



Northeast S.D. Society for Human Resource Management

June 2014

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Join us 6/19 for Session Two!




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

From our President



Greetings members,

I think our summer is finally here! Enjoy as it goes by fast!

It was nice to see some familiar faces at the State Conference in Sioux Falls. It was a nice conference and I enjoyed the speakers. For those interested, Yankton will be hosting the 2015 State Conference.

Please join us Thursday, June 19 from 3:00 - 5:00 at Second Street for our 2nd of 4 series of Health Care Reform presented by Tom Pruner from Eide Bailly. We all need to stay abreast of the ever changing Health Care laws. To register, go to <http://nesd.shrm.org>.

Our program directors are also working on a half day HR Strategic program this fall. Stay tuned for more information.

Lastly, SHRM has announced they will be offering a competency-based

certification for human resource professionals and will start accepting applications January 1, 2015 for exams that will be offered May-July, 2015. More information will be coming out in June.

Thanks everyone and enjoy the summer!

Leigh Kuecker, PHR

NESD SHRM Chapter President

Are you going to the 2014 SHRM Annual Conference in Orlando?

Join us for the North Central SHRM Regional Council networking event at Disney/Epcot Center on Monday, June 23 from 7:00-9:15 p.m.

Busses will pick you up at the Convention Center at 6:00 p.m. and drop you "backstage" at Disney's Epcot Theme Park. You will have time to network and meet people from the 10 state North Central SHRM region and enjoy a buffet dinner and cash bar at Italy Isola Park, on the promenade encircling the World Showcase Lagoon. Then you will have a front row view of the "Illuminations: Reflections of Earth" light show. Afterwards, a bus will whisk you back to the Convention Center and select hotels. It's going to be spectacular!

Family and friends can attend with you, but be aware that alcohol will be served so use your best judgment on bringing children. The cost is only \$25 per person, with the balance of the expense being covered by the North Central SHRM Region State Councils and sponsors. The North Central SHRM region is made up of Iowa, Indiana, Illinois, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Paste this link <http://ohioshrm.mightevent.com/events/event-Details.cfm?eventKey=321> to register. You'll need a credit card, cell phone number and the name of the hotel you'll be staying in during the conference.

Space is limited and reserved on a first come first served basis. This event is only open to North Central SHRM conference attendees and their guests at this time.

Registration deadline is Friday, June 13, 2014 or until sold out. No refunds but you can transfer your registration to another person if you cannot attend.

Hope to see you there!

Pat J. Lund, SPHR
Director Elect

**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: The Executive Briefing Series

To make it easier for HR professionals to share important evidence-based management practices with their CEOs and line managers, the SHRM Foundation has introduced its new Executive Briefing series.

The executive briefings are based on solid research. They cover similar content to the popular Effective Practice Guidelines, however they are just 3-5 pages in length, making them ideal to share with colleagues at the office. The briefings highlight the most important, bottom-line implications on each HR topic. The following briefings are now available for free download:

- **Leveraging HR Technology for Competitive Advantage, sponsored by ADP**
- **Four Questions the CEO Should Ask About Performance Management**
- **Use and Management of Downsizing as a Corporate Strategy**

This series is made possible by the generous support of SHRM members and chapters. Visit www.shrm.org/foundation and select "SHRM Foundation Products" to download the executive briefings.

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.

Same-sex Marriage Ruling Means Employers Should Study Policies ~ by Tammy Binford

On May 20, Pennsylvania became the latest state to have its same-sex marriage ban barred when a federal district judge struck down the state's 1994 law.

The decision, which followed a similar ruling in Oregon a day earlier, makes Pennsylvania the 19th state to allow same-sex marriage. After the ruling, Governor Tom Corbett said he would consider whether to appeal Judge John E. Jones III's decision.

If the ruling stands, Pennsylvania employers will need to examine their policies to make sure they don't discriminate against same-sex couples. For example, the Family and Medical Leave Act (FMLA) allows employees to take leave to care for family members, including same-sex spouses, with a serious medical condition. Employer-sponsored benefits for married couples also will need to be extended to same-sex couples.

Jones' ruling means Pennsylvania will allow same-sex couples to marry in the state, and same-sex couples married in other states will be recognized as married by Pennsylvania.

The decision is the latest in a spate of court rulings reversing state bans on same-sex marriage. Some of the rulings have been suspended pending appeals to federal circuit courts, but future rulings may affect other states as well.

About Tammy Binford:

Tammy Binford writes and edits news alerts and newsletter articles on labor and employment law topics for BLR web and print publications. In addition, she writes for HR Hero Line and Diversity Insight, two of the ezines and blogs found on HRHero.com.



SHRM Announces Details of New Certification By Kathy Gurchiek

The Society for Human Resource Management (SHRM), which announced Monday it will begin offering a competency-based certification for human resource professionals, will start accepting applications Jan. 1, 2015, for the exam that will be offered May-July 2015. Henry G. "Hank" Jackson, SHRM president and CEO, sees the new certification as the credential HR professionals will choose to have instead of—not in addition to—certifications available elsewhere.

"We view SHRM certification as the next evolution of certification for HR professionals," Jackson told *SHRM Online*. "Certification started out as testing for knowledge. Now it's evolving to how to demonstrate that you can apply that knowledge in a manner that yields positive individual performance and better business outcomes or competency." From Jan. 1-Dec. 31, 2015, SHRM will allow those with HR certification from other organizations to convert to the new credential free of charge. Doing so requires showing documentation that the certification is current, signing the SHRM code of ethics and completing an online educational module on HR competencies. The yet-unnamed certification will be valid for three years before you must submit your recertification credits for approval and will emphasize eight behavioral competencies and one technical competency that are outlined in the [HR Competency Model](#), which SHRM unveiled at the 2012 SHRM Annual Conference & Exposition in Atlanta.

"Over 30,000 HR professionals participated in the development of these competencies," said Bob Carr, SPHR, senior vice president of membership, marketing & external affairs for SHRM. "Our competency model is both criterion-validated and has content validation. We know we're asking the right questions and [promoting] the right behaviors. We know those behaviors lead to positive individual and business outcomes."

"We believe this exam will be universal," he said, noting that the only variation would be the treatment of local law of the country in which the exam is given. In a statement e-mailed to SHRM members Wednesday night, Jackson said that the SHRM HR Competency Model was "the culmination of over three years of research" and it will include a new global Body of Competency and Knowledge in addition to the certification exam, instructional materials and certification preparation tools. SHRM believes competency-based certification "is the new standard for HR professionals around the globe," he told members. SHRM had become aware "that other associations are in the process of trying to accomplish this [competency-based certification]," Jackson told *SHRM Online*. SHRM will offer two certification tests—one geared to executive-level competencies and one applicable to entry-, mid- and senior-level HR competencies. The test will be focused on behaviors and leadership and will be more scenario-based, "testing how

you would behave, what leadership qualities you would apply, in certain situations," Jackson said. He did not rule out the possibility of interviews as part of certification testing down the road. In his message to members, Jackson acknowledged that SHRM's announcement of its new certification represented a "significant change." In the past, SHRM sold the Learning System preparation tool to people studying for the certification programs that the HR Certification Institute (HRCI) created and delivered. In a press release and e-mail to HR professionals, HRCI stated that SHRM's announcement of its new certification "will have no impact" on any of HRCI's "portfolio of certifications" and it "will continue to develop and administer the PHR, SPHR, GPHR, PHR/SPHR-CA, HRBP and HRMP." HRCI also stated that "it is not and was not involved with the development of this certification."

Jackson stated the following, "I am puzzled and disappointed by HRCI's comment made yesterday that they were unaware that SHRM was launching its own competency-based certification. The SHRM and HRCI Boards have been discussing this for over a year, and SHRM informed them that the program would no longer be delayed. We remain hopeful HRCI will support our competency-based certification for the benefit of the HR profession." SHRM's development of its own certification means it no longer will be supplying the Learning System preparation material and support for the Institute's PHR, SPHR and GPHR certifications after the Institute's December 2014-January 2015 test window ends. If someone who purchased a Learning System for the Institute's exam does not pass at the end of the December 2014-January 2015 test window, SHRM will provide that person with a free Learning System to prepare for the new SHRM certification, Jackson said.

"We're trying to make sure no one is disadvantaged with this transition," he said. SHRM subject matter experts are working with a vendor to develop the new competency-based test. Additionally, SHRM will work with another vendor to develop the preparation tool and a third vendor to administer the test, Jackson said. SHRM also will apply to have the new certification accredited by the National Commission for Certifying Agencies and/or the American National Standards Institute. "There will be a firewall" between those who develop the test and those who develop the learning system, he said. SHRM will add staff to its Alexandria, Va., headquarters to administer the certification application process and provide customer service. The fee for the learning system and test has not been announced yet, but it will be less expensive than the two current products, Jackson said. Sessions are being planned for the 2014 SHRM Annual Conference & Exposition in Orlando to answer questions and educate attendees about the new certification. Annual conference sessions provide opportunities for attendees to earn recertification credit, Jackson said. That will be no different this year. Credits earned through 2014 "will still apply to HRCI certifications," he said.

**NESD SHRM Board Meeting – Tuesday, May 27, 11:30 – 12:30
@ Guadalajara’s**

Agenda

Additions to Agenda – **no additions**

Approve minutes of Board meeting (minutes in newsletter) **Motion – Sheila; 2nd - Julie**

Past President

Julie Plunkett

Present – No report

President Elect

Matt Sawyer

Present – No report

Treasurer

Laurie Gates

Financial Statement

Present – 2nd Street bills are caught up

Membership Director

Membership update

Sheila Mennenga

Present – 61 current members; 1 renewal since last meeting; 26 National SHRM Members which comes to 42.6% of our group being National members

SHRM Foundation Representative

Tammy Davis

Bake sale at Diversity Event

Present – Discussed bake sale at June 20th Diversity Event at Bramble Park Zoo. Vote was taken to determine whether we should have a Food Booth selling baked goods (received approval to sell even though guidelines say no) or make a donation from our chapter. Vote was taken – 7 in favor of making a donation. 2 in favor of selling baked goods. Sheila motioned to make a \$400 donation to the SHRM Foundation. Matt Sawyer 2nd the motion.

Diversity Advocate

Julie Plunkett

Diversity event June 20-updates?

Present – Julie said she will be sending out information/posters for the event on June 20th.

Government Affairs Representative

Paige Sullivan

Present – No report

Workforce Readiness Advocate

Traci Stein

Not Present – No report

Certification Representative

Audra Hunt

Present – Awaiting update from... Audra shared update that there are changes coming in certification for 2015. She will update us in the coming months. In the meantime, our chapter will continue to push programs through the certification process for our certified members to receive due credit.

Vice-Presidents of Programming

Bobbie Halonen & Amber Dahl

Amber Present – Healthcare Reform Series Session #2 will be June 19th from 3-5pm at 2nd Street Station. In process of planning a ½ day or full-day session for September/October timeframe. Ideas welcome. Amber/Bobbie in contact with speakers and coordinating schedules/costs.

Secretary

Jodi Fischbach

Not Present – No report

Old Business

Packing for PACH-email to come out June 9 to sign-up for the fall.

Have special meeting just to discuss membership drive ideas

Look into adding a Question Board or Blog to the NESD SHRM website.

- Sheila is contacting Shelly ? to discuss options for the NESD SHRM website and adding a blog.

New Business

NESD Chapter fliers

- Discussed keeping these generic and not changing year to year for contact information; The idea of making a marketing chair for a board member position was discussed and tabled for a future meeting.

End of year 2016 – 51% of members need to have National membership

Changing banner and replacing w/table top for SHAPE Award

Nov 20-22 – State Leadership – brand new location - in the heart of DC

Hollie Engle – offered to help