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Free Webinar on Employee Onboarding!



[Register Now](#) for a free webinar presented by ZingTrain.

A new hire walks into your organization for their first day. Do you feel confident you'd be able to give them a great onboarding experience? Do you have a training plan in place that lays out clear job expectations in their first

weeks and months? Does your staff have the tools they need to onboard new employees with consistency and success? Does your staff have the time to train a new employee? These are the questions and challenges that every organization faces when onboarding new employees.

ZingTrain has developed a method of creating training plans to address all these common problems! For every position, we answer our 4 Training Plan Questions to document what is expected of a new employee and by when. ZingTrain believes in training that empowers new hires and does not hamper current operations. A documented training plan helps new hires, managers, trainers, and all current staff to understand their role and expectations in

onboarding. It also makes clear what tools and resources are needed to help new hires succeed. Successfully onboarding new employees begins before they show up for Day 1.

In this webinar, ZingTrain will share their 4 Training Plan Questions and how to use them to design training plans and onboard new employees!

Source: ZingTrain

[Register for Webinar](#)

Large Restaurant Group Expands Benefits to Help Support Working Parents

This may not work for everyone – but is a benefit to consider for those who can!

Dine Brands, parent company of Applebee's, IHOP and Fuzzy's Taco Shop, has added a new "Parent Transition Program" to its benefits package.

According to the company, the program is designed to offer more flexibility for corporate employees, including the option to work remotely up to 90 consecutive calendar days after returning from paid leave. Corporate employees in restaurant support centers in California, Texas, and Kansas are eligible for the new benefit.



"We learned during the pandemic the convenience that working from home provides, especially when welcoming a new child into the world," Chief People Officer Sarah Cannon-Foster said in a statement. "By providing the option to work remotely before retuning to the (restaurant support center), it's our aim that team members will feel empowered to take their paid leave, knowing they will have the grace upon return to adjust and establish their new routines and family dynamics. We also hope this will contribute to improved physical and mental health outcomes for our team members."

Source: Ashley Kelso, Nation's Restaurant News

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Research Finds That Exercise Frequency Can Affect Memory as We Age

As we get older, we all want to retain our memories. And according to new research



published in the nature journal *Communications Medicine*, exercise can help. But how much? And what kind of exercise? Here's what the researchers found.

For this study, a team of researchers from the University of Pittsburgh wanted to look at exercise as it relates to healthy aging and, namely, memory retention.

For this study, a team of researchers from the University of Pittsburgh wanted to look at exercise as it relates to healthy aging and, namely, memory retention. They were able to directly compare the findings of these studies, amassing data from nearly 3,000 participants, Ph.D. student and lead author of the study Sarah Aghjayan notes in a news release.

Based on their findings the team concluded that not only does regular exercise help support episodic memory over time, but aerobic exercise seems to be best – and they found the greatest benefits in those 55 and up.

Episodic memories are memories of specific experiences that include things like time and location, such as driving a car for the first time, walking the stage at graduation, or your most recent birthday. And according to the study authors, episodic memory is one of the earliest memory systems to decline as we get older.

Source: Sarah Regan, MBG Health

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5 Critical Components to DEI Success in Your Organization

In the wake of the Supreme Court's decision to overturn affirmative action, many wonder about possible ripple effects for diversity, equity and inclusion (DEI) in the workplace.

However, today's workforce deems DEI as important while organizational leaders continue to show a need to understand how to successfully



implement it.

Affirmative action and DEI while intertwined are distinct with different goals. The former is a legally mandated policy designed to rule out discrimination against minorities and other underrepresented groups in hiring, housing, and higher education.

Whereas, the latter refers to voluntary organizational frameworks that aim to ensure everyone feels seen, heard, and valued in environments comprised of people with a diverse range of races, gender, socioeconomic status, religion, military/veteran status and other differentiators.

“It takes high-quality DEI practices to get diverse talent in the door, but high-quality leadership to make them want to stay,” concluded DDI’s 2023 Diversity, Inclusion, and Equity report. And 18% decrease among organizational leaders endorsing DEI was also noted in the report. Yet, a majority of employees, 66% believe their companies should commit more time and resources to DEI initiatives, according to Benevity’s The State of Workplace DEI.

As we continue to monitor any impacts on the workplace, organizations can take renewed steps toward building meaningful DEI initiatives by incorporating 5 critical components.

Read the complete article to learn more about these 5 components for DEI success!

Source: Veronica Calderon, HR Expert Contributor, HR Morning

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Virtual Roundtable Meetings on DOL's Proposed Overtime Rule



The US Small Business Administration Office of Advocacy is holding virtual roundtable meetings to discuss the Department of Labor's proposed overtime rule.

DOL proposes to increase the minimum salary threshold for the “white collar” exemption under the Fair Labor

Standards Act (FLSA) from \$35,568 to \$55,068 annually.

This threshold may be increased in the final rule based on the most recent data available, possibly up to \$60,209.

You can participate in one of two meetings being held:

- Tuesday, September 26th from noon to 2 pm CT
- Wednesday, September 27th from noon to 2 pm CT

Send your RSVP for one of these meetings to **Janis Reyes** at Janis.Reyes@sba.gov

RSVP for Virtual Roundtable

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