



SOLEX HRC NEWSLETTER

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

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IN THIS ISSUE

- ✓ **HR HIGHLIGHT OF THE MONTH**
 - RHODE ISLAND MAKES HISTORY WITH MENOPAUSE ACCOMMODATIONS
- ✓ **ISOLVED TECHNOLOGY SPOTLIGHT**
 - EXPENSE MANAGEMENT SOFTWARE
- ✓ **HR COMPLIANCE CORNER**
 - IS YOUR COMPANY PREPARED FOR AN UNEXPECTED LEADERSHIP GAP?
 - MULTI STATE WORKFORCE COMPLIANCE



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 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

Rhode Island Makes History with Menopause Accommodations

Rhode Island is now the first state in the U.S. to guarantee workplace accommodations for employees going through menopause.

If you experience symptoms like hot flashes, fatigue, or brain fog, you can request reasonable adjustments—such as flexible scheduling, temperature control, extra breaks, or a quiet space.

How it works:

- You choose whether to share your health information.
- HR will work with you to find solutions that fit your needs.
- Your rights are protected—no discrimination or retaliation allowed.

Need support? Contact HR or your manager. All requests are confidential.

This is a big step toward a healthier, more inclusive workplace for everyone



HR COMPLIANCE CORNER

BALANCING CONSISTENCY AND COMPLIANCE IN A MULTISTATE WORKFORCE

Managing a multistate workforce requires HR leaders to balance consistency with compliance. While employees expect fair and uniform treatment across locations, employment laws often vary significantly from state to state, especially in areas like wage and hour rules, leave entitlements, and final pay requirements. HR should start by building a strong foundation of core policies that apply company-wide, while layering on state-specific addendums where required. Centralizing compliance tracking and investing in reliable HRIS platforms can help ensure that state law changes are monitored and implemented efficiently.

Equally important is communication and training. Managers should be well-informed about the nuances of the laws affecting their teams, so they can avoid accidental missteps and maintain employee trust. HR can support this by providing clear guides, holding compliance-focused workshops, and offering on-demand resources for quick reference. By treating multistate compliance as an ongoing, proactive process rather than a reactive task, HR departments not only protect the organization legally but also demonstrate a commitment to supporting a diverse and geographically dispersed workforce.

Finally, HR should recognize that a multistate workforce brings cultural and operational opportunities beyond compliance. Local differences in workplace norms, benefits expectations, and employee engagement practices can influence retention and morale. Creating space to adapt to regional needs while reinforcing company-wide values helps employees feel seen and supported, no matter where they work. In this way, HR can turn the challenge of managing across state lines into a strategic advantage for organizational growth and employee satisfaction.

IS YOUR COMPANY PREPARED FOR AN UNEXPECTED LEADERSHIP GAP?

What would happen if a key member of your leadership team was suddenly out for an extended period of time? For many organizations, this scenario can quickly turn into a crisis—projects stall, decisions are delayed, and important tasks slip through the cracks.

Preparation is the key to minimizing disruption. Every leader should have their role and responsibilities clearly documented so that, in their absence, another team member can step in with confidence. Think of it as a roadmap: when responsibilities are mapped out, your organization stays on track no matter who's at the wheel.

At Solex HRC, we specialize in helping businesses create Standard Operating Procedures (SOPs) that capture the “how” of every critical role. We work directly with your team to document responsibilities, workflows, and decision-making processes, ensuring business continuity even in the face of the unexpected.

Don't wait until a crisis happens. Put a plan in place now so your business can keep moving forward without missing a beat.

Solex HRC – Preparing your people today for tomorrow's challenges.