



Call Medical Match for Colorado staffing **and** background checks. **303-980-1000**

New Colorado Minimum Wage Law

The new minimum wage of \$6.85 goes into effect on January 1, 2007, and has to be paid to all employees who now receive the state or federal minimum wage of \$5.15. Passed by voters on November 7 as Amendment 42, it does not change the previous exemptions. If you are an employer and have any exemption questions, check with the Colorado Minimum Wage Order Number 22 through the Colorado Department of Labor. "A 2007 minimum wage poster will be available on-line in January", according to the Department. www.coworkforce.com

1099 Forms

Just a reminder. If you had a contractor who earned over \$600 in 2006, you are required by law to send a 1099-MISC form. The form can be found on libraries or on-line.

Protect Your Original Work When Interviewing

In the staffing industry there have been rumors of companies who *never intend* to hire and use job candidates as unpaid consultants. In November, the Rocky Mt. News featured an article by Joann Lublin about potential employers who stole materials from their job applicants. In the article, a marketing professional saw elements of his marketing work on the website of a company who had interviewed and not hired him. Another victim designed a 25 page growth plan and left with a handshake, "we'll be in touch," then received no thank you or job offer. Trusting and wanting to be team players, job seekers can be vulnerable to "show me" questions. "How can we save money in this department?" "Compare our business to other competitors." "We require that all our applicants submit a business plan." STOP! Remember, *original intellectual work and time are valuable. Do not give information away for "free."* In addition, *demonstrate your ethics by guarding corporate secrets of previous or current employers.* What do you do when questioned?

1) Use generic samples of work previously completed. 2) To written documents add the confidentiality warning stating: "This information is being provided only for the purposes of the job interview and may not be used for other purposes without the author's permission." 3) "This plan is proprietary and confidential." 4) Copy all submissions for your records.

Interpreting Heart-Healthy Food Labels

What do the "low fat" food packaging labels mean? Dr. Gary Applebaum used tips from the National Heart, Lung, and Blood Institute, NHLBI, and the American Heart Association, AHA, and summarized the results:

Low-saturated fat: 1 gram or less of saturated fat per serving

Low-fat: 3 grams or less of saturated fat per serving

Low calorie: 40 calories or less/serving

Low-cholesterol: 2 grams or less saturated fat/serving

Fat-free: No more than .5 grams of fat/serving

Calorie-free: Fewer than 5 calories per serving

Lean: Less than 10 grams of fat, 4.5 grams or less of saturated fat, less than 95 mg of cholesterol/serving.

Extra-lean: Less than 5 grams of fat, 2 grams or less of saturated fat, and less than 95 mg. of cholesterol/serving

Low sodium: 140 milligrams or less of sodium/serving

"Nurses Don't Have to Eat Their Young" Says Dr. Judith Briles.

Dr. Briles, a Colorado author of over 20 books, wrote two books based on 8 national studies identifying "the bad boys and girls of the workplace." Look for *Zapping Conflict in the Health Care Workplace* and *Woman to Woman: From Sabotage to Support*. Objectives and outcomes include creating workplaces that communicate more effectively, de-toxing the workplace, enhancing productivity and employee morale, reducing turnover, and creating positive environments.

Might Be Heard at the National Western Stockshow

"Don't squat with your spurs on." ... "If you think you're a person of influence, try ordering someone else's dog around." ... "Never miss a good chance to shut up" ... "When you lose, don't lose the lesson." "If you find yourself in a hole, stop digging."