



Hope's Happenings

December 2016

Employee Appreciation

Dedication: Noun

the quality of being dedicated or committed to a task or purpose:

commitment · diligence · resolve · enthusiasm · conscientiousness · perseverance · persistence · tenacity · drive · staying power · hard work · effort · devotion · commitment · loyalty · adherence · allegiance

The month of November three Shiloh' Hope, Inc. employees have reached milestones that are deserving of our recognition.

Brandi Baumann 2 year of service
Kendra Disspain 2 year of service
Richard Lawless 1 year of service

Thank you for your commitment!

HR Corner

~Casey Dunker ~

Small Tip Pool Violation Creates Big Headache for Employer

A recent U.S. Department of Labor (DOL) settlement serves as a reminder for employers with tipped employees: you cannot require workers to share tips with non tipped staff. Doing so can leave an employer liable not only for the misappropriated tips, but also—because of a provision in the law—for back minimum wage and overtime payments that it wouldn't have otherwise owed.



Background

DOL sued Johnny Rockets, a burger chain, after an investigation revealed wage and hour violations. The Union Station and Arlington, Virginia, restaurants required 55 servers to give a portion of their tips to the employer. The employer then distributed the tips to cooks and dishwashers, despite the [Fair Labor Standards Act's](#) (FLSA) prohibiting such tip pools. The law allows for pooling under some circumstances, but tipped employees generally cannot be required to share tips with nontipped employees.

"When employers like these two Johnny Rockets restaurants fail to pay legally required wages to tipped workers, they violate the FLSA in an industry where all too often unscrupulous employers short employees' pay," said Mark Lara, a Wage and Hour Division (WHD) district director, in a press release.

No Tip Credit Allowed

To resolve the findings, the two restaurants will pay \$285,730 in back wages and an equal amount in liquidated damages. But that's not because the employers took that much in tips.

The FLSA allows employer to take a "tip credit" against the applicable minimum wage for tipped employees. This means that although the federal minimum wage is \$7.25 per hour, employers may, under certain circumstances, pay workers as little as \$2.13 per hour as long as they receive at least \$30 in tips per month and as long as their total pay amounts to \$7.25 per hour. (Note that many states have higher minimum wages and tipped minimum wages.)

However, if an employer operates an "invalid" tip pool, it loses its option to take a tip credit and all employees involved must be paid at least the applicable minimum wage and corresponding overtime. Because Johnny Rockets' tip pool was invalid, it became liable for back minimum wage and overtime payments for the past several years, in addition to the misappropriated tips.

"As demonstrated in this case, we will use all enforcement tools available, including litigation and the assessment of liquidated damages, to ensure employees receive the wages they have rightfully earned," said Oscar L. Hampton, a WHD regional solicitor, in a statement.

HR and Employment Law News October 21, 2016

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From the Cave – The Last Dance

~Randy Frey-Hawkins~

This is your local public service announcement bulletin, and it's with some sadness that I am posting this announcement; this will be my very last From the Cave article I will be writing for our newsletter. There will be no tears or maudlin sentiment from me as I reflect back on the last ten and a half years. Writing was something I both loved and struggled with because of the way it taxed my brain and the creative juices. Regardless of the personal challenges that came with writing, I can proudly say I missed writing and submitting an article only once in ten plus years.

In writing, I have never been about just presenting facts the way a journalist for a newspaper might. It was about tapping into that deep reservoir of the unknown and the mysterious to explore, expand, or expound the depth and breadth on subjects that mattered. Creative writing is an art form I believe emanates more from the heart and soul of a person rather than the brain, which is not to diminish the importance of the brain function in creative writing. This simply means the heart (and soul) will never take a back seat to the brain when it comes to writing beautiful prose or poetry. However, it is fair to say I am more of a thinking type than a feeling type; thus, writing was an added challenge for me because it emerged more from the analytical part of my brain than the creative side. It is reasonable to say that with almost every article I ever wrote, I leaned toward over-analyzing and parsing words and phrases with meticulous detail. Rather than keeping it simple and to the point, I got caught up in the minutiae and trying to keep the article technically sound... which really seems anathema to the fundamentals of good, creative writing.

It's a safe bet that if I were Sisyphus, the King of Ephrya in Greek mythology, and my punishment was, as it was for him, to ceaselessly, day after day, roll this huge rock up a steep hill only to have it roll back down when I got it to the top, then one of my (metaphorical) rocks in life that I continue to push up that steep hill even today revolves around learning how to write better and more clearly... from my heart rather than my brain. I think it is reasonable to say after ten plus years and even longer when you factor in my age and experience, I have not fared well in this department that I continue to wrestle with the same writing demons I have always wrestled with. I am what some may call a stream of consciousness writer. Stream of consciousness is a method of narrating one's own interior monologue on various thoughts and feelings regarding any number of subjects in free form. It's like having a private conversation with yourself but inviting others in to listen. By taking flight and following the lead on a particular idea for as long and as far as I could, my hope was to plumb the depths of this complex world we live in with meticulous and technical detail. But that wasn't the kind of writer I wanted to be... ever. I wanted to be a poet and not a philosopher.

Regardless of the kind of writer I wanted to be, or how good or successful I was at it, many, though not too many, of you have been with me for the entire ride. You were with me when the business struggled mightily and I contemplated bankruptcy and walking away from it all. You were with me as we (my wife and I) raised our children and I wrote about the silly, the dumber and the absurd mistakes I made as a parent. You were with me as I wrote about the importance of trying to instill values a person can live by, including volunteering or by setting an example by trying to be the change you wanted to see in the world (Gandhi). I also wrote about the challenges I faced as our children moved on and my wife and I transitioned to becoming empty nesters. You were with me and held my hand and uplifted me when my parents passed away within three weeks of each other in 2006, which, by the way, happened ten years ago this November, just before Thanksgiving. You were with me when my younger brother suddenly died of a massive heart attack five years later in 2011. Less than a year later, in 2012, you stood with me as my wife, Jo, faced down and overcame breast cancer. In 2014, not even one year removed from my wife being cleared of any cancer, my youngest brother was diagnosed with HIV/AIDS. And just eighteen months ago, in March/April 2015, our oldest child, Noah, was diagnosed with Hodgkin Lymphoma. Writing became my outlet for plumbing the depths of loss, grief and despair. Writing also opened new vistas into finding healing and renewal even in the face of deep sorrow, allowing me to ride the crest of hope, joy and gratitude.

You have endured my rants on politics and organized religion. I love politics but loathe the way candidates comport themselves as they run. I'm increasingly loathing the way they comport themselves in office, especially as politics becomes more partisan and intransigent and less inclusive, flexible and global in its perspective regarding what this country needs to do to remain a beacon of light and hope for everyone who either lives here or immigrates here. Even though I am, at best, a token attendee of church these days, I worry that our churches are shrinking in membership. The reasons, no doubt are complex, but I continue to wonder if the church's message resonates as much with meeting human needs as it does with maintaining and perpetuating its traditions and doctrinal integrity. (I can only speak about it from a Christian's perspective, and not necessarily every Christian. I can't really speak to Judaism, Islam or Hinduism or other important spiritual practices in the world.) What I see is the young fleeing and many not even bothering to look back. I wonder how churches (synagogues, mosques, temples, etc.) will look fifty to a hundred years from now as this country becomes increasingly more secular. Will the church's message remain relevant? Or will the trumpets sound, reminding us that a second new age of enlightenment has been ushered in, reigniting Nietzsche's chilling declaration in 1862 when he said for the very first time, "God is dead!" I am hopeful of a revival, but we shall see!

It may be that you endured my articles all of these years because you mostly ignored them; that you simply saw them as Randy being Randy – obfuscating his message by being too philosophical, or by pontificating ad nauseam and sounding just a little too preachy about the minutiae of daily living or how to live, or about subjects that weren't even germane to your or anyone else's life. Or maybe you thought I was desperate and waded in over my head on a particular subject and the end result was simply too Greek and incomprehensible. Or just maybe, you thought I was a hypocrite, a "do as I say not as I do" kind of guy, that I wasn't really aligned with the things or values I spoke. Regardless of the reason, you stuck with me and you humored me.

This will surely be the last dance before the curtain closes on From the Cave. In the grand scheme, writing these articles brought joy and personal pride, although I have thought about journalists who do this daily or clergy who do this every week for a career, which can span 30-40 years, even longer. I also think about authors who spit out at least one book every year. I realize, then, that my little accomplishment is a modest one. But it has meant something to me, and I am grateful at having been given the opportunity to put something to paper not always knowing what the subject was going to be or how it would turn out in the end. I confess writing has always been a "Jacob wrestling with God" moment for me. Writing never came easy, which when I think back on my life and my personal journey has been true about most things I set out to do or accomplish. Maybe it is a testament to perseverance and tenacity, or a testament to lady luck, or maybe it's a reminder of the importance of staying grounded and trying to live life with a little humility and grace and gratitude, because we never know what new challenge life will throw our way.

While this may be the last dance, I don't want to finish here, this way. I think it's important to acknowledge that I didn't get here without a lot of help and support from everyone who currently works here, as well as all of the others who worked here in the early, lean years but moved on for greener pastures. I am deeply indebted to those who have been with me for a long, long time, including Casey, Michelle, Donna, Karla, Katie and Derren to name a few. I am equally indebted to those who came later during a second wave, including Naomi, Shannon, Stephanie and to the other countless unnamed souls. The leadership team is made up of good people imbued with character and integrity and a commitment to providing quality of care and service, and under Joey's leadership, I believe he will continue to help Shiloh's Hope remain a beacon of light and hope in this industry and to the individuals we work alongside every day. I would be remiss if I didn't acknowledge how important and valuable the experience, the talent and wisdom of front line personnel in this organization is. You are the face and backbone of this organization. Even if it isn't always evident and even though there can be this great structural divide within, I have always thought and believed this. To each of you, I am deeply grateful for your authenticity and genuineness and your commitment to providing quality of care and service to the individuals we serve. You are and will continue to be a blessing to me and to this organization. To everyone in this organization and anyone who is affiliated in some small way, I wish you a Merry Christmas, Happy Hanukkah, Season's Greeting, Happy Holidays, and Blessings!

GUESS THE PICTURE

~Korrina Haack ~

Last month's picture



Last month's Answer

We had 1 guess this month

Derren D. - Eyelet on a baseball cap!

Who is this celebrity?



Send your guesses to Korrina Haack to be published in next month's newsletter.

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Wellness Corner

~John Brady, R.N. ~

Happiness is a Good Choice

Merriam-Webster dictionary defines happiness as a feeling or state of well-being and contentment or the feeling experienced when one's wishes are met. How we personally define what contentment feels like or what it feels like when one's wishes are met varies a great deal from person to person. That may lead one to believe that how we define these parameters may play a significant role in whether we genuinely feel happy or not. As we struggle in a world where there is certainly a good many things that are less than ideal and much that is downright depressing, the ability to maintain a bright outlook becomes a formidable task. So, how do we unlock the secret to happiness?

Mayo Clinic has created a 'Handbook for Happiness' based on its research. It includes a four-step, 10-week program aimed at changing attitudes. Dr. Amit Sood, who led the research, believes that happiness is a choice. Dr. Sood, says 40 to 50 per cent of your happiness depends on the choices you make and where you place your focus each day. We have the choice of focusing on the positive things that are happening in our lives or we can focus on the difficulties and the sadness. Research has shown that our minds are hard-wired to be alert to negative experiences or expectations. For our ancestors, this helped keep to keep them alive, providing an evolutionary advantage in the face of danger. In more modern times when danger is not imminent, perhaps changing our perspective may be helpful.

The author of the Mayo handbook believes that simply shifting prospective away from the negative and embracing the positive will make you far happier than you might realize. My older sister, who cared for me when I was a child, used to say to me when I was injured, angry or sad, "A hundred years from now you won't know the difference." Of course, she was right. Making it a bit more realistic may be helpful by simply emphasizing in our minds that whatever is stressing us is most often temporary. If the hardship that is making us unhappy is indeed permanent, we have the ability to change our opinion of its importance and how we decide to allow it to affect us.

The aforementioned handbook leads readers to focus on a different positive emotion each day, such as gratitude, forgiveness and kindness and to train your mind so you can have more power over your thoughts. When things go wrong, try to focus on what went right within what went wrong. It appears to be a pretty healthy approach to changing one's thinking in order to truly find the positive within the negative among the scenarios that we may encounter on the road through life.

I will close with a quote from the great Jesuit, Anthony de Mello taken from the The Way to Love:

"Take a look at the world and see the unhappiness around you and in you. Do you know what causes this unhappiness? You will probably say loneliness or oppression or war or hatred or atheism, and you will be wrong. There is only one cause of unhappiness: the false beliefs you have in your head, beliefs so widespread, so commonly held, that it never occurs to you to question them. Because of these false beliefs you see yourself in a distorted way."

Don't worry. Be happy! Bobby McFerrin

EXTRAS

~KorrinaHaack~

OBSERVANCES

24-Christmas Eve
25-Christmas Day
31-New Year's Eve



Moon Phases

29 New
7 First Qtr.
13 Full Moon
20 Last Qtr.



4	8	2						6
		9						
					2	4		7
	7	8			4		6	
			3		5			
	3		1			7	2	
1		5	4					
						2		
2						9	1	4

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Recipe of the Month

~Korrina Haack~

The Best Parmesan Chicken Bake

Prep: 15 minutes Cook: 35 minutes Ready In: 50 minutes

Recipe By: Chef John

2 tablespoons olive oil
2 cloves garlic, crushed and finely chopped
1/4 teaspoon crushed red pepper flakes, or to taste
6 skinless, boneless chicken breast halves
2 cups prepared marinara sauce

1/4 cup chopped fresh basil
1 (8 ounce) package shredded mozzarella cheese, divided
1/2 cup grated Parmesan cheese, divided
1 (5 ounce) package garlic croutons
Directions



1. Preheat oven to 350 degrees F (175 degrees C).
2. Coat the bottom of a 9x13 inch casserole dish with olive oil, and sprinkle with garlic and hot red pepper flakes.
3. Arrange the chicken breasts in bottom of the dish, and pour marinara sauce over chicken. Sprinkle basil over marinara sauce, and top with half the mozzarella cheese, followed by half the Parmesan cheese. Sprinkle on the croutons, then top with the remaining mozzarella cheese and remaining Parmesan cheese.
4. Bake in preheated oven until cheese and croutons are golden brown and the chicken is no longer pink inside, about 35 minutes to an hour, depending on the shape and thickness of your chicken breasts. An instant-read thermometer inserted into the thickest part of a chicken breast should read at least 160 degrees F (70 degrees C).

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