

the insider

BIRTHDAYS IN MARCH

Colt Allen—3/5
Stephanie Archer—3/8
Lisa Neal—3/10
Carey Wright—3/13
Darlene Kenny—3/16
Kevin Fox—3/24
John Gregg—3/25
Sue Henson—3/27
L.A. Sloneker—3/28
Mackenzie Cowans—3/29

*Happy
Birthday*

MAR. WORK ANNIVERSARY

Nick Taylor—1yr.
Ray Cook—5yr.
Kim Buchanan—9yr.
Lisa Neal—19yr.

Happy Anniversary

MARCH AWARENESS

National Puppy Day—3/22
National Pet Sitters Week—1st Week of March
National Animal Poison Prev.—3rd Week of March
World Wildlife Day—3/3

UPCOMING EVENTS

The Great Catsby
Saturday, April 25, 2020



DAISY AWARD

Congratulations to Sergeant **Dan Conners**, he is the recipient of:

The **SPCA Cincinnati's** Daisy Award!



"I am an Animal Control Officer for the SPCA Cincinnati; my job is to conduct humane investigations, check for Hamilton County Dog Licenses, and help stray & injured animals. The most interesting thing about my job are the people I work alongside in our animal welfare mission. My hobbies are: watching my cousin Tim deZarn on TV; I love horror movies — especially Halloween. I enjoy "yard decorations", haunted houses, and singing (just ask the front Desk or Intake in Northside). My wife, Julie Connors Married 17 Years. 17 Year old Daughter Elizabeth Connors. 14 Year old Daughter Allison Connors. Pets: I have one Chihuahua Terrier Mix named Susy "SPCA DOG", one Beagle Lab mix named Maggie, one Mountain Cur Mix named Roxie, one Dachshund Terrier Mix named Daisy. My words of wisdom: Treat people how you want to be treated, and relax life is much more exciting when you stop the Drama."—Dan Conners

Thank you Dan for all that you do!

IN-THE-KNOW

Sharonville K9 Expansion Update



Progress is happening!

We can anticipate completion by July.

READ MORE ON PAGE 2...

HR CORNER

Anyone employed with The SPCA Cincinnati can find resources to assist with life events through EAP (the Employee Assistance Program)! Log-on now to obtain information on a variety of wellness topics. In order to use the website follow these steps: Go to www.anthemeap.com → Click Member Log-in → Company Name enter: **SPCA of Cincinnati**.

NEW TOPIC, Rising Through the Ranks, PAGE 3...

Have an article you wish to add? Send to Nyketa Gaffney—Editor:
ngaffney@spcaciincinnati.org.

Sharonville K9 Expansion Update

If you have been at the SPCA Cincinnati Sharonville location lately... I'm sorry for the dust on your car! But that dust signifies lots of great progress w/our expansion. The sewer is in, passed permitting. The foundation is laid and walls are going up. There are stacks of cast block waiting for exterior walls & to finalize the interior walls. Soon, the roof will be going up. The big complications are with the weather... too cold for asphalt, too wet to pour concrete, etc.

If you missed what this expansion is all about, here are the basics:

A NEW Volunteer Services Department:

To effectively manage all our great Volunteers and give them a work space for special projects. This will also serve as a safe place for Volunteers to store personal property while volunteering with our pets.

Improvements will include:

50% more kennels to house additional dogs and to have fewer dogs per kennel. Let's give these dogs the comfort they deserve.

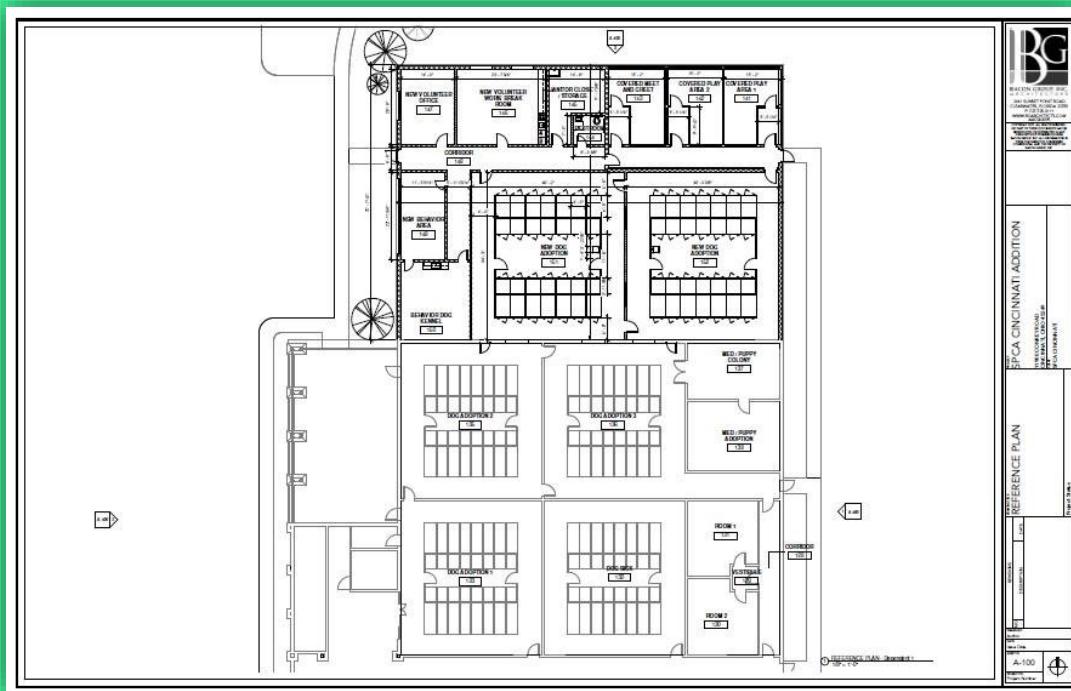
More Meet-N-Greet Areas:

To allow for more one-on-one time for potential fosters and adoptions. These are expandable areas so we may incorporate group dog training. This also helps to fulfill the SPCA Cincinnati dog-walker's motto: "Every Dog, Every Day."

A Behavioral Department:

To train dogs with behavioral problems in order to reduce their risk of euthanasia. All dogs deserve a second chance... especially when additional assistance for training comes from internships from local universities.

We are on schedule for completion early July. As we progress, we will work harder to keep you well informed.



—Jake White, President and CEO



Rising Through the Ranks

Climbing the career ladder requires a sense of balance. How far do you want to climb? How fast do you want to go? Can you reach the next rung and still hang on to your integrity? And can you trust the person holding the ladder?

Hal Lancaster, a veteran observer of the career arena, provides answers to questions about rising through the ranks.

Many up-and-coming managers seem to win recognition without being perceived as pushy or domineering. What character traits do these people share?

People are drawn to these managers because they're engaging, knowledgeable, and trustworthy. I call them *hubs*, because they direct the traffic of work at a company. People congregate around them, to seek information, contacts, and advice, and these managers broker deals among individuals and departments. They're always looking for solutions that serve both sides. Word quickly spreads that these are the go-to people on this or that subject.

Some people are just innately charismatic, but most people can improve their leadership potential simply by being consistent, fair, and honest. Trustworthiness plus empathy, vision, and clear communication equals charisma. And truly charismatic leaders involve others in creating plans, so that the company's goals are also theirs. People follow when the company's success also means their success.

Some folks shy away from advancing their careers because they fear they'll get swept up in office politics.

What's a good strategy for playing the game without compromising integrity?

For more on this topic:

VISIT THE EAP WEBSITE: www.anthemepap.com:

—Lori Fenner, HR Facilitator

“Monthly Promotion”

Luck OF THE SPCA



spca
cincinnati



Nearly 12,000 lucky animals enter into SPCA's lifesaving care, finding a safe haven within our shelters. Through your purchase of a #LuckOfTheSPCACookie, you will help our organization save more lives! Nearly \$1 of each cookie benefits the SPCA. Give a voice to the voiceless by visiting Busken Bakery today! Special thank you to our friends at Raising Cane's Ohio for fueling this initiative with their compassion.

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Meet #Busken & #RaisingCanes at our Sharonville shelter for a LIVE Luck of the SPCA celebration **THIS SATURDAY**, March 7th from 12pm - 2pm! It's your chance to spin Busken's #CrumblyWheel for cool prizes and purchase a cookie! We at SPCA are truly lucky to have your support.

Brixx's & Taziki's will also be joining the SPCA for this very special occasion, w/ delicious samples on hand. Both Deerfield locations will be giving **20%** back to the SPCA on St. Patrick's Day when patrons order & bring in their flyer (on our website)!



Purchase a Leprechaun Cane Plush Toy today!
Available in all Raising Cane's stores now!!

As seen on the SPCA's Facebook Page



FMLA

Family and Medical Leave Act

The Family and Medical Leave Act (**FMLA**) provides certain employees with up to 12 weeks of unpaid, job-protected leave per year with no threat of job loss. It also requires that their group health benefits be maintained during the leave. This law helps prioritize your health and family while also protecting your job.

How do I know if I'm eligible for FMLA?

FMLA only applies to certain employees. First, the employee must work for a covered employer. Second, the employee must work for the employer for a minimum of 12 months, and at least 1,250 hours during those 12 months, before taking leave under FMLA. Third, the employee's job must take place at a location where at least 50 employees work, or within 75 miles of such a location.

What sorts of situations qualify for FMLA leave?

Covered employers must grant FMLA leave for one or more of the following situations:

- The employee cannot work because of a serious medical condition.
- The employee must care for an immediate family member that has a serious medical condition.
- The birth and/or subsequent care of the employee's child.
- The placement and/or subsequent care of an adopted or foster care child.

A "qualifying exigency" from the employee's spouse, child or parent being on active duty or has been called to active duty for the National Guard or Reserve in support of a contingency operation.

How do employers determine the applicable 12-month period?

FMLA creates four options for employers when calculating the 12-month period they'll use. Employers can select:

- The calendar year;
- A fixed "leave year". This can be based on any 12-month period, such as a fiscal year, or the anniversary of the employee starting with the company;
- A 12-month period beginning with the date that an employee's first FMLA leave begins; or

A 12-month period that goes backward from the date that an employee's first FMLA leave begins.

—Lori Fenner, HR Facilitator

Fur Ball 2020



Visit spcacincinnati.org for ticket details!



Home Sweet Home



A few of our shelter stars & staff/volunteer favorites
have been adopted! Special thanks to:

Local 12 WKRC and 103.5 WGRR!



NEW EMPLOYEES!



Darius Dawson Sr.

Kennel Tech

Northside, 3/5/20

Welcome

We're Glad You're Here