

Member Benefits

When you're a Cascade Member, you get a team of experts and a complete range of services for meeting your compliance obligations, training for excellence, building employee productivity and engagement, and providing competitive pay and benefits. The value of belonging is much greater than the cost of membership.

No-Charge Benefits

AnswerSource Helpline

Call for quick and reliable answers to your employment-related questions. Up to 15 minutes of free consultation per issue.

- Regulatory compliance questions
- Guidance on common workplace issues

Human Resource Practices Assessment

Receive a one-on-one assessment of your human resource practices to help you get and stay in compliance.

Total Cash Pay Assessment

Select a job within your organization and our compensation team will review pay and bonus data from multiple market survey sources, recommend pay and bonus levels, and include a comparison of your specific position versus your competitive market. *One-time-only benefit.*

Quick Pulse Employee Survey

With just three questions, this quick online survey helps you discover what matters most to your employees and what they feel is in most need of improvement.

Leadership Engagement Essentials

Get one annual registration for this two-day program, delivering insightful strategies that promote consistent leadership practices.

SalaryTrends® Subscription

Fresh, local pay data for hiring well and evaluating market pay practices, 24/7. Enter your pay data online and get an annual subscription to the Oregon Regional Pay Survey.

Critical Compliance News and Workplace Information

Stay compliant through updates in our monthly newsletters and late breaking e-alerts, and keep informed by opting into our blog, GreatWork!, for workplace leadership knowledge.

Online Member-Only Area - A Wealth of Resources

- Sample forms, policies and guidelines
- Frequently asked HR questions and answers
- AnswersNow, a database of federal and state employment laws, news and expert analysis

PHR/SPHR/GPHR Recertification Credits

HR professionals within your organization who carry these designations can earn up to 12 free credits per recertification cycle in recognition of your Cascade membership.

Special Rate Benefits

Professional Consultation

Stay in compliance and on top of tough issues.

- Attendance & family leave
- Policy & benefit administration
- Discipline & discharge
- Affirmative action & EEO
- Pay practices & pay discrimination
- Coaching & organizational improvement
- Harassment

Training

Keep all levels of employees engaged and on track with essential training.

- Compliance topics
- Human resource & compensation
- Leadership & supervisory development
- Attend classroom sessions or bring any program on-site and customized to your organization.

Project Assistance

Perhaps it's time to revise your employee handbook, to update your affirmative action plan, or to write those long-awaited job descriptions. Or maybe you want to create a pay structure that's right for your organization and for retaining your top talent. Whatever the project, help is available.

Workforce Analytics

With The Predictive Index™, realize what drives workplace behaviors and harness your team's true power. Scientifically validated behavioral, learning, job and skill assessments.

Employee Benefit and Group Program Options

Qualifying members have access to a number of employee benefit and group program options.

- Medical, dental, life, & disability income
- 401(k) retirement plan

Partnered Programs

Take advantage of reputable resources at reduced rates through alliances established with outstanding providers.

- Safety & health services
- Payroll software
- Background screening
- Drug & alcohol testing
- Telemedicine service
- Employee assistance program