



Small businesses embrace wellness to help retain staffers

February 19, 2020

Rob Wilson sees interest in wellness programs growing among his small business clients, and his company, human resources provider Employco, is focusing more on these programs.

"A lot of it so far has been online classes and health coaching, also a lot of online tools right now that employees can access anywhere to help them keep track of what they're doing," says Wilson, whose company is based in Westmont, Illinois.

"The companies doing it are really interested in keeping their employees," he says.

(Snippet from full article quoting Rob Wilson)



The Don and Mike Show: Rob Wilson on Marijuana in the Workplace!

February 14, 2020

Rob joins the Don and Mike Show for an interview on marijuana in the workplace.

"With states enacting new laws allowing marijuana in society from both a medicinal and recreational standpoint, companies will need to review their policies and handbooks accordingly. Rob Wilson gives viable tips on what to do with this new societal change we are seeing and how to protect the company when faced with issues centering on marijuana."

(Audio podcast)



10 HR compliance issues for 2020
January 07, 2020

The new year has brought with it a myriad of new labor laws and compliance requirements that employers can't afford to miss.

One hot topic: sexual harassment policies are getting greater scrutiny next year, which requires that all companies pay closer attention "to this very important issue," Employco USA president Rob Wilson writes on the firm's blog.

"We are finally starting to see people take sexual harassment in the workplace more seriously, and the new regulations coming into effect in 2020 reflect that," Wilson says.

(Snippet from full article quoting Rob Wilson)



Here is How Overtime Pay Will Change in Jan. 2020

November 15, 2019

Starting in January 2020, important changes are coming to Americans' paychecks. Beginning in the new year, new overtime provisions from the Fair Labor Standards Act will go into place.

"Previously workers were automatically entitled to overtime pay only if they earned \$23,660 or less a year," says Rob Wilson, employment trends expert and President of Employco USA, an employment solutions firm with locations across the county. "But, starting in just a handful of weeks, that salary ceiling will be raised to \$35,568. Under this new ruling, these workers are entitled to receive one and one-half times their regular pay if they work more than 40 hours in a week."

But it is not just workers who earn under the \$35,568 threshold who will be eligible for overtime.

"If a worker earns more than \$35,568, but their duties are not managerial, they may still be eligible for overtime," says Wilson.

(Snippet from full article quoting Rob Wilson)



**Performance Review: Useless Procedure?
November 01, 2019**

Evidence from a recent survey by Gallup and others has found that two-thirds of organizations feel their performance reviews are not effective. Described as “subjective and highly ambiguous,” performance reviews can be a very impactful tool when used appropriately, but, as this research shows, most companies say they are falling short of the mark.

As a response, some employers are eliminating the annual performance review. However, we don't see that as a good solution for the vast majority of companies. Without an annual review — even if it's just a compilation of more frequent ones — it's very difficult for employers to work on merit pay increases.

(Snippet from full article by Rob Wilson)



**Ban on pre-employment marijuana testing to impact HR policies nationwide, experts say
September 25, 2019**

A new law that bans most private companies in New York City from testing job applicants for marijuana as part of the hiring process may have an impact that reaches far past city limits.

“You're going to see changes in employment policies across the country because for a national company it becomes too hard to have different HR policies, and then you run into discrimination issues if you're drug testing in New Jersey but not in New York,” said Rob Wilson, president of the human resources firm Employco. “The last thing you want is a national drug policy and you're not on top of this law, you could find yourself with some big headaches.”

The law doesn't go into effect until May 2020, which gives affected companies time to rework their policies, but Wilson said he's already seen a shift away from pre-employment drug testing as more states legalize medical and recreational use of the drug.

(Snippet from full article quoting Rob Wilson)



**The Small Business Advocate Show
September 10, 2019**

Rob Wilson was a guest on The Small Business Advocate Show with Jim Blasingame. They covered two segments on AI, including: “How artificial intelligence is being used in the hiring process” and “How small businesses will use AI in the future to hire.”

“Rob Wilson joins Jim Blasingame to report on the artificial intelligence innovations that are going to increasingly empower small businesses to be more effective finding and hiring new employees.”

(Audio podcast)



**How employers can prepare for active shooters by addressing workplace violence overall
August 19, 2019**

Aside from understanding the zero-tolerance expectation, employees also need to know what to do when violence occurs in the workplace. “What are your emergency guidelines? You've got an employee handbook. You probably have fire drills, tornado drills - what happens in that type of emergency?” Employco USA President and Employment Expert Rob Wilson said. And what happens when someone fires a gun in the workplace, he asked: “What are your security protocols? Where do people go? Who contacts emergency services?”

Employers need to think through all of these scenarios and define protocols. Employees should be able to access any emergency response guidelines in their employee handbook, but Wilson encouraged leaders to go further. “As a management team, you should dig deeper and have a bigger process,” he said. When violence erupts in the workplace, no one will look in the handbook before making a move, he pointed out. “It's good to have that, but you really have to have it prepared so as a management team you start with that process.”

(Snippet from full article quoting Rob Wilson)

By 2030, 20 Million Workers Will Lose their Jobs to Robots
June 29, 2019

“As machines become cheaper to build and artificial intelligence technology becomes more comprehensive and affordable, many industries are going to become robot-centric,” says Rob Wilson, expert in the field. “Just look at the automotive industry: Starting in the 1980s, companies were spending billions of dollars to create robots to perform basic tasks in their automobile factories. Now, 43 percent of the world’s robots are used by the automotive industry. We should expect to see a similar trend in manufacturing as well, although the good news is that robots create jobs in some fields even as they take them away in others.”

(Snippet from full article quoting Rob Wilson)



How AI Is Transforming HR With More Sophisticated, Less Biased Recruiting
June 17, 2019

Artificial intelligence is driven by algorithms — sets of rules based in part on historical data that computers use to guide decisions. For example, if history shows that employees possessing specific traits have proven successful in a given job role, AI algorithms rank highly applicants with those same attributes.

While AI automates mundane tasks, it’s the greater power of AI that gives HR pause. Employers know they are prohibited from asking applicants about marital status and religion, but if AI teases out that information indirectly, without consent, companies run the risk of violating discrimination laws.

“There are still a lot of bugs. One bug is discrimination. There are examples where women and older applicants have been weeded out,” said Rob Wilson, president, Employco USA, an HR outsourcer.

(Snippet from full article quoting Rob Wilson)

CRAIN'S LIST CHICAGO'S LARGEST PRIVATELY HELD COMPANIES

Ranked by 2018 revenue. Crain's estimates are in gray. *Company estimate

2018 Rank	Company	Revenue	Headquarters	CEO	2018 Revenue (Millions)	% Change from 2017	Full-time employees as of 12/31/18	Specialties
131	TRELETO WIRE GROUP LTD. (Local)†	\$47.04-\$50.00	795Carr	William A. Farfalo	\$47.0	6.7%	319	Wire production, wire, cable and wire-rope; metal- ing and wire
132	SKINNER	\$12.90-\$15.00	Chicago	Mark Skender	\$46.7	2.6%	247	General contracting, architecture, manufacturing
133	AMCO/BERNARDI NATIONAL CONSTRUCTION CO. (Chicago, Ill.)	\$31.25-\$32.75	221-221-2726	Bruce DeWagner	\$43.4*	1.7%	176	Construction, design-build
134	ADDISON-GROUP	212-KAW506	Chicago	Thomas B. Moran	\$40.2	0.0%	111	Temporary and permanent staff
135	FLORIDA	201-448-4000	Flagler	Jim Ryan	\$40.0*	2.8%	288	Software
136	APPLIED SYSTEMS INC. (Local)†	708-334-5171	Alsip	Scott A. French	\$39.7*	4.1%	174	Cloud software and services; IT infrastructure
137	EMPLOYCO USA INC. (Woodward)	630-385-7333	Woodward	Robert W. Wilson	\$392.6	18.3%	13,310	Human-resources outsourcing
138	ALDER MANAGEMENT SERVICES INC. (Chicago)	773-286-1883	Arlington	Randi Schwenberg	\$37.9	4.5%	4,590	Recruitment and staffing
139	SEBASTIAN OWENS & MERRILL LLP (Chicago)	312-524-5000	228W	Schelly, president	\$37.8	4.8%	4,590	Real estate
140	J&B BEEZA ENTERPRISES INC. (Local)†	708-364-1100	Alsip	Joseph R. Bieze	\$36.9	0.2%	3,300	Architecture, engineering, interior design, interior design
141	UNITED SCRAP METAL INC. (Chicago)	708-390-4800	Chicago	Matthew S. Scavia	\$34.9*	0.0%	251	Metal buyer and recycler
142	CAMPAGNA-TURANO BAKERY INC. (Local)†	708-789-8120	Northbrook	Joseph M. Pecore	\$33.0*	11.0%	424	Maker of baked goods and snacks
143	W. A. DANLEY & CO. (Local)†	708-895-8900	Daly City	Paul C. Danley	\$32.2	0.0%	291	Manufacture and distribution of electrical and electronic

Crain's Chicago Business
April 22, 2019

Crain's Chicago Business recently released its annual ranking of "Chicago's Largest Privately Held Companies."

Employco USA took the 137th spot with \$392.6 million in revenue for 2018, up 18.3% from 2017.

Employco was also recognized on the "Local Employers" (#2) and "Largest Employers" (#8) charts with 7,778 local employees and 13,310 total full-time employees, respectively.

HUMAN RESOURCES MANAGEMENT FIRMS

Ranked by number of local employees

Company	Address	Phone	Website	Top Local Executive Title	Local Employees	Type of Accounts Served
EMPLOYCO USA INC.	201 S. Dear St., Suite 6000	630-385-7333	www.employco.com	Robert W. Wilson, president (rswilson@employco.com)	7,657	Private/Not-for-Profit/Nonprofit

Daily Herald Business Ledger
April 2019

The Daily Herald Business Ledger recently released its annual "Book of Lists" for 2019.

Employco USA took the top spot on the "Human Resources Management Firms" list (ranked by number of local employees) with 7,657 local employees and 600 local accounts.



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)



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

"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."

(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."

(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.



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.

(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.

(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)