

Employer Newsletter

August 18, 2020

Check out our Blog!

See what's happening on our [blog](#).

Topics

- MyIHRM ROLLOUT
- Toolbox Talk - Incident Reporting
- Workplace Safety
- COVID-19 Updates
- Drive Thru COVID Testing!

Helpful Links

- [MyIHRM](#)
- [CDC Website](#)
- [BenefitHub](#)
- [Integrity Website](#)
- [Texas Covid Testing Sites](#)



Risk & Safety Management

For the month of August we will be focusing on Risk & Safety Management and what that means for your company.

Pete Delgado is our Risk & Safety Director who will be sharing a ton of information and insight to help your company.

MYIHRM is live!

We have rolled out our new HR Resource page [MyIHRM](#)! This is your go to site for anything you need - forms, tutorials, updates, etc. Please use the password **Integrity2020** to access the Employer site.

Be sure to check it out!

RISK & SAFETY MANAGEMENT

Toolbox Talks in the month of August featuring Pete Delgado!



Please join us every Wednesday in August for a Toolbox Talk featuring our very own Pete Delgado, Director of Risk and Safety Management.

He will be discussing Incident Reporting this Wednesday, August 19th at 10am CT. You will have an opportunity to ask Pete questions and have them answered live in the Webinar!

We will also feature Germinator who is a mobile sanitizing & disinfecting company. They have a unique two-step process that is safe and highly effective. Their process is non-toxic and a safe way to protect commercial and residential locations from invisible enemies.

The webinar link is:

<https://us02web.zoom.us/j/86930592553>



Avoiding falls from height in the warehouse

Contemporary picking equipment may have removed many of the tasks that would previously have involved working from height in logistics hubs but, even in today's contemporary warehouses, maintenance and facilities management still involve regular...

www.shdlogistics.com

Using the Disciplinary Action Process to Promote Safety



By: Millie Springer, Director of HR

Having a safe workplace is critical to the success of any business. Not only do accidents impact the bottom line, they also impact morale and employee retention. It is important for all levels of the organization to always keep safety in the forefront of their minds when creating policies and procedures. Even when

upper management makes safety a priority, supervisors and managers need tools that assist them in enforcing good safety practices.

The disciplinary action process is an excellent way to encourage safety and remind employees of the importance of safety in the workplace. The disciplinary action process allows the employee to understand where their opportunities for growth are and how they can achieve better success at work. When used as a coaching tool, verbal warnings can encourage employees to remember safety when working. It can also give an effective tool for documenting serious safety infractions in the employee file. This documentation can be critical when making decisions regarding raises, promotions, layoffs, and reorganizations. When documentation is not kept properly, it can make terminating an employee very difficult.

There are times when safety concerns go beyond a verbal or written warning. In these situations, employers can also use a Performance Improvement Plan (PIP) to give the employee specific goals to achieve in order to maintain their current position and/or salary. Rather than simply documenting the infraction, it gives the employee a plan for improvement. It also raises the concern to a higher level. When an employee is placed on a performance improvement plan, it is understood that improvement needs to be seen, or the employee may no longer be kept in that position.

All of these tools work together to help maintain a safe workplace. If you need assistance with the disciplinary action process or have questions about how to use it in your business, please contact the HR Department at 830-331-1300.



Reasons to keep employee surveys | HRExecutive.com

Even before the world's health and economic landscapes were impacted by the recent global health event, employers appeared to have hit a wall when it came to productivity. For instance, a 2017 article at FocusEconomics.com entitled "Economic..."

[hrexecutive.com](https://www.hrexecutive.com)


COVID-19 Updates

Integrity HR Management is committed to keeping our employees up to date regarding the COVID-19 virus. Our goal is to provide the latest information in real time so our employees can make the necessary decisions to protect their families. Please never hesitate in contacting us if you have any questions regarding your pay, benefits or workplace safety issues.

Drive Thru Testing
No Appointment Necessary

1439 E. Sonterra Blvd
San Antonio, TX 78258

Open Monday-Friday
8am-5pm & Saturdays 8am-4pm



24 Hour Covid
RT-PCR LABORATORY

THE GOLD STANDARD IN RT-PCR LAB TESTING
RT-PCR CoV2 SARS nasal swab test with a greater than 95% sensitivity and specificity. Ability to expedite results within 24 hours.

24 Hour Covid is a CLIA-accredited clinical laboratory, providing actionable and relevant results for physicians and patients nationwide.

Cutting Edge Genetic Testing & Reporting
Infectious Diseases Molecular Testing
Personalized Genetic Medicine
Inherited Genetic Disorders
Women's Genetic Health
Urine Toxicology Testing

On-site testing available for employers
No Out-of-Pocket Expenses For Qualified Patients

The Cares Act provides for 100% coverage of Covid-19 screening for all people who have qualifying symptoms, or for people who've been exposed to someone with a confirmed diagnosis of Covid-19. Provided you are symptomatic or have been exposed to someone with a confirmed diagnosis, sections 4201 and 4202 of the Cares Act requires insurance company's to cover 100% of the cost of the test with zero out-of-pocket applied to your deductible, co-insurance or co-payment.

Contact Us

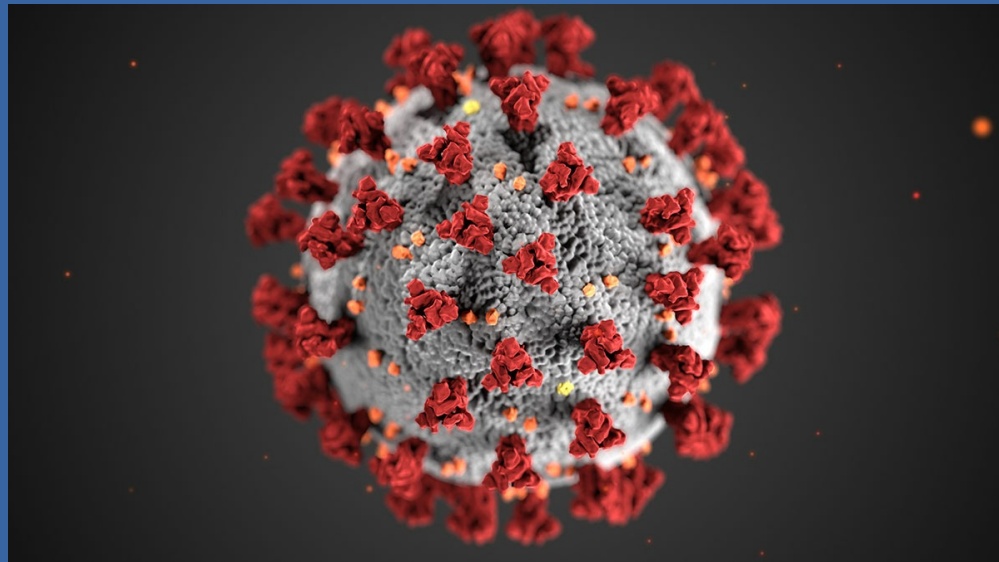
Paul Basaldua 24 Hour Covid RT-PCR Laboratory 281-319-8378 Paul@24hourcovid.com www.24hourcovid.com	David Padilla 24 Hour Covid RT-PCR Laboratory 281-319-8378 David@24hourcovid.com www.24hourcovid.com
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Drive Thru COVID-19 Testing

THE GOLD STANDARD IN RT-PCR LAB TESTING

RT-PCR CoV2 SARS nasal swab test with a greater than 95% sensitivity and specificity. Ability to expedite results within 24 hours.

24 Hour Covid is a CLIA-accredited clinical laboratory, providing actionable and relevant results for physicians and patients nationwide.



Coronavirus Disease 2019 (COVID-19)

Self-Checker Discontinuation of Transmission-Based Precautions and Disposition of Patients with COVID-19 in Healthcare Settings (Interim Guidance) CDC guidance for SARS-CoV-2 infection may be adapted by state and local health departments to...

www.cdc.gov

IntegrityHRM Employee Perks Program

This benefit - which is exclusive for

Examples of Discounts

you - allows you to access thousands of amazing discounts that you cannot find anywhere else. You will find deals on travel, restaurants, shopping, family care, car rentals, your favorite local establishments, financial wellness tools and much more! All through an easy-to-use online marketplace.

[CLICK FOR REFERRAL CODE](#)

Available to You:

- 15% Off Online Health Coaching
- \$50 Off One Year Shipt Membership
- \$30 Costco Shop Card for New Costco members
- 13% Off Adobe Acrobat Pro
- 30% Off Great Wolf Lodge
- \$30 Off SeaWorld Parks



Please remember to use the email employee@integrityhrm.com for all questions, comments, and concerns. This will make sure you get the best response in the shortest amount of time. Thank you!

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