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News from TRICOM

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The Rising Tide of BIPA Claims: What it is, how it impacts your business, and where coverage is – or isn't. Is your staffing firm protected?



Photo Source: gettyimages.com

By: Bob Thompson, Vice President,
World Wide Specialty Programs

Thanks to a recent Illinois Supreme Court ruling, businesses everywhere – particularly staffing firms – have been put on notice.

The state's stringent 2008 Biometric Identifier Privacy Act (BIPA) means that personally identifiable information is the same no matter what form it takes on. That's the message derived from a recent ruling in Illinois Supreme Court on a case involving BIPA regulation. In the case involving a 14-year-old plaintiff, the Court held that Six Flags violated BIPA by requiring a fingerprint in order to obtain a season pass.

The decision held that an individual alleging that a violation in the state's laws regarding biometric information – defined as "a retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry" – is already "real and significant" when it occurs. Plaintiffs do not need to prove actual harm, says the Court, but only that a violation has occurred.

The Court's action has put staffing firms in the crosshairs, particularly since they are responsible for their employees' personal data no matter where they are working. It's an impact that is compounded by not just the policies and practices of the staffing firm, but also very much by the policies and practices of client firms.

CLICK HERE TO READ MORE ABOUT HOW THIS RULING IMPACTS STAFFING COMPANIES AND IF YOUR FIRM IS AT RISK.

This Month's Webinar: Deeper Dialogue; Conversations that Inspire

John Klymshyn

Author • Speaker • Coach

Thursday, January 30,
1 pm CST / 2 pm EST

Register now! >>

Join TRICOM for our January *Industry Insider* webinar as Author | Speaker | Coach John Klymshyn shares key phrases and concepts from his new audio book: *Deeper Dialogue; Conversations That Inspire*. He describes the session this way: "This journey began with the concept of 'The Stunning Alchemy of Solid Language.' The first time I stated that as an intent, it was responded to by a live audience of executives who run an \$8 billion dollar organization. These were experienced leaders, who prided themselves on the humanity of their approach to leadership. I took the concept and wrote an article, then spoke about it, workshoping material for months. I then built the framework for "Deeper Dialogue", and almost two years later.... the book and audio project: *Deeper Dialogue; Conversations That Inspire* was completed. I hope it speaks to you."

By the end of this session, participants will gain a greater understanding of how to identify and engage in deeper dialogue.

View a video invitation from John Klymshyn by clicking on the "Register now" link!

Did You Know? The Staffing Industry Conference Schedule Kicks off for 2020

After a brief lull in the action over the winter months, the 2020 staffing industry's conference schedule ramps up at the end of February.

Midwest owners and executives can join us at the Illinois Search and Staffing Legislative Day on Thursday, February 27th at the Wintrust offices in Rosemont, IL. This half-day event packs in a lot of valuable, relevant information, plus we invite you to join us after the conference for a cocktail hour sponsored by TRICOM.

The Minnesota Recruiting and Staffing Symposium is slated for Tuesday, March 3rd in Minneapolis, MN at the Lost Spur Golf and Event Center. TRICOM isn't able to make it this year, but it's always been a great, informative event.

The 2020 TempNet Annual Conference kicks off the national conference scene in San Antonio, TX on March 4-7th. Be sure to let us know if you'll be attending – we'd love to schedule a time to visit! Or, be sure to stop by and see us at the Exhibit Hall and score some fun giveaways!

One of the industry's top conferences is slated for the following week. Staffing Industry Analyst's Executive Forum will be in Miami, FL March 9-12th. SIA shares their proprietary research and insights at this C-Suite-only conference. Be sure to visit us at Booth 217!

If you're attending any of the above conferences where TRICOM is also in attendance, please let us know so we can schedule a time to meet during the event – we'd love to connect!

FOR MORE UPCOMING CONFERENCE INFORMATION, **VISIT OUR EVENT CALENDAR.**



Get the latest industry news, resources and updates right to your newsfeed by liking TRICOM on [Facebook](#) and following us on [Twitter](#)!

Upcoming Webinar:

**Deeper Dialogue;
Conversations that Inspire**

Date: Thursday, January 30,
1 pm CST / 2 pm EST

Duration: 1 hour
Cost: COMPLIMENTARY

Register now! >>

Events:

February 27 — Illinois Search and Staffing Legislative Day. Wintrust. Rosemont, IL. [issaworks.com](#)
Look for TRICOM's booth!

March 3 — Minnesota Recruiting and Staffing Association Symposium. Lost Spur Golf and Event Center. Eagan, MN.
[business.mnrsa.org/events](#)

March 4-7 — TempNet 2020 Annual Convention. Marriott Riverwalk. San Antonio, TX.
[tempnetstaffingassociation.org](#)
Come visit us at the Exhibit Hall!

March 9-12 — SIA Executive Forum. Fontainebleau Hotel, Miami Beach, FL.
[staffingindustry.com](#)
Come see us at Booth 217!

New On TRICOM.com!

Our event listing is updated for 2020! Check out both state and national events specifically for the staffing industry. You can find the listing on our website by [clicking here](#).

January Fun Fact:

In 2020, the Chinese New Year is on January 25, ushering in the Year of the Rat. The Chinese zodiac follows a 12-year cycle and are always used in the same order. Those born in the year of the Rat (2020, 2008, 1996, 1984, 1972, 1960, 1948, 1936, 1924, 1912, 1900) are said to be ambitious, sincere and generous with money. The Chinese New Year is celebrated with festivals, special foods, lanterns, gift giving, and gatherings.



Image and article source: [almanac.com/content/month-january-holidays-facts-folklore](#)