



FirstStarHR Winter 2024

NEWSLETTER



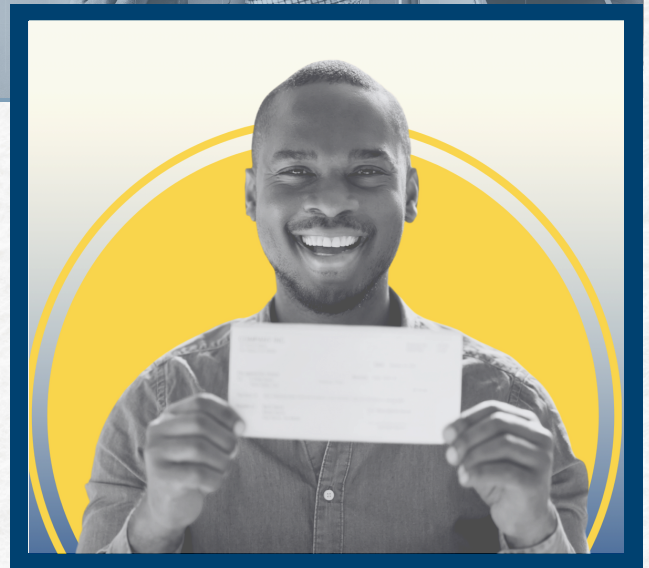
MINIMUM WAGE UPDATE

NEW YEAR = NEW WAGES

Be sure you're updated on the current minimum wage rate for your state. On January 1st, 22 states increased these rates.

Check to see if your state has increased:

<https://www.dol.gov/agencies/whd/minimum-wage/state#tx>



For more information on our Cyber Liability Program, contact Marcus Jackson:
marcus.jackson@firststarhr.com

CYBER SECURITY

FREE FOR LIMITED TIME:

Cyber Liability Insurance with \$250,000 of coverage is available to ALL clients with Workers' Compensation through FirstStarHR. FREE the entire month of January.

Coverage includes anything from Civil Proceedings/Investigations to Crisis Management & Fraud Protection.

 [Cyber Liability Program](#)



OSHA INJURY REPORTING

Deadline to submit injury & illness data is
March 2, 2024

OSHA FORMS:

- 300 - Log of Work-Related Injuries & Illnesses
- 300A - Summary of Work-Related Injuries & Illnesses
- 301 - Injury & Illness Incident Report

Let us assist you with your OSHA Form 300A so you can submit online in time! **Contact** Cindy Yaws to get started: cyaws@hpadmin.com

Click the link for more OSHA information:

<https://www.osha.gov/injuryreporting>



COLD WEATHER SAFETY

Provide your employees with the proper winter training & tools to ensure their safety during severe winter weather conditions.

TIPS TO PREPARE FOR A SAFE WINTER:

- Train workers on Cold Stress to prevent injuries & illnesses, as well as any weather-related hazards.
- Provide engineering controls such as radiant heaters to warm areas for relief during break periods.
- Provide personal protective equipment (PPE) such as winter weather gear to workers.

For more winter weather tips go to:

<https://www.osha.gov/winter-weather/preparedness>





JOINING FORCES

FirstStarHR & Sterling-Personnel combines 70+ years of expertise to enhance your workforce in 2024.

WHAT TO EXPECT

FirstStarHR continues to bring streamlined HR processes that allow you to focus on your business.

Sterling-Personnel will provide a talent pool full of qualified candidates ready to take your business to the next level.

Our combined knowledge of HR & staffing means you'll have access to cutting-edge solutions, industry insights, & a team of dedicated professionals ready to answer your questions and champion your success.

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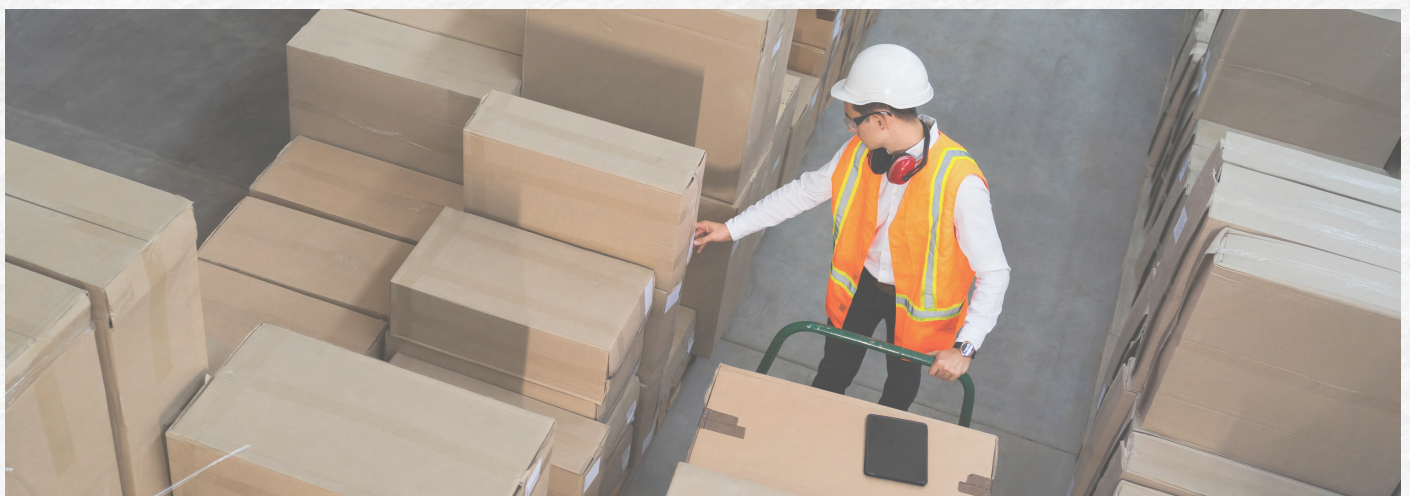
CONTACT US FOR MORE DETAILS

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VISIT OUR WEBSITES

WWW.STERLING-PERSONNEL.COM

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