**TRSA HR Committee Report 3rd Quarter 2018**

* The committee welcomed new members, Pauline Castillo from AmeriPride and Catalina Dong from UniFirst.
* The committee responded to TRSA member online inquiries on paying a wage differential for soil sort department, heat pay/bonus incentives, and salary range and job description for an HR Assistant position.
* The committee sponsored a webinar on Employee Medical Leave Laws in June presented Joe Shelton, Partner of Fisher & Phillips LLP. An additional webinar is scheduled for October on Employee Screening and Hiring Guidelines.
* The committee distributed the results and summary from survey conducted on Drug Testing policies, procedures and impact of legislation legalizing the use of marijuana and the opioid crisis. An article on the survey findings was also featured as part of TRSA’s weekly “Breaking News” series.
* The committee distributed the survey for the Annual Plant Compensation and Benefits Report. Results will be compiled by Mackay Research and final report will be made available in mid-November.
* The committee secured Nancy Roberts as a speaker for an HR session on “Recruitment Strategies that Work” for Annual Healthcare Conference being held in November.
* Committee members contributed to an article on the industry’s shortage of applicants applying to fill Route driver positions that will appear in the November 2018 issue of *Textile Services* magazine.
* Future initiatives in development:

1. Possible surveys on the use/abuse of mandatory sick leave, and background check standards in the industry

2. Review and discussion of the trend of rapidly increasing hourly rates due to state minimum wage las and shallow applicant pool

3. HR webinar topics and speakers for 2019

4. Development of agenda and speakers for the next Workforce Management Summit in April 2019