Harris
- 5/9 Zainab Ali;
- 5/10 Patrice Miles;
- 5/12 Shanele Thompson;
- 5/23 Shakuntala Sam

APRIL/MAY EVENTS

- 4/1 Easter Monday / April Fool's Day;
- 4/5 National Self Care Day;
- 4/22 Earth Day
- 5/20 International Human Resources Day;
- 5/27 Memorial Day

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NEWS YOU CAN USE

Tax Season Tips

4 Key 2024 Payroll Tax Changes - In 2024, employers must be sure to revise their policies and procedures accordingly to be in compliance with the recent changes.

Small Business Tax Filing Deadline for 2023 - For most small businesses, taxes are due on April 15, 2024. Multi-member LLCs, S corporations and partnerships, however, must file tax returns by March 15, 2024.

Some important tax deadlines for 2024 include:

- Jan. 16, 2024: Fourth-quarter 2023 taxes due
- April 15, 2024: First-quarter 2024 estimated tax payment due, deadline for individual filers
- June 17, 2024: Second-quarter 2024 estimated tax payment due
- Sept. 16, 2024: Third-quarter 2024 estimated tax payment due, deadline for extended partnership and S-corporation returns
- Oct. 15, 2024: Deadline for C-corporation returns and individual filers with an extension

Is DEI Dead?



In 2020, the murder of George Floyd by Minneapolis police set off a wave of racial unrest across the country and corporate America responded with renewed commitments to

diversity, equity, and inclusion (DEI). Fast forward, over the last couple of years, Diversity, Equity, and Inclusion (DEI) initiatives have seen both progress and setbacks. From legislative decisions to organizational strategies, the conversation about DEI has changed significantly. This challenge to diversity initiatives extends beyond corporate settings to higher education, where anti-DEI and anti-woke legislation has gained momentum. Ultimately, the future of DEI depends on commitment and resilience in the face of adversity. As HR professionals navigate these challenges, it is important to recognize that DEI is not just a buzzword or the flavor of the day—it is a moral imperative that goes beyond political divides and economic fluctuations. Click [HERE](#) to read our full blog.