

## Sick leave laws become problem for small business

For small businesses, paid sick leave is about to become an issue if it isn't already.

President Barack Obama, following a trend established by 36 cities and states nationwide, signed an executive order requiring federal contractors to offer seven paid sick days. The order will go into effect in January 2017 and affect 828,000 workers, according to The Wall Street Journal.

For now, the nation is dotted with different requirements. Los Angeles now requires six days paid leave. San Francisco requires nine days paid leave. The state of California requires three days paid leave.

For mom-and-pop businesses with few employees, new regulations can have unintended consequences.

In St. Paul, where a new sick leave policy went into effect in September 2016, one wedding shop owner told the Pioneer Press that the regulations changed the way he does business. Since he can't raise prices to be competitive, and new laws are adding to his costs, he has stopped hiring employees and started using contractors.

The St. Paul sick leave law is based on hours worked prompting other employers to say they would have to cut hours.

In addition, business owners said the law left them at a disadvantage when competing with retailers in nearby Minneapolis.

For small businesses with 50 employees, different regulations in different states and locales, have caused some chaos in Human Resources.

If employees work in locales with differing laws, HR is faced with the problem of the same job generating few sick days, according to The Wall Street Journal.

The situation has, not unexpectedly, resulted in a call for a national standard. Per the Labor Department, 64 percent of private-sector workers have at least one paid sick day. That is up from 61 percent in 2015.

## Good sleep habits encourage rest

If you do the same things every night before you sleep, you can expect to fall asleep faster and sleep deeper.

Called Sleep Hygiene, these considerations make sleeping better:

- Don't eat large meals before bed.
- Avoid caffeine, nicotine, and alcohol before bedtime. Chocolate milk is no good because it has caffeine.
- Establish a bedtime routine. Read in a chair for a time before bed, for example. Brush your teeth. Put on pajamas. Whatever you do, make it a regular part of your sleep routine.
- Don't read in bed, play with your phone or watch television in bed. The bed should be associated with sleep.
- Consider not reading the news or your favorite websites before bed. You want to retire with a calm mind.

During the day, you can exercise to help you feel tired at night. Be sure you are exposed to natural light, which maintains a healthy sleep and wake cycle.



## History of the British Christmas Pudding

In the traditional song, carolers first enthusiastically sing "We Wish You a Merry Christmas" then move on to the second verse, which is a puzzling demand for figgy pudding.

Figgy pudding is a desire not likely to be satisfied in the U.S., which has not embraced the British tradition of a Christmas (also called figgy) pudding.

But the Christmas pudding endures in Britain, lingering in America mostly in song.

Christmas puddings, or dishes like it, appeared in England as early as the 14th century, but the dish became a tradition in the 1800s.

Experts generally agree that English puddings started as savory meat dishes with made with beef or mutton and doused with sufficient alcohol to allow the mixture to keep well for weeks or months. Even as it evolved into a sweeter dish, the pudding was aged considerably in a pudding cloth typically hung on hooks.

By the 1830s, noble families were making sweet Christmas Puddings in a more modern form in steamed basins.

Ingredients included raisins, currants, prunes, wines and spices. Puddings were and still are doused with brandy or rum to set it alight for a festive display.

There is also an array of ancient traditions that surround Christmas Pudding. One holds that this dish should be made using 13 ingredients, to represent Jesus and His disciples, and that every member of the family should take turnabout stirring the pudding with a wooden spoon. The stirring should be done by moving from East to West, to honor the Wise Men.



## Do You Know...

... Someone that could use our services? Perhaps a colleague, friend, family member, or networking buddy?

... If you would think of 3 or 4 people that could use our services, then don't hesitate to call them and give them our name and phone number. Be sure to have them mention your name when they call so we can send you a referral bonus!

... We are always looking for reliable employees. If you know of anyone looking for a job have them call Jessica at extension 224.

... Don't forget to contact Stephanie at extension 225 to get information and a quote on cleaning your home.

Thanks in advance for your help and we look forward to sending cash



## Guilty pleasure can rule buying choices

Guilt and pleasure are oddly intertwined, says Yale Professor Ravi Dhar.

In fact, in his experiments with researchers from Northwestern and Penn State Universities he found induced feelings of guilt can actually make things more pleasurable.

A prime example: The Las Vegas slogan "What happens here, stays here." Dhar says the slogan is crafted to attract tourists by emphasizing guilt associated with pleasure.

The naughty feeling of indulging in a chocolate bar, when you know you shouldn't, gives rise to pleasure, not pain.

Guilt can work the other way, too. In his experiments, Dhar found that giving people a choice of an indulgent coffee drink or a \$5 donation to charity, made them give to charity. On the other hand, fewer people gave to charity when presented with the choice of a \$5 laundry detergent versus the donation.



"Yes, healthy snacks between meals is a good thing, but..."

## Being the prize: How to be right for your dream job

Motivator Zig Ziglar told audiences that his first big break in sales came when he attended one single meeting.

No one else was there – except the boss.

It was a hideously stormy and cold night, and Ziglar didn't want to go to the meeting, but he remembered the words of his mother who told him: You work for a man, give him your best every day. (paraphrase)

How many people do you know who, when asked about their jobs, tick off the reasons their boss is dishonest or worse. They claim to do their jobs well but tell you no one else does.

Or they tell you 15 stories about how they get to come in late or not at all and shove their work onto someone else.

Worse, they claim they eventually they will sue the joint. And then they write it on their Facebook page.

Employers aren't idiots. Why would an employer hire someone who doesn't show up and thinks his boss is dishonest and wants to sue him?

Skills aside. Why would any employer want to bring a problem into the workplace?

If you want to be right for your dream job, then at a minimum don't whine on Facebook about hateful bosses, being late, skipping work and your conviction that you can't get an even deal.

But, at best, try to become the person that the boss wants:

- Competence matters. Be skilled at something people need. Keep refining your skills.

- Responsibility. Come to work on time. Don't spend your time texting or chatting. Be at work.

- Honesty. Have a firm grounding in being truthful in all you do. Be honest with yourself. Be honest with your coworkers. Be honest with company assets. Follow the rules.

Large corporations give potential employees a series of tests and interviews, some formal and some informal.

Google, Apple and Microsoft give tests for skill, reasoning power, the ability to learn, and soft skills, like being a team player, taking criticism, fitness, and social skills.

Koch Companies highly value entrepreneurship on the skill side. On the soft side, they value loyalty, honesty, and courtesy.

You can develop your skills through learning, at school or even online. You can do the same with soft skills.

For free videos about values and excellence in business, see YouTube.com. Try Evan Carmichael's channel for a variety of videos from different motivators.

## Trivia Teaser – King of the Jungle

1. A roaring lion is the mascot of what film studio? a-RKO, b-Paramount, c-Lionsgate, d-MGM.

2. As a symbol of the Rastafari religion, a lion appears on the flag of which nation? a-Ethiopia, b-Mozambique, c-Bhutan, d-Cyprus.

3. What was the name of the female lion cub raised by George and Joy Adamson in the movie “Born Free”? a-Elsa, b-Moana, c-Merida, d-Aurora.

4. What city is home to the Lions of the Canadian Football League? a-Calgary, b-Hamilton, c-Toronto, d-British Columbia.

5. What was the name of the regal lion in C. S. Lewis's Narnia book series? a-Eustace, b-Aslan, c-Pantalaimon, d-Azrael.

6. Which English monarch was portrayed by Peter O'Toole in the 1968 movie “The Lion in Winter”? a-George III, b-Richard I, c-Henry II, d-Edward I.

7. What receiver led the NFL with 12 touchdown receptions while playing for the winless Detroit Lions in 2008? a-Larry Fitzgerald, b-Steve Smith, c-Greg Jennings, d-Calvin Johnson.

8. What mandrill served as a royal advisor to the lions in Disney's “The Lion King”? a-Sarabi, b-Rafiki, c-Zazu, d-Pumbaa.

9. What group had a number one hit with a doo-wop version of “The Lion Sleeps Tonight” in 1961? a-The Slades, b-The Coasters, c-The Tokens, d-The Capris.

10. According to the Bible, what was the name of the king who banished Daniel into the lion's den? a-Jehu, b-Darius, c-Herod, d-Ahab.

- 1-d, MGM  
2-a, Ethiopia  
3-a, Elsa  
4-d, British Columbia  
5-b, Aslan  
6-c, Henry II  
7-d, Calvin Johnson  
8-b, Rafiki  
9-c, The Tokens  
10-b, Darius

Answers to 'King of the Jungle'

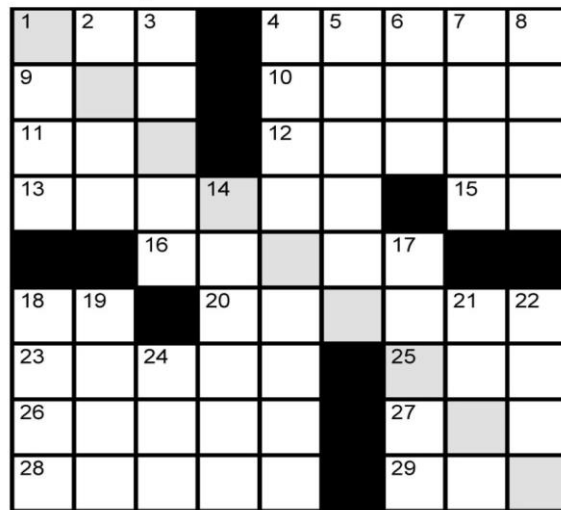
## Holiday Favorite

### Across

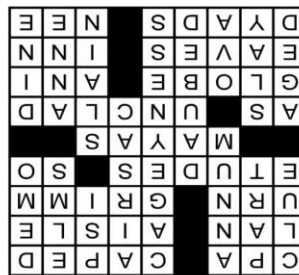
1. Tax prep. expert
4. Like Batman and Superman
9. PC linkup
10. Bridal path
11. Ashes holder
12. Fairy tale brother
13. Piano pieces
15. Therefore
16. Yucat'an natives
18. “Stubborn \_\_\_ a mule”
20. Naked
23. Boston newspaper
25. “Wheel of Fortune” purchase
26. Overhangs
27. Place to stay
28. Twosomes
29. Born as

### Down

1. Hint
2. Hair line
3. Per \_\_\_ (yearly)
4. The trait of being cautious and wary
5. Lung compartment



6. Fraternity letter
7. “Desire Under the \_\_\_”
8. Showroom model
14. Smearred
17. Assassinated
18. Got mellowed
19. Do away with
21. Author Rice
22. Eat
24. Eggs



The headline is a clue to the answer in the diagonal.

## Black Friday: What to buy

According to the Christian Science Monitor, the deals on Black Friday are not always that great.

The good ones:

- Previous models of computer products, especially Apple. Last year retailers offered discounts of up to 20 percent on some items.

- Gaming system bundles. Last year retailers offered \$50 discounts on game system bundles.

- Video games, CDs, DVDs. Cheap stocking stuffers from movies to gaming.

- Home appliances. You'll find discounts as dramatic as 50 percent on big-ticket washers and refrigerators. Smaller appliances are likely to be discounted too.

- Travel. If you want to vacation check out deals on hotel rooms, airfare, and even cruises from Friday to Cyber Monday.

Beware deals are likely to be limited time offers.





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### About Our Company

Celebrity Cleaning Inc. is a full service commercial and residential cleaning company that serves the greater Lehigh Valley.

Services include general cleaning, carpet cleaning, all types of hard floor care, and house cleaning.

Owners, Wally Myers and Kevin Brown, have a combined 50 years of experience in the cleaning industry, and they feel it's important to provide cleaning services that place the utmost importance on the health and safety of their clients and employees. For that reason, they are active participants in industry associations ISSA (International Sanitary Supply Association) and BSCAI (Building Service Contractors Association International).

### Swap or auction? Office gifting can be fun

Christmas gift swaps in the workplace can be a fun way to bond with coworkers. Here are five themes for Christmas gift swaps at work:

1. The ever-popular Secret Santa swap: This exchange pairs employees anonymously and usually has a monetary limit. To make this a little more fun, employees can leave hints as to who they are to encourage the recipients to try and figure out who their Secret Santa was.

2. Holiday Trivia: With a holiday trivia-themed swap, coworkers get to pick a gift from a pile for answering a trivia question correctly. Choosing a gift takes them out of the competition. The moderator chooses last, either taking the last gift from the pile, or by stealing another employee's treasure and replacing it with the final wrapped gift.

3. Gift Guess: In this type of exchange, everyone wraps a random gift in a way that disguises the source and, of course, what the gift is. Each employee holds up their gift as others guess what it is. The coworker who guesses what that mystery gift is gets the gift.

4. Gift Auction: As in many of these themes, competition can bring a little more energy and fun to a gift swap. Each employee brings a gift to display in the office, and every participating employee has a certain amount of points to bid. At auction time, as each gift is presented, coworkers bid on the items, and the top bids take home the prize. When all prizes are claimed and all employees are out of points, the auction is over.

5. Musical Gifts: This is an adult version of musical chairs, with gifts. You can do this with a few gifts at a time, to lengthen the game. Every participating employee brings in a wrapped gift and when it's time to exchange, everyone sits in a circle and passes gifts to the left. When the music stops, the person holding a gift gets it, then leaves the circle and it begins again, with another round of gifts and the remaining employees. This continues until all gifts have been distributed.

### Fool's gold

Gold prices rose 18 percent this year, and while analysts believe an interest rate hike will cause gold to stall, people still see it as a good investment but beware.

Gold dealers say there is a lot of fake gold out there.

Gold coins are easy to fake with modern methods, and they are ubiquitous of websites such as Alibaba and eBay. Experts can evaluate gold coins based on letter impression, color, weight, size, and sound. But buyers can't be sure gold bought from websites meets these tests, according to The Wall Street Journal.

### December Birthdays and Company

#### Anniversaries

#### Birthdays

- 3<sup>rd</sup> – Rodney Rothrock
- 15<sup>th</sup> – Doug Klemm
- 20<sup>th</sup> – Chris Carl
- 22<sup>nd</sup> – Yvonne Rivera
- 31<sup>st</sup> – Joan Myers

#### Anniversaries

- 23 years – Lew Rushatz
- 2 years – Doug Klemm
- 1 year – Angel Valentin



Life is a  
 your life  
 ~Tyrese

order for

