



People, Purpose & Passion

2020 State SHRM Conference

RESCHEDULED for August 5—7, 2020

Watertown Event Center

1901 9th Ave. SW, Watertown, SD

To learn more about the Conference Line-up
and Special Events planned, please visit:

<https://nesd.shrm.org/events/2020/08/2020-sd-state-conference-2020-vision-people-purpose-passion>

Early Bird Registration deadline is July 15th.

Don't miss this event!

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Our Chapter celebrated our 25th Anniversary in May!

On May 9, 1995, close to 100 people gathered at Sunnyside Inn on Lake Kampeska to celebrate the affiliation of the “Watertown Personnel Club” with SHRM. Since that time, our Chapter has provided guidance, information and tremendous networking opportunities to HR Professionals throughout our local community and surrounding areas with drive and passion.

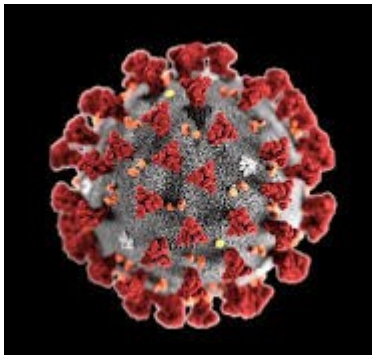
“Thanks for being part of this great organization.”
*- Sheila Mennenga, NESD SHRM Membership Rep
and SoDak SHRM State Council Director*



Our NESD SHRM Chapter came out strong for our “PACHing Party” on Thursday, 3/4/2020—**AWESOME JOB!**

Email from Laurie Gates, NESD SHRM Past-President:

“Thank you for serving PACH last night. We filled bags for 514 area children in 40 minutes. A new PACH record!!! What a great way to show support from our communities, and to help fight childhood hunger. Thank you also for those who brought additional friends and family to help, especially to Molly who brought a team from Twin City Die Castings! What great collaboration! Good job all!”



‘Uncounted’ unemployed workers taking brunt of COVID-19 hardships in S.D.

May 6, 2020—Stacey Twiggs is one of the “uncounted” unemployed people in South Dakota.

Twiggs (pictured below), 35, is a massage therapist from Black Hawk who has seen COVID-19 turn her life upside down. She hasn’t gotten sick, but the pandemic has destroyed her once-thriving business, forced her to live off credit cards and put her in fear of becoming homeless.

And yet, Twiggs isn’t counted among the record number of people who are officially listed as unemployed in South Dakota amid the pandemic, and she is not able to obtain unemployment benefits.

Twiggs is one of an unknown number of South Dakotans who are out of work, but who cannot get state unemployment benefits because they were self-employed or did not qualify for any reason. These uncounted, unofficially unemployed workers are suffering from a loss of income but do not have easy access to government assistance, and some are turning to charities or friends for help.

With state unemployment benefits unattainable, Twiggs and others have tried to get help from federal emergency programs aimed at helping the jobless stay afloat. But applying for those programs must be done through the South Dakota Department of Labor and Regulation and can be complicated. And because the state has been fielding more than 5,000 new applications for benefits each week, actually getting money can take some time.

“It’s been a crazy, wild adventure trying to get help,” said Twiggs.

As many as 14 million Americans who could qualify for some type of unemployment compensation are not receiving assistance, according to a survey published April 28 by the Economic Policy Institute.

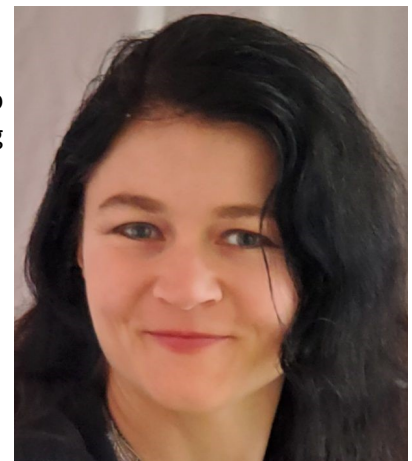
According to the survey, some workers were stalled by complicated paperwork or frustrated with overworked state labor agencies. Others were paid under the table or didn’t make enough money the year before seeking benefits to qualify for compensation.

The high number of uncounted unemployed people has led government officials to understate the depth of the employment challenges in South Dakota and the nation, and could have implications in regard to creation of emergency programs or funding initiatives to aid those who have lost their livelihoods.

The ability to craft meaningful, well-targeted assistance programs is also hampered by a lack of data collection by government agencies, including in South Dakota, where officials don’t track unemployment by age, gender, race, industry or location.

Federal surveys that look at some of that information are conducted only once a month. The March federal survey missed the initial surge of new virus-driven unemployment claims; the April survey is expected May 8.

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'Uncounted' unemployed workers taking brunt of COVID-19 (continued from previous page)

By excluding people from official employment data, the state is not presenting an accurate picture of overall unemployment to the public and policymakers, said state Sen. Ryan Maher, R-Isabel (*pictured to the right*).

"You're fudging the numbers; you're not being truthful about the situation," Maher said. "They always say South Dakota's unemployment rate is 2% or 3%, but even before the virus hit, your unemployment rate was probably closer to 10%."

The lack of good data has "skewed" the state's ability to accurately track unemployment and fully understand what is happening in the marketplace, said Maher, the owner of an insurance agency who sits on the Senate Appropriations Committee. That could affect the state's ability to help people or react in a crisis, Maher said.

"You wonder, what does that population look like that is falling through the cracks and not being tracked?" Maher said.

No one really knows what the total unemployed population actually looks like in South Dakota. The state does not track people who don't get benefits or those who are considered to have left the labor force.

Based on the number of continuing recipients and new claims, about 6% of the state's labor force of around 467,600 was either seeking or receiving unemployment benefits by the end of April. The number of people seeking or receiving benefits was nearly double the 3.3% rate of unemployment reported in South Dakota for the month of March.

Officially, the number of unemployed South Dakotans was still growing at a record pace as May began. Roughly 3,756 people sought benefits for the first time for the week ending May 2 and 22,707 received ongoing benefits, according to the state's May 7 weekly unemployment report.

The official U.S. unemployment rate shot up more than 10 percentage points in April to 14.7% and more than 20.5 million jobs were lost. April saw the largest month-to-month increase to unemployment and highest unemployment rate the Bureau of Labor statistics has ever recorded.

The national labor force also shrank by 2.5%, meaning hundreds of thousands of more Americans are no longer counted among the ranks of the unemployed. Federal officials reported May 7 that 33.5 million Americans, about 1 in 5 people in the national labor force, have applied for unemployment benefits since the pandemic began.

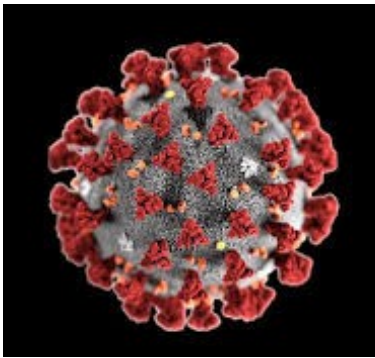
No data exists on how many South Dakotans have been denied unemployment benefits or haven't sought benefits. The state labor department was too busy processing new unemployment claims to research how many claims the department has denied and for what reasons, Deputy Secretary Dawn Dovre said in response to a request from News Watch.

To read the remainder of this article, please visit:

<https://www.sdnewswatch.org/stories/south-dakotas-unofficially-unemployed-workers-taking-brunt-of-covid-19-hardships/>



Source: Nick Lowrey via South Dakota News Watch (online article)



Employees: How to Cope with Job Stress and Build Resilience During the COVID-19 Pandemic

Whether you are going into work or working from home, the COVID-19 pandemic has probably changed the way you work. Fear and anxiety about this new disease and other strong emotions can be overwhelming, and workplace stress can lead to burnout. How you cope with these emotions and stress can affect your well-being, the well-being of the people you care about, your workplace, and your community. During this pandemic, it is critical that you recognize what stress looks like, take steps to build your resilience and manage job stress, and know where to go if you need help.

Recognize the symptoms of stress you may be experiencing:

Feeling irritation, anger or in denial • Feeling uncertain, nervous or anxious

Lacking motivation • Feeling tired, overwhelmed or burned out

Feeling sad or depressed • Having trouble sleeping • Having trouble concentrating

Know the common work-related factors that can add to stress during a pandemic:

Concern about the risk of being exposed to the virus at work.

Taking care of personal and family needs while working.

Managing a different workload.

Lack of access to the tools and equipment needed to perform your job.

Feelings that you are not contributing enough to work or guilt about not being on the frontline.

Uncertainty about the future of your workplace and/or employment.

Learning new communication tools and dealing with technical difficulties.

Adapting to a different workspace and/or work schedule.

Healthy ways to cope with stress

Know what to do if you are sick and are concerned about COVID-19.

Know where and how to get treatment. • Take care of your emotional health.

Take breaks from watching, reading or listening to news stories including those on social media.

Take care of your body. • Make time to unwind.

Connect with others. Connect with your community- or faith-based organizations.

To find more information about mental health and related topics about COVID-19, please visit the Centers for Disease Control and Prevention at:

<https://www.cdc.gov/coronavirus/2019-nCoV/>

EEOC Won't Collect Employer EEO-1 Data in 2020 Due to Coronavirus

May 7, 2020—The Equal Employment Opportunity Commission (EEOC) announced on May 7 that it will delay until March 2021 collection of EEO-1 Component 1 information—which asks for the number of employees who work for a covered business sorted by job category, race, ethnicity and gender.

"The EEOC recognizes the impact that the current public health emergency is having on workplaces across America and the challenges that both employers and employees alike are now facing," the agency said in a statement. "Delaying the collections until 2021 will ensure that EEO filers are better positioned to provide accurate, valid and reliable data in a timely manner."

Joy Chin, an attorney with Jackson Lewis in Long Island, N.Y., noted that the decision only impacts the 2019 EEO-1 reporting requirement. The EEOC is giving employers a one-year extension for filing the 2019 EEO-1 report data—which includes workforce demographics from any pay period from October through December 2019.

Under ordinary circumstances, Chin said, certain employers would have been required to file by March 2020.

Approval Pending

Under federal law, businesses with at least 100 employees and federal contractors with at least 50 employees and a contract of \$50,000 or more with the federal government generally must file the EEO-1 form each year. The EEOC uses information about the number of women and minorities companies employ to support civil rights enforcement and analyze employment patterns, according to the agency.

If the EEOC had collected surveys in 2020, they would have included employee data from a snapshot period in 2019. Employers should note, however, that the agency is still in the process of seeking approval from the White House Office of Management and Budget (OMB) to collect data from 2019, 2020, and 2021.

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EEOC Won't Collect Employer EEO-1 Data in 2020 Due to Coronavirus (continued from previous page)

Pending approval from the OMB, the EEOC expects to begin collecting 2019 and 2020 EEO-1 Component 1 data in March 2021. The agency said it will "notify filers of the precise date the surveys will open as soon as it is available."

No Pay-Data Collection

"Happily, the pay data and hours worked data, which were required in the Component 2 filing due last Sept. 30, are not required for the 2019 and 2020 data," said Cheryl Behymer, an attorney with Fisher Phillips in Columbia, S.C. The agency has said it does not intend to collect the controversial pay information, which was the source of a heated legal dispute.

The EEO-1 form's well-established Component 1 asks businesses to list their employees by job category, race, ethnicity and sex. The new Component 2 of the EEO-1 form requested employees' hours worked and pay information from W-2 forms, broken down by the same categories.

Employers that opposed the expanded data collection said the W-2 income numbers don't provide adequate information about pay disparities. Some worker-advocacy groups, however, said the information would help them evaluate pay disparities and better serve their clients.

In 2017, the federal government decided not to gather Component 2 data, and several worker-advocacy groups sued to force the EEOC to collect it. After a judge sided with the advocates, the EEOC announced that employers would have to report Component 2 data from 2017 and 2018 payrolls by Sept. 30, 2019.

The EEOC later announced that it doesn't intend to collect the pay data in the future. The agency concluded that the burden imposed on employers to gather the information outweighs the usefulness of the data for the agency.

The EEOC still plans to follow its longtime practice of collecting Component 1 data, which helps the agency better understand the racial, ethnic and gender makeup of the workforce by classification, industry and geography. It also helps the EEOC review a company's diversity when the agency investigates a claim.

The EEOC shares this information with the Office of Federal Contract Compliance Programs, which is responsible for ensuring that federal contractors comply with nondiscrimination laws and regulations.

Start Preparing

The EEOC suggested that covered employers begin preparing the data.

"Most employers already have prepared or were in the process of preparing their 2019 EEO-1 reports while awaiting EEOC's opening of the EEO-1 portal," Chin observed.

The EEOC has not changed the reporting snapshot period—which is any payroll period from October through December. "Thus, if employers have the time and resources to continue or complete preparation of their 2019 EEO-1 reports, they should perhaps do it sooner rather than later," Chin said. It will be one less thing to add to the list later in the year when the 2020 EEO-1 reports will also need to be prepared.

"This is a good time to ensure all of your employees have had the opportunity to voluntarily self-identify their gender, ethnicity and race or to issue forms to the workforce if they have not," Behymer said. "If you identify employees for whom you do not have the information, the EEOC expects that you will acquire the necessary data from other sources—such as using other employment-related documents like the documents provided for an I-9 or even through a visual identification."

Source: Lisa Nagele-Piazza, J.D., SHRM-SCP via SHRM.org (online article)

Learn and Listen: Race and Equality in the Workplace



June 24, 2020—Discussions of race and equality, sparked by the recent protests over police brutality against black men and women, are likely to arise in the workplace. What do you do, as a manager or human resources professional, if they occur on company time? Facilitate them, or quell them to avoid conflict?

There's no one-size-fits-all way to handle these sensitive workplace conversations or related actions. The response will vary according to an organization's size, geographic location and mission; organizational culture; diversity, equity and inclusion (DEI) efforts; and other factors. The protests are a piece of a larger discussion about race and equality.

Employee handbooks generally address issues that may arise. For instance, if an employee calls in sick and the employer later discovers the employee attended a protest, there could be repercussions as outlined in company rules on taking leave. And if workers' discussions become harassing, that, too, will be addressed in the handbook's policies on employee interactions.

Amber Clayton, SHRM-SCP, director of the Society for Human Resource Management (SHRM) HR Knowledge Center, said the center has received calls asking about, for example, whether managers need to act if an employee gets arrested at a protest, how to facilitate DEI training and address racial tension, and how to respond to someone allegedly making racist remarks in the workplace.

HR practitioners have to walk a fine line between making sure employees follow the employer's rules and listening to what employees are saying to understand the conflict or concern and see if there's a resolution.

Julia Rodriguez, SHRM-CP, is an HR manager focused on DEI efforts and programming at a philanthropic organization that has a global reach, and she serves as a remote HR professional for several nonprofit organizations with different cultures, missions and sizes. Part of her job is to talk to project leaders about HR issues they may have.

Her advice to employers has been that they can't control what employees do on their personal time. Also, she said, employers should remind employees that they don't represent the organization for which they work when they are speaking out, either on social media, in public, on apparel messaging or in other public ways.

But she's also counseled project leaders to listen to employees to determine the best way to handle specific situations. Sometimes that may mean providing resources where employees can find information on a topic or participate in discussions, as HR practitioners might do regarding COVID-19.

"Data suggest HR leaders continue to find new ways to allow employees room for expression of value while

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Learn and Listen: Race and Equality in the Workplace (continued from previous page)

still ensuring alignment to organizational culture," said Alexander Alonso, Ph.D., SHRM-SCP, chief knowledge officer at SHRM. "It is a very fine line, but the organizations that do it best have HR professionals and people managers who provide a forum for open, diverse thought while reinforcing cultural norms of the enterprise.

"Admittedly, just over one out of every five HR professionals indicate cultural authenticity as a business is a source of difficulty when managing others," Alonso added, citing *It's the Manager* (Gallup Press, 2019) by Jim Clifton, chairman and CEO of Gallup.

Company Statements

Some companies have tried to be proactive and make public statements on race and equality. Some were successful. Some were not.

It's easy to see how such messages could fall flat, despite employers' best intentions, said Tommy Taylor, CEO of the United Way of the Cape Fear Area (UWCFA) in Wilmington, N.C.

"I'm a white male, and there are a lot of things we haven't experienced," he said. "If I were to even say, 'I understand,' that could be a major mistake. It's difficult to navigate for people right now."

Taylor also understands that a diverse workforce can indicate an organization's commitment to being reflective of the community it serves. Many people want actions, not just words. And he struggles with this at the UWCFA. The majority of job applicants, he says, are white women. His staff of seven is all white, even though Wilmington is 18 percent black and 6 percent Hispanic or Latino. Fortunately, he said, the UWCFA's mission—to work "with our community to leverage resources and improve the lives of local people"—and culture make it receptive to fostering meaningful conversations.

Taylor has been looking at his recruiting process to determine how he can attract more diverse applicants. He's sought advice from board members and partner agencies. This is part of a larger lesson: Managers should educate themselves on the issues related to the protests and listen to what employees have to say.

Learning and Listening

Rodriguez shared that she heard loud and clear from project leaders that staff would like Juneteenth off as a day of action. Leadership acted swiftly to encourage staff to take the day as an organizational day off not charged to their leave time. "I think it goes back to being open and willing to hear from your staff about what they need, what would be most meaningful to them and being flexible where appropriate."

Stephanie Creary, assistant professor of management at the Wharton School of the University of Pennsylvania, is an identity and diversity scholar and a field researcher. She says she talks about issues of race and equality have been going on for a long time.

"Now it's different," she said. "Now we see white Americans, white CEOs saying, 'We need to do something.' " But many white CEOs who have not taken an active role in this conversation "may not know what to do next," she explained.

"What I'm learning by talking to companies in the last few weeks ... is they're trying to figure out what to do next. ... It's a question of helping them to understand what needs to happen next."

Creary recently authored an article, "How to Begin Talking About Race in the Workplace," that can help leaders and managers figure out how to proceed. It's important that middle managers, who can implement any changes leadership deems appropriate with their teams, are involved and enabled in the process, she added.

Source: Cheryl L. Serra via SHRM.org (online article)

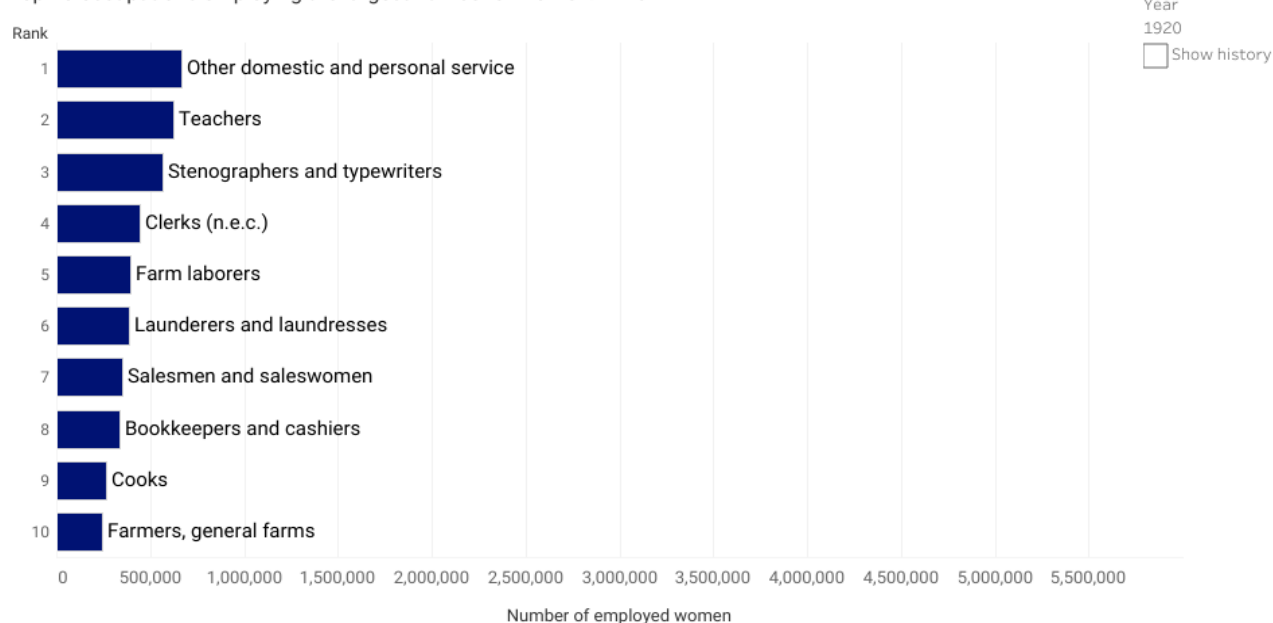


100 Years of Working Women

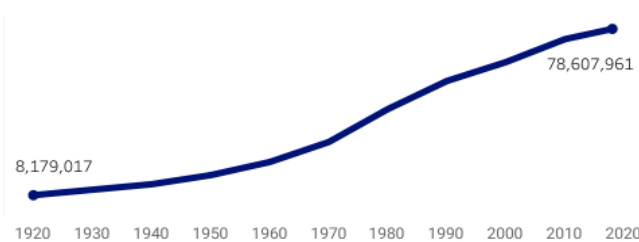
Women have been in the work force for more than 100 years, but in honor of the 100th Anniversary of the Women's Bureau, find the top 10 occupations women have held in each decade since 1920. This data also includes the number of women in the labor force in each decade, and the percentage of women in the top 10 occupations.

Women in the labor force since 1920

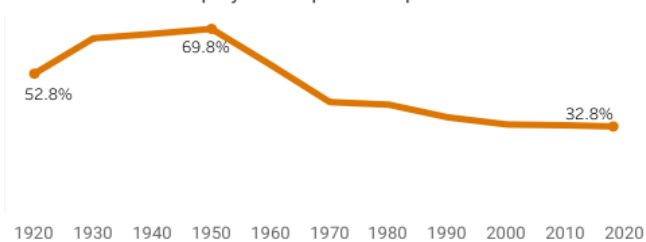
Top 10 occupations employing the largest number of women: 1920



Number of women in the labor force



Share of women employed in top 10 occupations



Notes: Occupation estimates include women ages 16 and over in the labor force (1920) and civilian employed women ages 16 and over (1930-2018). The classification of occupations changes every 10 years. Occupation categories are not strictly comparable over time. Operatives were primarily employed in manufacturing. n.e.c. = not elsewhere classified
Data: 1920-2000 Decennial Census and 2010 and 2018 American Community Survey public use microdata Graphic: U.S. Department of Labor, Women's Bureau

12 Workplace Trends for 2020/2021: New Predictions & What Lies Beyond?

The modern workplace is constantly evolving. With it, the way we hire and retain top talent is facing a slew of era-defining changes. Besides, the work environment is under siege by economic changes, technological developments, automation, and globalization. To keep up with these changes, business leaders must rise to the occasion and show a deep understanding of the latest workplace trends.

In this article, we'll discuss the modern workplace trends to help you understand the initiatives that are shifting the workplace. We'll deliver insights that will empower you to redefine your workplace ethos and create a positive, flexible, and collaborative culture tailored to the needs of the modern worker.



To read more information on each trend, please visit: <https://financesonline.com/workplace-trends/>

Source: FinancesOnline.com (online article)



Contact Us

We are a network of HR Professionals. If you have a question, concern or inquiry, please reach out to one or all of us. We are here to help and teach each other!

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Our last-minute tidbits and events:

- ▶ **NESD SHRM Monthly Programs:** stay posted for future programs. More details to come soon!
- ▶ **Watertown Development Company's "Passport to Watertown" Program:** Michelle Kakacek announced this intern engagement program this week. Please contact her at 605-884-0340 or at michelle@watertownworks.com to request a packet(s) for your company intern(s).
- ▶ Are you looking to get **HRCI or SHRM certified** soon? Are you looking for a local study group to help you? If so, contact Tammy Davis at tammy.davis@we-online.com for more information.

HR HUMOR: only HR will fully understand and appreciate these pics!

