



**Do ‘entitled’ Millennials have the right idea?
March 03, 2019**

Millennials often get criticized for having an ‘entitled’ attitude, and this appears to hold true in the workplace as well. Recent reports reflect that younger workers do appear to demand more than their older counterparts.

“Previous generations used to be happy to have a steady paycheck and a gold watch upon retirement,” says Rob Wilson, President of Employco USA. “But younger workers don’t approach employment the same way. Research shows that Millennials change jobs more frequently than previous generations, and they also have a lower opinion of corporations. In other words, they don’t want to commit years at companies which they see as purely self-interested.”

Wilson says that employers would be wise not to give up hope when it comes to engaging and retaining younger workers.

(Snippet from full article quoting Rob Wilson)



**Crain's Chicago Business
February 11, 2019**

Crain's Chicago Business released its list of “Chicago’s Largest Employers,” ranked by full-time local employees as of 12/31/18.

Employco USA took the 23rd spot – among other local giants, such as: Amazon, Chase, and Wal-Mart. Employco rose 1.6% from its 2017 count, with 7,778 full-time local employees.



**The big cold snap will cost the United States billions of dollars
January 31, 2019**

The polar vortex is freezing more than just the Northern Plains - experts say that we should expect the cold weather to freeze our profits as well.

“The last time the United States experienced a polar vortex in 2014, it cost the country \$5 billion,” says Rob Wilson, President of Employco USA. “In Chicago and other cities across the Midwest, we are going to experience a significant financial impact as a result of this week’s Antarctic temps.”

So how can employers help to cushion their companies against the bitter winds of the polar vortex?

“With warmer weather on the horizon, getting employees back to work is the first step,” says the human resources expert.

(Snippet from full article quoting Rob Wilson)



**Positive Drug Tests at Work Continue to Rise
January 30, 2019**

In addition, employers could face pushback for testing employees, Wilson said.

“Your ability to monitor drug use among your employees is going to depend on whether or not you are a unionized or private workplace,” he explained. “While you have the right to expect and require sobriety from workers on the job, it can become a bit tricky when you suspect drug use and want to act on your fears.”

In addition to marijuana, more people also tested positive for cocaine and amphetamines, suggesting that the rise in positive tests can’t be wholly explained by cannabis legalization.

(Snippet from full article quoting Rob Wilson)



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

**The ABCs of THC: What Employers Need to Know
About Marijuana Laws
January 30, 2019**

While it may be unlawful in some jurisdictions to discriminate against workers simply because they have a medical marijuana card, employers can still require sobriety at work and treat marijuana as they would alcohol or prescription drugs, said Rob Wilson, president of Employco USA, a national employment-solutions firm based in Illinois.

(Snippet from full article quoting Rob Wilson)



**Study: More employees than ever test positive for
marijuana
January 24, 2019**

Research shows there has been a 33 percent increase in positive drug tests on employees, according to a study by EHS Daily Advisor.

Rob Wilson, president of Employco USA and a human resources expert, says there is an increase in employee usage of marijuana in industries across the board.

"Most importantly, test results showed that there was a double-digit jump of marijuana use in transportation and warehouse fields, which could be very problematic as operating heavy machinery while under the influence of marijuana could be very dangerous indeed," he said.

With 10 states, including Michigan, making it legal to use marijuana recreationally, and 33 states making it legal to use medically, employers might wonder what rights they have when taking a hard line on drug use in the workplace.

(Snippet from full article quoting Rob Wilson)

BUSINESS NEWS DAILY

Small Business Solutions & Inspiration

**How to Prepare for an ICE Raid on Your
Workplace
January 21, 2019**

"Employment audits are part of President Donald Trump's commitment to changing the face of immigration policy in this country," said Rob Wilson, employment trends expert and president of Employco USA. "Businesses need to realize that this administration is taking immigration records very seriously, and if they fail to produce the proper paperwork when questioned, they could face fines or even criminal charges."

The last thing small businesses want to worry about is what to do if one of their employees is arrested. But it happens, and then employers find themselves balancing the rights of the worker with the impact on the workplace and other employees. Before ICE comes knocking on your door, you should be prepared, with a plan for how to react so that you are in compliance but also protecting the rights of those who work for you.

(Snippet from full article quoting Rob Wilson)



**Jim Fannin Show: Scaling the Wall of Scrutiny
December 06, 2018**

Rob Wilson was a guest on Jim Fannin's weekly podcast, The Jim Fannin Show.

"This episode of the Jim Fannin Show spotlights the mindset required to reach the formidable apex of peak performance in the most competitive situations, conditions and circumstances.

This week you'll learn: How special guest and HR expert Rob Wilson of Employco USA prepares companies and their employees for a great 2019."

(Audio podcast)



**As marijuana becomes legalized, will employment drug testing change?
November 29, 2018**

Will these new regulations make drug testing a thing of the past?

Rob Wilson, President of Employco USA and human resources expert, says no.

“Employers can still administer drug tests and prohibit their employees from using or being under the influence of marijuana at work or during work hours. However, some state laws prohibit an employer from taking adverse employment actions against an employee based solely on a positive marijuana test.”

With this in mind, Wilson advises employers to become familiar with laws in their state that address drug testing.

(Snippet from full article quoting Rob Wilson)



**Cutting Them Off: Owners Ponder Limits on Alcohol at Parties
November 14, 2018**

The alcohol will flow less freely, and sometimes not at all, at some small business parties this holiday season.

HR consultant Rob Wilson has gotten many more calls than in the past from companies needing help with party policies. Even owners who haven't had problems are asking about going alcohol-free or limiting everyone's intake. Some owners ask whether they should have chaperones to ensure no one is overdrinking or trying to grope anyone.

“They're much more cautious than I've ever seen,” says Wilson, president of Chicago-based Employco.

(Snippet from full article quoting Rob Wilson)



**MilMoney Movement: What You Need to Know About Lunch Break Laws and Unfair Bosses
August 27, 2018**

Rob was recently a guest on the MilMoney Movement Podcast, covering: “What You Need to Know About Lunch Break Laws and Unfair Bosses.”

“Rob shares with us a topic that happens to many in the military community, but it's not talked about a lot, lunchtime judgment. Do you feel like your boss doesn't think you work as hard if you take lunch? Or, are you a boss that bases your impression of an employee's work ethic on their lunchtime habit.”

(Audio podcast)



**Jim Fannin Show: Create a Winning Corporate Culture
August 09, 2018**

Rob Wilson was a guest on Jim Fannin's weekly podcast, The Jim Fannin Show.

“In this Jim Fannin Show episode, Rob Wilson of Employco USA shares his insight and experience of creating and fostering a winning corporate culture. Rob and I discuss decisive plans of action to help you win at work in hiring, onboarding, benefits, performance reviews and yes, even firing. Each of these processes contributes to the collection of corporate thoughts that govern the overall culture and success of your organization.”

(Audio podcast)



Is America Really Near Full Employment? July 18, 2018

Rob Wilson discusses the latest jobs report and if America really is near full employment on a segment of Business for Breakfast (Money Radio).

The latest jobs report has many people talking about “full employment” and the fact that America is allegedly near this state. However, what does full employment really mean, and is our nation truly almost to this place?

Wilson says that experts who are calling this ‘full employment’ are speaking too soon due to our rocky economic history.

(Live radio broadcast)



One-in-five bosses are judging their employees for taking lunch breaks: study July 17, 2018

While many bosses who see employees’ lunch breaks as detrimental to productivity, lunch breaks actually improve performance and should be encouraged, according to human resources expert Rob Wilson, president of Employco USA.

“Almost 90% of employees say that a lunch break makes them feel refreshed and ready to return to work with a clear mind,” he said.

“Other research has borne out the fact that taking breaks is good for an employee’s mood, precision and creative abilities.”

“A happy, rested employee is an employee who is going to give 100% and be a credit to your company.”

(Snippet from full article quoting Rob Wilson)



The newest hiring headache: Ghosting July 13, 2018

Even employees who have been with a company for some time are now vanishing, adds a blog post on Employco, just not reporting for work one day, providing no reasons or contact, and not coming back. The employer is left with an empty desk and no answers.

According to Rob Wilson, president of Employco USA and employment trends expert, employees are also quitting “in droves.” In the blog post, Wilson is quoted saying, “According to the Bureau of Labor Statistics, the amount of employees who have voluntarily left their jobs is almost DOUBLE that of the number of employees who were fired. And, in March of this year, 3 million Americans quit their jobs out of their own volition.”

(Snippet from full article quoting Rob Wilson)



GoLocal LIVE: How to Prevent Employee Suicide in the Workplace July 10, 2018

Rob Wilson discusses employee suicide in the workplace on GoLocal LIVE with Rachel Nunes.

“National discussions about suicide and how to prevent it have come into the spotlight following the death of high-profile figures such as Kate Spade and Anthony Bourdain.

In an effort to reduce these tragedies, President of Employco USA and Human Resources Expert Rob Wilson joined GoLocal to discuss what workplaces can do to help and prevent workplace suicides.”

(Live interview: GoLocal LIVE)



**The Don and Mike Show: ESCA Conference and IFES Summit
June 29, 2018**

Rob Wilson joined Mike Morrison of the Don and Mike Show for a podcast interview while onsite in California for ESCA.

"Mike was in California for the ESCA Summer Educational Conference and Don was in Chicago for IFES ... Interviews with attendees and recaps for this week's show!"

(Audio podcast)



**Jim Fannin Show: Dreams Come True!
May 17, 2018**

Rob Wilson was a guest on Jim Fannin's weekly podcast, The Jim Fannin Show.

"The audacity and relentless belief and expectancy of businessman Rob Wilson forged his dream of growing a large company out of his first \$5,000 in profits. Today this CEO/owner has grown his human resource company (Employco USA, Inc.) to hundreds of millions of dollars in annual sales with a billion dollars in direct sight and within reach."

(Audio podcast)



**The New Rules of Office Etiquette
May 15, 2018**

Rob Wilson discusses office etiquette and workplace annoyances on a morning segment of Coastal Daybreak with Ben & Kinzie from WTKF 107.1FM out of North Carolina.

"A new survey of 2,000 employees has revealed that 100% of people say that their coworkers are annoying. Simply put: we all have a coworker that gets on our last nerve. The most annoying behaviors in the workplace include: loudness, gossip, bathroom/eating habits and email/meeting behavior."

"Rob Wilson, President of Employco USA, and human resources expert, says, "It makes sense that loudness tops the list of most annoying behaviors, because many offices are now embracing an open-floor plan. As a result, it can be difficult to retreat from noise or find peace and quiet to do your work."

(Live radio broadcast)



**Why So Many Americans Are Still Opting out of Health Insurance
April 09, 2018**

Rob Wilson discusses why so many Americans are going without health insurance on a segment of Business for Breakfast (Money Radio).

"Surprisingly as it might sound, it isn't people with low-wage jobs who can't afford to buy healthcare in our current market," says Rob Wilson, President of Employco USA and group health insurance expert. "Due to President Obama's changes to healthcare law, healthy people and middle-class people suddenly found themselves looking at a steep uptick in prices, and not every family can stand to foot that bill." -Excerpt from the Employco blog on this topic

(Live radio broadcast)