



Northeast S.D. Society for Human Resource Management

March 2014

2014 CHAPTER BOARD MEMBERS

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March Program

FREE EVENT!

NESD SHRM March Mixer

Join the NESD SHRM Chapter for a

MARCH MIXER

Tuesday,
March 11th, 2014
3pm—5pm

2nd Street Station

Please RSVP before March 7th, 2014 at

<http://nesd.shrm.org> under the
“Events/Education” tab



Why You Should Attend:

- Network with other area HR professionals & Business Leaders
- Find out how SHRM can benefit you and your business
 - Hors D'oeuvres
 - Drawing for National SHRM Membership OR \$150 credit to SHRM Store
- Bring a friend, colleague or non-SHRM member for another chance in the drawing

From the President



Greetings,

First off, thank you to everyone who attended our February Program – and also a big thanks to our guest speaker Lisa Johnson from the South Dakota Department of Labor and Regulation. We've got more excellent programs coming your way!

We are changing things up a bit for our March program and are having a "mixer", which will give members an opportunity to network with other area HR professionals and Business Leaders. We will be taking donations of cash and/or food items for the Watertown PACH Program; for a list of items in need, visit www.facebook.com/watertownpach.

We are also having a drawing for a SHRM National Membership or \$150 credit to the SHRM store. Bring a friend, colleague or non-SHRM member for another chance in the drawing. This program is no cost, so please come and

enjoy appetizers and networking!

We are also excited about our upcoming Healthcare Reform Series, which will be in four sessions: April 24, June 19, August 21 & October 23. Tom Pruner will be speaking at all the sessions. Please visit the NESD SHRM website for more information and to RSVP.

Welcome our newest members!

Nancy Cornell – Express Employment Professionals

Alyssa Domke – Student at Lake Area

Jenny Kranz – Staff Search

Lastly a reminder about program cancellations: Members that have RSVP'd for a program and are unable to attend, we really appreciate a cancellation notice at least 48 hours in advance. This will help to keep our membership costs low. For those needing to cancel, please do so on the NESD SHRM website.

Thanks everyone!

Leigh Kuecker, PHR

NESD SHRM Chapter President

On the Lighter Side

How many people never make it to new hire status because of blunders they make during the interview process? Plenty, according to a CareerBuilder study done at the end of 2013. Here are examples of what applicants have done:

- Said he was his own personal hero
- Crashed her car into the company's office building
- Brought along some personal photo albums
- Checked Facebook
- Acted out a role from "Star Trek"
- Explained that her behavior wasn't typical because she'd taken too much valium
- Requested the name and phone number of the receptionist, because he really like her, and
- Took a phone call for an interview with a competitor.

**Shaping an Ethical
Workplace Culture
Effective Practice
Guideline**

Each year, almost half of U.S. employees report witnessing unethical or illegal conduct in their workplaces-- with direct business implications. This new SHRM Foundation report describes the characteristics of an ethical workplace and identifies specific ways HR can foster a more ethical environment. It includes company examples and provides clear, research-based guidelines for making change.

This document is attached to the newsletter.

**Top 10 Reasons to join
National SHRM:**

1. 24/7 SHRM Info. Center
2. HR Magazine
3. HR News
4. TeleSHRM
5. HR Legal Report
6. MembershipNet
7. Annual Conference
8. Government Representation
9. Prodigy
10. Job Bank USA, Credit Card Services, Group Life, Rental Car & Subscription Discounts

Join SHRM National today
https://ecom.shrm.org/TimssSolutions2004_tpro/EBusinessJoin.aspx

SHRM FOUNDATION NEWS:



**SHRM Foundation News:
Effective Practice Guidelines**

If you are like most HR professionals, you probably lack the time to keep up with the latest research findings in human resource management. Yet knowing which HR practices have been shown by research to be effective can help you in your role as an HR professional. The SHRM Foundation's Effective Practice Guidelines are a series of reports that distill the latest research findings and expert opinion into specific advice on how to conduct effective HR practice. They are written in a concise, easy-to-read style to provide practical information to help you do your job better.

The SHRM Foundation publishes new reports each year. Recent reports include, Onboarding New Employees: Maximizing Success and The Search for Executive Talent: Understanding the Process and Setting It in Motion.

Other titles in the series include Employment Downsizing and Its Alternatives, Recruiting and Attracting Talent; Retaining Talent; Developing Leadership Talent; Implementing Total Rewards Strategy; Learning System Design; Employee Engagement and Commitment; and more. All of the titles are available as free .pdf downloads under "[SHRM Foundation Products](#)" on the Foundation website (www.shrm.org/foundation). The Effective Practice Guidelines series is made possible by your tax-deductible contributions to the SHRM Foundation.

NESD SHRM Communications Disclaimer:

Our chapter, or its Board of Directors, accept no liability for the content of this newsletter or for the consequences of any actions taken on the basis of the information provided, unless that information is subsequently confirmed in writing.

NESD SHRM MISSION STATEMENT

NESD SHRM Chapter's purpose is to advance the Human Resource profession by providing educational opportunities, legislative updates, informational programs, and a network to facilitate ideas, as well as promoting and encouraging membership and professional development through participation in the National SHRM organization.

NESD SHRM Board Meeting
Tuesday, February 25,
11:30 – 12:30
Wheel Inn - 404 10th St NW
Watertown, 886-4649

Agenda

PRESENT: Julie Plunkett, Matt Sawyer, Laurie Gates, Sheila Mennenga, Tammy Davis, Bobbie Halonen, and Leigh Kuecker.

ABSENT: Traci Stein, Paige Sullivan, Amber Dahl, and Jodi Olmscheid

Additions to Agenda – NONE

Approve minutes of Board meeting - minutes in February newsletter – motion to approve by Tammy Davis, seconded by Julie Plunkett.

Past President

Julie Plunkett

- No report.

President Elect

Matt Sawyer

- No report.

Treasurer

Laurie Gates

- Financial Statement
- Dues are coming in for 2014.

Membership Director

Sheila Mennenga

- A membership survey will be conducted after March 31 when renewals are due.
- We currently have 51 members who have renewed, and 16 who have not.
- Sheila to reach out to LATI/HR tract on continuing their membership

SHRM Foundation Representative

Tammy Davis

- Candy Jar for March Program - Will take donations of cash/and or food for PACH
- Will look into Pizza Hut's program whereby the chapter can earn rebates for the Foundation for any pizza's sold using an order code during a certain time frame.

Diversity Advocate

Julie Plunkett

- The Unity in Diversity Event will be 6/20 at the Bramble Park Zoo. More info to come.
- The next planning committee meeting will be Thursday, March 13 @ 4 PM at the Multi Cultural Center should anyone want to attend.

Government Affairs Representative

Paige Sullivan

- No report.

Workforce Readiness Advocate

Traci Stein

- No report.

Certification Representative

Audra Hunt

- No report.

Vice-Presidents of Programming

- March program is a mixer from 3-5 pm, with Sheila Mennenga, Laurie Gates and Tammy Davis giving testimonials on SHRM membership benefits.
- April will kick off the Health Care Reform series, and Developing as an HR Leader
- Down the road, looking at a possibly Strategic HR conference, and a program on dealing with Unemployment claims.

Secretary

Jodi Olmscheid

- No report.

Old Business

- Program cancellations. It helped having Leigh email a program reminder to all who RSVP'd last month, but we still had some RSVP too late and we were charged for them. To keep costs low, we are asking all members to cancel RSVP's on our website within 48 hours of the program if at all possible.
- Board meeting attendance tracking- Jodi has started tracking this. Board members are not to miss more than three meetings in a row or risk losing their positions.

New Business

- Strategic Plan - Leigh to email the form out to all Board members for updates.
- Top 10 Reasons to Step Up - Bobbie and Matt will work on a flier promoting being a NESD SHRM Board member for the website.
- Leigh was asked by the SD State SHRM Conference Committee if our chapter would be willing to donate a local membership to our chapter if drawn during the conference. Motion by Laurie Gates, seconded by Julie Plunkett.

ADJOURN MEETING by Tammy Davis, seconded by Matt Sawyer

Compliance, policy, and healthcare reform developments

~ Holmes Murphy & Associates

New Rule Allows Patients to Get Test Results Directly From Labs

Patients may obtain their test results directly from the laboratory that produced them, without having to go through their doctors, under regulations announced this week by the Obama administration. The rule is part of a broader effort by the administration to give Americans more control over their healthcare. It supersedes state law and will have particular significance in 13 states that prohibit labs from releasing test results directly to patients.

New Model Marketplace Notice Now Available

The Employee Benefits Security Administration has released a new Marketplace Notice that may be used until January 31, 2017. There are two small changes to this model notice: the date on which the notice expires and the elimination of the question asking when health plan information will change for an individual. Otherwise, the content in this model notice is unchanged from the prior notice. A modifiable notice template is available at the title link above.

House Panel OKs Easing Health Reform Law's Definition of Full-Time Worker

A panel of the House of Representatives approved legislation this week to ease the healthcare reform law's definition of a full-time employee, shielding more employers from a stiff financial penalty imposed by the law. Under the Affordable Care Act, employers are required, effective in 2015, to offer qualified coverage to full-time employees — defined as those working an average of 30 hours per week — or be liable for an annual \$2,000 penalty per employee. The legislation would change the definition of full-time employees to those working an average of 40 hours per week. The measure now goes to the full House.

NJ Law Requires Employee Notice Regarding Gender Discrimination

Employers in New Jersey must give notice to employees regarding their right to be free from gender discrimination in the workplace. This requirement applies to employers with 50 or more employees (regardless of where the employees are located) which has an office or workplace in New Jersey. Affected employers must post both the Spanish and English versions of the notice, available at the title link above. Additionally, employers must provide each employee with a written copy of the notice. Print or email distribution methods may be used. And, along with the written notice, the employer must provide an acknowledgement form, which the employee must sign and return to the employer within 30 days of receipt.

Disclaimer: Holmes Murphy often provides general guidance to its clients on employee benefits and related personnel matters, but does not provide legal advice. While we regularly confer with, and receive guidance from, members of our internal compliance team and with our outside legal counsel, Holmes Murphy is not a law firm and any general guidance we provide is not intended to be and should not be considered legal advice. Clients are always urged to consult with their own counsel about specific legal issues to ensure they are receiving direct legal advice that is informed by the law and all facts and surrounding circumstances of the inquiry.