

SOLEX HRC NEWSLETTER

PERSONALIZED, SEAMLESS, PROFESSIONAL

We put the "Human" in Human Resources | (781) 365-9610



EDITION 16
OCTOBER 2025



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SOLEX HRC CONSULTING SERVICES

Solex HRC recognizes that managing your employees and growing your business requires a significant amount of time and effort! Many growing businesses do not have an HR professional, or if they do, they are overburdened with compliance tasks and operational projects. Solex HRC can help!

By partnering with Solex HRC, you will have a dedicated HR Consultant that meets with you regularly to stay on top of important tasks, compliance items, and employee relation issues. We take the time to meet with you and to understand your business so we can efficiently manage your workforce. Our intention is to keep your employees happy so you can focus on growing your business.

HR Highlight of the Month

Pay Transparency in Focus: HR's 2025 Compliance Checkpoint

As of October 2025, pay transparency laws are firmly reshaping how employers across the U.S. approach compensation disclosure. States including California, Colorado, New York, Washington, Maryland, Nevada, Rhode Island, and Washington, D.C. already require employers to post or share salary ranges in job listings or during the hiring process. In 2025, several more states joined them: Illinois and Minnesota's laws took effect January 1, requiring pay scale and benefits information in postings for employers meeting certain size thresholds. New Jersey followed on June 1 for employers with 10 or more employees, Vermont on July 1 for employers with five or more employees, and Massachusetts' pay transparency law is now taking effect October 29, 2025, for employers with 25 or more staff. Together, these developments mark a nationwide shift toward greater pay equity and accountability in hiring and promotion practices.

To stay compliant, HR teams should first review which state laws apply based on where employees work or where job postings reach. Conduct a pay equity audit to ensure salary ranges are defensible, consistent, and non-discriminatory across comparable positions. Update all job descriptions, postings, and offer letter templates to include pay ranges and benefits summaries where required. HR should also train recruiters and managers to discuss compensation ranges confidently and accurately, ensuring messages align with internal pay philosophy and legal requirements. Additionally, verify that your HRIS or applicant tracking systems can store and display pay ranges correctly for each location.



WEBINAR CALENDAR

* ALL WEBINARS ARE FREE AND OPEN TO THE PUBLIC*

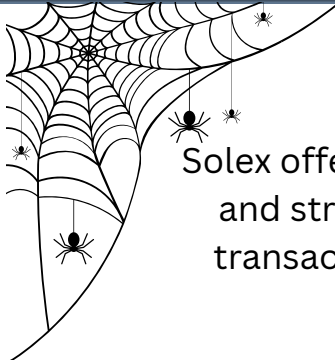
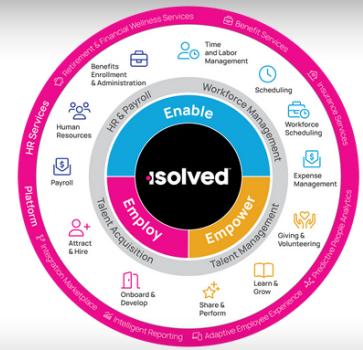
OCT
8TH

HRC QUARTERLY WEBINAR
TOPIC: HR FILE RETENTION
10/8/2025 12:00PM-1:00PM

REGISTER NOW



SOLEX HUMAN CAPITAL MANAGEMENT TECHNOLOGY SPOTLIGHT



WORKFLOW NOTIFICATIONS

Solex offers customizable workflow notifications that automate communication and streamline HR processes by sending timely alerts for various employee transactions and changes, such as time-off requests, schedule updates, and policy changes.



Improved Communication

Real-time notifications keep employees and managers informed about important timekeeping events and changes.



Enhanced Accountability

Alerts for things like approaching overtime thresholds promote accountability and help avoid payroll discrepancies.



Streamlined Approvals

Managers receive timely alerts when there are pending items requiring their review and approval.

Reducing Manual Communication and Follow-Ups

Automate Tasks and Paperwork

By leveraging iSolved's workflow notification capabilities, companies can create a more transparent, efficient, and accountable work environment. The improved communication around timekeeping and HR processes benefits both employees and management.

Transparency and Flexibility

Customizable notification messages can provide employees with essential policy reminders and schedule information. Alerts for events like unauthorized clock-ins allow HR to quickly address potential problems. Notifications can be delivered via email, SMS, or mobile app push notifications to suit workforce preferences.

Automated notifications eliminate the need for HR to manually communicate routine updates and approvals. Managers receive timely alerts when there are items requiring their review and approval, speeding up workflows. Employees can receive notifications when their requests are approved or rejected.



Clear Communication

Real-time notifications can be sent to approvers when an employee submits a change request that requires review. Configurable email alerts can be set up for various employee transactions and changes, including:

- Direct deposit updates
- Employee job changes
- Salary changes
- Times off requests
- Schedule Changes
- Expiring Licenses
- Address Change





HR COMPLIANCE CORNER

HR'S CONTRIBUTION TO WORKPLACE SAFETY



Did you know that 97% of employees consider safety a major factor in job selection? Even so-called “safe” office jobs have their hazards. Whether we realize it or not, HR plays a key role in workplace safety.

ENSURING COMPLIANCE: HR is critical in enforcing various legal and regulatory codes that guide health, safety, and other occupational standards in the workplace. They are updated with the changing laws and OSHA’s guidelines, and they make sure that the organization adheres to them. HR frequently conducts audits, inspections, and risk evaluations to detect compliance issues and implement corrective actions.

CONTINUOUS EVALUATION: Including HR in regular safety inspections and audits can provide companies with a thorough examination of existing safety procedures and identifying problematic areas that require additional attention. Embracing this cycle of evaluation and improvement is certainly a key to enhancing the level of safety in any organization, as it helps to create a safer working environment.

SUPPORTING EMPLOYEES: Even when the best preventive measures are taken, mishaps at the workplace are still a possibility. Human Resources is the first line of defense when such situations occur, and employees can turn to them for any issues. If an employee is hurt in an accident or has safety-related issues, HR is the department to talk to. They ensure that you get medical attention, they report to relevant authorities, and they help you reduce the chances of the same thing happening in the future. The human resource will also create supervision, including counseling and leave of absence to recover in case of a significant incident.

To conclude, the work of Human Resources is irreplaceable, being the foundation of organizational commitment to build a safe and healthy work environment. Using proper compliance with legal and regulatory standards, sensible risk assessment procedures, and the implementation of corrective measures, HR professionals significantly contribute to the well-being of the employees. HR not only assures the implementation of occupational safety rules and standards but also helps to maintain a healthy and productive working environment.



EAP: THE HIDDEN GEM OF 2025 BENEFITS STRATEGIES

In 2025, Employee Assistance Programs (EAPs) have become one of the most valuable yet underutilized tools in an employer’s total rewards strategy. As organizations strive to compete for top talent, EAPs offer a cost-effective way to strengthen benefits packages by addressing the full spectrum of employee wellbeing, including mental, emotional, financial, and even legal. Modern EAPs go beyond traditional counseling by providing on-demand therapy, stress management tools, financial planning resources, and support for families; all available confidentially and at no cost to employees.

For HR leaders, a well-communicated EAP can significantly enhance engagement and productivity. Employees who feel supported in managing personal or emotional challenges are less likely to experience burnout, absenteeism, or turnover. By integrating EAP awareness into onboarding, wellness initiatives, and leadership training, employers can foster a culture of openness and care that improves morale and performance across the board. The result is a measurable boost to the perceived value of benefits, helping organizations stand out as employers of choice in a competitive market.

Ultimately, EAPs are no longer just a “nice-to-have” perk, they’re a key driver of workforce resilience and retention. In a time when employees expect meaningful support for their wellbeing, companies that promote and normalize EAP usage demonstrate real commitment to their people. That investment not only improves employee satisfaction but also reinforces the strength and sustainability of an organization’s total rewards offering. Employers interested in adding an EAP to their benefits package can start by reaching out to their insurance broker or HR consulting partner to explore reputable providers and find a program that aligns with their workforce’s needs.

