

NEWS & NOTES

Work-Free Weekends

The Creative Group offers five tips to avoid working weekends:

- 1. Prioritize.** Take a few minutes at the start of each day to assign a one-to-three “urgency rating” for each item on your to-do list. Tackle top-rated tasks as soon as possible and postpone or delegate items with less urgency.
- 2. Empower employees.** Performing certain tasks yourself may initially be quicker than explaining them to someone else. But time spent training staff now can reduce your workload later and improve the overall skill set of your team.
- 3. Rethink meetings.** Look at meetings and ask if there are enough agenda items to merit a gathering.
- 4. Schedule personal time** to relax or pursue outside interests on weekends. Hobbies can feed your creativity, increase your happiness, and provide extra motivation when you're back in the office.
- 5. Seek help.** If overtime is constant, consider bringing in freelancers to help ease the workload for you and your team.



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Attitudes across the ages

Report reveals differing opinions on work/life issues

Commissioned to mark the 35th anniversary of Working Mother magazine, the “Working Mother Generations Report” found the greatest disparity in generational attitudes on work/life issues lies between Millennials (born 1981–2000) and Baby Boomers (born 1946–1964).

Highlights of the full report, which is sponsored by SC Johnson, include:

- 71% of Millennials says they are satisfied with their choice to be a working or stay-at-home parent vs. 59% of Boomers.
- 75% of Millennials are satisfied with their partner's contribution to the family's finances, while only 58% of the Boomers are.
- Millennials score highest (60%) in believing one parent should stay home to care for the children, over Generation X (50%) and Boomers (55%).
- 62% of Millennials believe that when a mother works outside the home, it sets a positive example for her children, followed by Gen X (57%) and Boomers (55%).

Views vary on work/life stress by generation:

- More than half of all Millennials say that flex time causes work to interfere with family time vs. only a quarter of Boomers.
- Millennials report working the same average hours—7.8 daily—as the other generations, but roughly half say they “cannot get away from work.”
- Millennials are much more likely to say they would prefer to work even if they did not have to financially (47%) vs. Gen X (37%) and Boomers (36%).
- Gen X is the least likely generation to say they're fulfilling a higher purpose through work than just making money (13 percentage points lower than Millennials and 8 percentage points lower than Boomers).

Generation X has a “front-row seat to work/life tensions,” says Working Mother Research Institute Director Jennifer Owens. “This is not that surprising, considering that this generation is striving to move into higher positions at work, while also working to guide their children through homework, after-school activities and everything else, with an eye towards college. Meanwhile, Boomers are thinking about their own future changes, including retirement, and are mostly likely to be dealing with eldercare issues with their parents.”



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Debt and 401(k) Retirement Savings

In a survey conducted by Nationwide Financial Services, 42 percent of those workers surveyed say they do not contribute to a 401k plan because they cannot afford it. This is an alarming number of you and this lack of retirement savings today will have an extremely negative impact on your standard of living during the "golden" years of retirement.

If you are one of those workers who is not yet contributing to your 401k, you need to rethink your decision - yes, this also applies to those of you who are in their 20's and early 30's.

Since debt continues to be the number one reason most workers don't participate in their 401k, we want to give you some simple tips on how to start funding your retirement savings and some guidelines for controlling your debt.

Simple Tips to Fund Your Retirement Savings

Keep in mind that the key to savings is not how much you are saving, but how long you save. Even a few dollars a week over a long period of time can add up to a very nice nest egg. So, with that in mind, here are some useful tips on how to save a few extra dollars every week that you can then use to fund your 401k retirement savings.

- Brown bag your lunch. The \$5 per day you can save will add up to over \$100 a month.
- Review your phone bill and drop unnecessary services like Caller ID and Call Forwarding.
- Cut your cable television down to the basic package.
- Drop down one level of service for your cell phone.

Take the extra couple of hundred dollars you save and put it into your 401k. You will be surprised at how fast it will add up.

Guidelines for Controlling Your Debt

Here are some valuable guidelines from the Consumer Credit Counseling Services of San Francisco to help you get a handle on your personal debt and to begin to eliminate it.

Housing

Spend no more than 35% of net income on housing. Depending on whether you rent or own, that can include:

- mortgage or rent
- utilities
- insurance
- taxes
- home maintenance

Transportation

Spend no more than 15% of net income on transportation.

That includes:

- car payment
- auto insurance
- tag or license
- maintenance
- gasoline
- parking

Debt

Spend no more than 15% of net income on all other consumer debt:

- student loans
- retail installment contracts
- credit cards
- personal loans
- tax debts
- medical debts

Other

Spend no more than 25% of net income on all other expenses:

- food
- clothing
- entertainment
- childcare
- medical expenses
- tithing/charity
- vacations



Content provided by 401khelpcenter.com



PRESCRIPTION POISONINGS

The National Safety Council (www.NSC.org) has released the 2014 edition of its Injury Facts, which details the latest injury and fatality statistics and safety trends across the United States and worldwide.

Among the more surprising statistics, the NSC found that poisonings, including those from unintentional prescription painkiller overdoses, were the leading cause of death in 18 states and Washington, D.C.

The increase in fatalities corresponds to the national increase in deaths from drug poisonings, including those involving prescription painkillers, says an NSC press release.

According to the Centers for Disease Control (CDC), 100 people die each day in the United States from drug overdoses—the rate has more than tripled since 1990.

The CDC points to "a growing, deadly epidemic of prescription painkiller abuse," with three out of four prescription drug overdoses caused by painkillers, also called opioid pain relievers. And more than three out of four people who misuse these painkillers are using drugs prescribed to someone else.

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