

Member Benefits

When you're a Cascade Member, you have a staff of human resource experts and a complete range of services at your fingertips to help you hire well, engage for loyalty, train for excellence, discipline effectively, and dismiss appropriately and legally – a value much greater than the cost of membership.

Complimentary Benefits

AnswerSource

Your toll-free helpline for quick and reliable answers to general employment-related questions. When you want to do the right thing in the right way for your people, rely on our people.

- Regulatory compliance answers
- Quick guidance on common workplace issues
- Sample forms, policies, and guidelines

Training Credit

Keep your employees, supervisors, and managers on track with essential training. You get a credit equal to 20% of your annual membership fee to apply toward any of Cascade's public training sessions.

- Compliance topics
- Human resource & compensation
- Leadership & supervisory development
- Safety & workers' compensation

SalaryTrends® Subscription

Fresh, local pay data for hiring well and evaluating market pay practices. Enter your pay data and get a complete annual subscription FREE.

- Data by employers for employers
- Diverse array of jobs and levels
- Local, regional, national data
- 24/7 access

Online Member-Only Area

Access a wealth of resources, 24/7.

- Sample forms, policies, and guidelines
- Frequently asked HR questions and answers
- Federal and state workplace notices and posters
- State law summaries

Job Bank

Post unlimited job openings for up to 30 days each. These postings can be viewed by anyone, giving you one more tool for recruiting qualified job candidates.

DVD Library

Borrow from over 100 DVD and VHS presentations covering the best of management, team-building and safety topics.

For new Members, we recommend and include with your membership fee . . . An assessment of your human resource practices to help you get and stay in compliance.

Reduced Rate Benefits

Training

Rely on Cascade's depth of knowledge to support your managers, supervisors and employees with training they need and content they'll use.

- Public workshops
- Interactive webinars
- On-demand webinar recordings
- Online learning center

On-Site Training

Bring nearly any topic in Cascade's curriculum to your site, adapted to fit your organization's culture and goals. This allows for flexible scheduling, customized content, and maximizes training dollars.

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
- Performance improvement
- Harassment

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.

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
- Workers' compensation insurance

Partnered Programs

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

- Payroll services
- Background screening
- Drug & alcohol testing
- Employee assistance program
- Outplacement services