



Northeast S.D. Society for Human Resource Management

Aug 2014

2014 CHAPTER BOARD MEMBERS

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Join us 8/21!




NESD SHRM HEALTHCARE REFORM SERIES

Whether you represent a large or small manufacturer, a small service organization or would like to keep current on the broad range of HealthCare Reform changes, in each of these sessions, you will find the tools and information needed in order to be compliant and abreast of changes.

Session One: 04/24/2014
Session Two: 06/19/2014
Session Three: 8/21/2014
Session Four: 10/23/2014

Each session will be held from 3:00 to 5:00pm and will include time for questions and answers.



Tom Pruner, Jr. a Partner with Eide Bailly, has more than 30 years of tax experience with an emphasis on providing trust and estate income taxation on retirement plan services. He also serves as one of the firm’s Health Care Reform Champions and has presented on this topic to clients and a variety of organizations.

Topics of discussion during our first working session are:



- The employer mandate
- Small business—Pro’s & Con’s of offering health insurance
- Transitional Reinsurance Fee
- Step-by-Step examples of how to track hours of service for variable hour and seasonal employees.
- Health Reimbursement Account (HRA) and Flexible Spending Account (FSA)

Please use the Chapter website to RSVP for each session.
<http://nesd.shrm.org>
 Under the “Events & Education” tab

Training materials will be provided at each session.

2nd Street Station—Watertown, SD

FREE for NESD SHRM Plus Members
 \$10 for NESD SHRM Basic Members
 \$20 for Non -NESD SHRM Members

<http://nesd.shrm.org>

From the President



Greetings,

Hope you all are having a nice summer! How it goes by so fast!

As we are approaching fall, we are starting to solicit members for our 2015 NESD SHRM Board, so if you or someone you know is interested in volunteering please contact Matt Sawyer or myself. Please feel free to reach out to anyone of

us board members to learn about our experience. I know my experience in serving on the board has certainly contributed to my development as a Human Resource Professional! When I was considering joining the board, I was a bit reluctant wondering can I do this? Am I up for this challenge? I have to thank our past and present experienced board members who supported me and encouraged me along the way. I have also had a lot of fun! The relationships we build are so important and valuable and much needed to help us stay encouraged.

Just a few upcoming events to mention:

- Health Care Reform Series – August 21, 3:00 – 5:00 at 2nd Street Station
- Comprehensive FMLA Update: includes ADA, FMLA & Intermittent Leave – September 9 (time and place TBD)
- NESD SHRM has volunteered to pack for PACH on September 10 starting at 6:30. Please let me know if you would like to help out. Usually takes about an hour if we have lots of help.

As your Chapter President, I want you to know that we, the Board are here to support you. We want to bring speakers to our monthly meetings that will present on timely and relative topics so that you can take the information back to your workplace and implement what you have learned. We welcome suggestions from our members that would help make us an even stronger group of Human Resource Professionals.

Hope to see you at the August Program!

Leigh Kuecker, PHR

NESD SHRM Chapter President

Interview Do's/Don'ts

~HRHero.com

Interview do's

Provide training to the employees who will be conducting interviews.

Employees who will be interviewing job candidates should be informed about the appropriate subjects for inquiry and topics to avoid.

Ask the same questions of all interviewees. That way you can avoid a claim that any one particular individual was singled out because of a protected characteristic.

Limit questions to job-related areas.

Interview questions should focus on the education, experience, and abilities of the applicant and her suitability for the position.

Maintain detailed, careful notes.

Notes taken during the interview should be objective, detailed, factual, and concise.

Interview don'ts

Avoid promises. An interviewer shouldn't make any promises. Simple comments about the hiring process or job security may later bind the employer.

Avoid questions or comments about an applicant's disability. You may, however, legitimately ask about his general history of absences. You may ask whether he's able to perform the job, with or without reasonable accommodation.

Avoid questions or comments about an applicant's history of workers' comp injuries. Don't ask an applicant whether she previously was injured on the job. Don't ask an applicant whether she previously filed a workers' comp claim.

Avoid questions or comments about an applicant's arrests. The Equal Employment Opportunity Commission (EEOC) takes the position that such inquiries have a disparate impact on minorities. If relevant to a particular position, you may investigate an applicant's criminal convictions.

**Get A First Time Discount
To Join SHRM National!**

If you are looking for a way to increase your professional knowledge in HR, one great way is through national membership! National members have access to the following benefits and more:

- 24/7 SHRM Info. Center
- HR Magazine
- HR News
- TeleSHRM
- HR Legal Report
- MembershipNet
- Annual Conference
- Government Representation
- Prodigy
- Job Bank USA, Credit Card Services, Group Life, Rental Car & Subscription Discounts

First time SHRM members who join online at www.shrm.org will now receive a discount. The 0118 discount code automatically populates the form on the drop down menu. For chapters or states using a paper process, the SHRM membership application in the Volunteer Leaders Resource Center already includes the 0118 promotion code, and we encourage you to use this version going forward. Please paste the link below to access the SHRM Membership Application for Local Chapter Members.

http://www.shrm.org/Communities/VolunteerResources/Documents/2014_SHRM_application_for_chapters.pdf

SHRM Membership Note:

Be sure to indicate that you are a member of the NESD SHRM chapter when you renew your SHRM membership so our chapter receives credit!

SHRM FOUNDATION NEWS:



SHRM Foundation News:

**SHRM Foundation News:
Graduate Programs Directory**

Researching HR master's degree programs? Visit the SHRM Foundation's online [Graduate Programs Directory](#).

The SHRM Foundation offers an online, comprehensive directory of close to 200 master's degree programs in human resource management, HRD, I/O psychology, and more. The directory provides information on programs of study, location, curriculum, tuition, student demographics, and more. Full-time, part-time, online and distance learning programs are included.

Access to the online directory is free to SHRM members; visit the SHRM Foundation website (www.shrm.org/foundation).

www.shrm.org/foundation/educationgrants.asp

NEESD 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.*

NEESD SHRM MISSION STATEMENT

NEESD 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.



**Leadership
Opportunities
with the SD SHRM
Council**

Leadership opportunities beginning January 1, 2015 are available at the South Dakota State Council SHRM. Personal and professional growth along with networking and education is yours when you become a member of the State Council. Submit a resume and letter of interest to Pat Lund, 2015 State Council Director at Pat.Lund@HardRockCasinoSiouxCity.com by August 31st.

A brief description for the State Council Director Elect, Secretary and Foundation positions are listed below. A more detailed description is attached. **To orientate into these positions and network with others, a SDSHRM Leadership Seminar will be held October 23rd and 24th, 2014 in Brookings, SD.** This seminar will assist all leadership areas in strategic planning and budgeting for the upcoming year.

State Council Director-Elect *-Serves as an "understudy" to the State Council Director. Works with the State Council Director to establish policy, strategies and objectives consistent with SHRM Board policies. Provides guidance to volunteer staff that are responsible for accomplishing state and SHRM objectives.*

Secretary *-Prepares the proceedings of all state council meetings, takes minutes, and maintains records.*

SHRM Foundation Director *-Represent and promote the interests of the SHRM Foundation and its activities to the state. Advise, update and educate the Chapters and the State Council regarding the purpose and ongoing activities of the SHRM Foundation.*

Laura Millett, SPHR

SDSHRM Council Director

(605) 626-7005

<http://southdakota.shrm.org>

NESD SHRM Calendar

8/28- Mall Job Fair

9/10 – NESD SHRM to Serve PACH

10/23 & 24 – Leadership Conference- Brookings, SD

SHRM certification: How will HR professionals go forward?

Career-minded human resource professionals interested in proving their worth to their employers devote time, energy, and money into earning certification. But now the credentialing system they've relied on for decades is up in the air, and a new system is still a mystery. HR pros were surprised in May when the Society for Human Resource Management (SHRM) announced it was creating its own certification system, throwing into question the familiar credentials administered through the HR Certification Institute (HRCI).

What are the new credentials, and how meaningful will they be?

SHRM says its certification system will include two levels: the SHRM Certified Professional (SHRM-CP) and the SHRM Senior Certified Professional (SHRM-SCP). The organization has posted more information at www.shrmcertification.org.

SHRM's goal with its new certification is to move to what it calls a competency-based model. "Since most currently available certifications focus primarily on knowledge over competency, (that is, what candidates have learned, as distinguished from how they perform), SHRM has undertaken the development of a comprehensive learning and assessment tool," SHRM states on its website.

HR professionals who already have the common credentials from HRCI – the Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), and Global Professional in Human Resources (GPHR) – have to wonder how meaningful their certifications will be if the premiere HR membership organization apparently finds them lacking.

HRCI is adamant that its credentials will keep their meaning. It has released statements in response to SHRM's action defending its program and saying its credentials "provide the brand recognition that is so important and respected in the HR industry." HRCI wants to assure practitioners that it's not going away. "The 'big' question is, whether HRCI will continue to develop and administer its certification programs," HRCI said in a press release. "The answer to that question is an unequivocal yes."

Transition to new certification, keep the old, or earn both?

Certified HR practitioners have a decision to make. Should they rely on their current certification, pursue the SHRM program, or earn both sets of credentials? SHRM wants HR pros to know that they can transition to its certification program without losing current credentials, and the transition will come at no charge.

"Each HR professional has the prerogative to decide whether to obtain the new SHRM Certification, keep or drop any other existing certification, or maintain no certification, although SHRM has always strongly supported and encouraged certification for HR professionals," according to SHRM's Senior Vice President of Membership, Marketing and External Affairs J. Robert Carr, J.D., SPHR.

Earning SHRM's new certification

Here's how the system will work, according to Carr: Beginning January 1, 2015, professionals with existing HR generalist certifications that are in good standing will be eligible for the new SHRM Certification – at no cost – by completing the following by December 31, 2015:

- Document that the current certification is in good standing.
- Sign the SHRM Code of Ethics.
- Complete an online tutorial on HR competencies.

Carr says the online tutorial will take approximately one hour. Once the process is complete, the new SHRM credential will have been earned and a three-year SHRM recertification cycle will begin.

How will HR pros prepare for testing?

With a new system coming online, practitioners have questions about requirements for certification, test-prep materials and classes, and how much they should expect the process to cost. Carr says already-certified practitioners transitioning to the new system won't be charged a fee, and they won't need to buy study materials to prepare for the online tutorial. Individuals with existing senior- or advanced-level certifications will be eligible for the SHRM-SCP certification, and existing generalist- or professional-level HR certification holders will be eligible for the SHRM-CP certification.

HR professionals seeking certification for the first time can apply for the exam beginning January 1, 2015. Carr says the first exam window for the new SHRM Certification is tentatively scheduled for May 2015. Applicants will have to show that they have been working in an HR role for more than 1,000 hours within a calendar year, which equates to one year of experience. That experience can be in an exempt or nonexempt capacity. SHRM membership is not required to attain the new certification.

As to the cost for first-time certification candidates, Carr says fees have yet to be set. “We anticipate that our new certification will be a cost-effective program for both our individuals and chapters, with reasonable fees (or no fees in certain cases) for certification and recertification,” he says. “We will have more details soon on the exact cost structure of the new certification. We anticipate pricing to be competitive with existing certification preparation materials.”

Carr says the prep materials “will be at the same caliber of the current SHRM Learning System but will be updated with universal content and competencies.”

What steps should HR pros take right away?

Carr says SHRM will continue to support the current certification programs through the December 2014-January 2015 testing windows. That means SHRM will continue offering the SHRM Learning System for PHR/SPHR, as well as the SHRM Learning Systems for GPHR, Human Resource Business Professional (HRBP), and Human Resource Management Professional (HRMP) through November 30, 2014.

Carr says SHRM also will continue to support its education partners and chapters who offer the current certification prep programs through the end of 2014. SHRM also will continue to offer SHRM certification prep programs at SHRM conferences, seminars, virtual programs, and corporate programs. In addition, SHRM will continue to submit its 2014 and 2015 programs for pre-approved recertification credits.

So SHRM advises currently certified professionals to take the online tutorial when it becomes available to transition to the new certification. As for professionals seeking first-time certification, Carr says anyone pursuing the current certification who passes the exam can convert to the SHRM certification free of charge between January 1 and December 31, 2015.

“If they do not pass the current exam during the December 2014-January 2015 test window, and they purchased the current 2014 SHRM Learning System, we will provide the new 2015 SHRM Learning System free of charge,” Carr says. “This will help them prepare for the new SHRM exam, held May-July 2015, if they choose to pursue this path.”

What about the integrity of the test?

SHRM has been under fire from HRCI, which touts its independence. In a statement responding to SHRM’s plans, HRCI said, “We are free from influence, meaning our certifications are not built around any proprietary product or organization.” The statement went on to point out that nearly 140,000 HR professionals hold one or more HRCI certifications.

“Our sole focus has been on certification and the integrity of the credentials that show real world experience and knowledge about what makes an effective HR professional in today’s world,” the statement added.

SHRM defends the integrity of its upcoming program. “In order to ensure that there is no conflict of interest, SHRM has created a separate credentialing arm, the SHRM Certification Commission,” Carr says. “The SHRM Certification Commission will have delegated authority from the SHRM Board to manage all technical aspects of the certification program, including the overall development of the exam, eligibility requirements, and issuance of recertification. Test preparation materials will be developed separately from the credentialing body.”

Carr says SHRM anticipates obtaining accreditation from the American National Standards Institute and/or the National Commission for Certifying Agencies.

For Information on the SHRM Certified Professional (SHRM-CP) and the SHRM Senior Certified Professional (SHRM-SCP), please go to www.shrmcertification.org.

NESD SHRM Board Meeting – Tuesday, July 29, 11:30 – 12:30

@ Gaudalajara's

Minutes

In Attendance:

Leigh Kuecker

Laurie Gates

Amber Dahl

Tammy Davis

Matt Sawyer

Bobbie Halonen

Absent:

Julie Plunkett

Sheila Mennenga

Paige Sullivan

Traci Stein

Audra Hunt

Jodi Fischbach

Additions to Agenda

Approve minutes of Board meeting (minutes in newsletter)

Past President

Julie Plunkett

No Report

President Elect

Matt Sawyer

Still working on Board Brochures. Will start recruiting for 2015 Board.

Treasurer

Laurie Gates

Financial Statement

Group is healthy financially speaking

Membership Director

Sheila Mennenga

Collecting questions on membership and national SHRM requirements for phone call with Nancy Conway. Please forward any questions to Leigh.

SHRM Foundation Representative

Tammy Davis

Will do a 50/50 drawing at Sept., Oct., and Nov. programs. Will be progressive drawing with winner chosen at December social. Idea was presented that winner needed to be present to win. It was decided that some may not purchase tickets if that was the case. Proposal for 2nd prize was brought forward that would require winner to be present.

Diversity Advocate

Julie Plunkett

No Report

Government Affairs Representative

Paige Sullivan

No Report

Workforce Readiness Advocate

No Report

Traci Stein

Certification Representative

Audra Hunt

No Report—Info sent out on new SHRM Certifications.

Vice-Presidents of Programming

Bobbie Halonen & Amber Dahl

- Strategic Program update: Joyce LeMay from Bethel University has great ½ day program on Strategic Planning. She has availability in Jan and April 2015. Board decided that Jan would be better time for business schedules and would allow enough time to secure some sponsorship to off-set costs.
- September program will be: A Comprehensive FMLA Update. Topics covered will include ADA, Intermittent Leave, Knowing Company Rights, and Maintaining Compliance.

Secretary

Jodi Fischbach

No Report

Old Business

NESD serves PACH – September 10

New Business

Mall Job Fair – August 28, 2:00 – 6:00 NESD is sponsor, need volunteers to man booth.

Call with Nancy Conway regarding membership initiatives – August 26, 12:00 – 1:00 at Wheel Inn .

October Leadership – Oct 23(noon) & 24 in Brookings – open to current and 2015 board members. 4 recert. credits.

Workforce Readiness position: Matt to reach out to Steve Hauck at LATI about position.