

# SHRM Sentinel

Jayhawk Chapter—Lawrence, KS #486



SEPTEMBER 2006

## President's Message

AFFILIATE OF



Dear Members,

Thank you for the great turn out at our August social! Not only was it a successful networking time in getting to know each other better, but the donated school supplies were wonderful. Your generosity and support is commendable and always appreciated. Thank you for helping us kick off fall with our School-to-Career program initiatives and assistance to so many children returning to school. More opportunities to participate in School to Career programs are forthcoming.

It will be a great month to be able to see you not only at the Chapter meeting but the upcoming State Conference to be held in Topeka from September 20<sup>th</sup> through 22<sup>nd</sup>. The mission of SHRM is two-fold. First, to serve you the HR professional with tools to do your job well every day; and second, to advance the HR profession as a whole, promoting the importance of HR to the success of your organization and employees. I trust you'll find September activities will help accomplish both those goals for you.

Sincerely,  
Karen Reed  
Chapter President

*Foundation Activities role has been filled.*

*Many thanks go out to Janice Johnson who accepted the role of Committee Chairperson for Foundation Activities.*

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Starting in September, please remember our new meeting location. Our regular chapter meeting will be held September 12<sup>th</sup> downtown at Pachamama's which is located on the corner of 8<sup>th</sup> and New Hampshire. Be sure to RSVP and do so timely as this will greatly assist us in handling your chapter finances most prudently. We are required to pay for the number reserved regardless of "no shows" and of course we want to make sure there is adequate seating and food for all to enjoy. An accurate RSVP count is therefore really important and your assistance helpful.

## September Meeting—Tuesday, September 12

11:30 to Noon Buffet ♦ Noon to 1:00 pm Presentation

Meeting Location: **Pachamama's**

Downtown at 800 New Hampshire, Lawrence, Kansas

RSVP today at [www.jayhawkshrm.org](http://www.jayhawkshrm.org)

OCTOBER 10, 2006

Legal Issues & Labor Law Updates  
By: Tim Davis  
Constangy, Brooks & Smith, LLC



**"Getting Involved in the Legislative Process"**

Presented by: Marlee Carpenter, KS Chamber of Commerce

## KCILG—Kansas City Industry Liaison Group, an organization for federal contractors.

Kansas City Industry Liaison Group (KCILG) is a local organization made up of mostly HR folks from area companies that are federal contractors. Meetings are held 4 times per year to stay current on EEO and affirmative action/diversity related issues. The organization also serves as a liaison between contractors and the federal agencies that govern them and provides a forum for HR folks to share information and ideas pertaining to EEO/AA, etc. It is truly a valuable resource for federal contracting companies.

If you work for a federal contractor or know someone who does, please consider joining KCILG or passing this information on to someone who might benefit from the organization. We are trying very hard to get the word out so we can get this helpful information to as many KC area contractors as possible. By the way, there is no cost to belong to the KCILG.

If you're interested, please contact Michelle Willard, Sr. HR Specialist at Seaboard Corporation, by e-mail at Michelle\_Willard@SeaboardCorp.com or by phone at (913) 676-8893.

## New York Elementary School



936 New York St., Lawrence, KS 66044

Thank you to all who attended the August Social and donated school supplies for New York Elementary School. We had a great time networking and re-connecting with our HR colleagues. We even heard some "most embarrassing moments" which had us all laughing! We had a large amount of donated items and I had the privilege of delivering an entire trunk full of backpacks and supplies to New York Elementary School. Nancy DeGarmo, the Principal, was very appreciative of our generosity and stated that they have a great need in her school and will use every item donated as school starts. Thank you again to all who donated items – just one more way SHRM is making a positive impact in our community!

- Carol D. Rau, PHR, Recognition and Networking

## The SHRM Foundation

The SHRM Foundation was founded in 1966 as a 501 (c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). It is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible.

The Foundation promotes research, innovation and the use of research-based knowledge. With an annual budget of approximately \$1 million, it funds major research projects that have a direct and practical impact in advancing the HR profession. The Foundation puts out RFP's to the research community and then evaluates the research proposals it receives. Using its "LIVE" criteria: L-Leverage, I-Impact, V-Visibility, E-Enhances the profession, the Foundation selects projects to fund.

The Foundation also funds practical publications on specific issues such as the highly acclaimed book, Making Mergers Work: The Strategic Importance of People and the new DVD Fueling the Talent Engine; Finding and Keeping High Performers. Other Foundation projects include educational scholarships, the Effective Practice Guidelines series, and online directories of undergraduate and masters degree programs in human resource management.

### Mission Statement and Strategic Objectives

The SHRM Foundation maximizes the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

**Objective 1:** The SHRM Foundation will be a preeminent broker/source of valued research knowledge.

**Objective 2:** The SHRM Foundation will broaden the understanding and application of research-based knowledge and techniques to the HR professional.

**Objective 3:** The SHRM Foundation will make research-based knowledge accessible and actionable for the HR profession.

**Objective 4:** The SHRM Foundation will develop and nurture funding sources for the Foundation's work.

- Janice Johnson, Foundation Activities

## Legislative Affairs

### SHRM Submits Comments to the Department of Homeland Security

On August 14, 2006, SHRM submitted comments to the Department of Homeland Security (DHS) regarding: (1) a proposed rule on safe harbor procedures for employers who receive a no-match letter; and (2) an interim rule on the electronic signature and storage of the I-9 form.

#### Proposed Rule on No-Match Letters

An employer is required to send the Social Security Administration (SSA) wage information on an annual basis. This information includes the employee's name and social security number. When the employer's submission does not match SSA records, SSA will send the employer a "no-match" letter. This "no-match letter" gives the employer notice, among other things, that the employee may not be authorized to work in the U.S. pursuant to the federal immigration laws. For the first time, the Department has proposed guidance on what an employer should do when it receives a no-match letter and safe-harbor procedures for employers who comply with the guidance. The proposed regulation provides that: (1) an employer must take "reasonable steps," within 14 days after receipt of a "no-match" letter; and (2) the employer must resolve the discrepancy within 60 days of receipt of the no-match letter. SHRM recommended that the Department: (1) increase the proposed period for an employer to take "reasonable steps" to a minimum of 60 days; and (2) permit the employer a minimum of 120 days to resolve any discrepancies after receiving a no-match letter. The Society also recommended that the Department provide clarification on certain terms and provisions, and work closely with SSA to coordinate a seamless, uniform process for responding to no-match letters.

#### Interim Rule on the Electronic Signature and Storage of the Form I-9

The Department of Homeland Security, Bureau of Immigration and Customs Enforcement (ICE) proposed guidance on the digitization of the Form I-9. Employers are not required to use the electronic I-9 forms. However, if an employer maintains an electronic record of the Form I-9, the employer would be required to maintain an audit trail that would show who has accessed the employer's electronic I-9 records, and the actions performed within or on the computer system. ICE has also proposed other documentation requirements for the electronic storage of the I-9 forms. SHRM recommended that ICE reconsider the effects that the audit trail and documentation requirements would have on HR professionals, and also, that ICE provide guidance on the electronic storage of passports, drivers' licenses, and other ancillary documents for the Form I-9. SHRM also recommended that ICE apply the current documentation requirements for the paper-based Form I-9 to the electronic storage rules.

For additional information, please contact Kenya Wiley at 703-535-6026 or [kwiley@shrm.org](mailto:kwiley@shrm.org).

- Ruby McDavis, Legislative Affairs

NOTICE: For "Comments to the Department of Homeland Security" and "Proposed Rule on Safe Harbor Procedures," please refer back to the email notice of the SEPTEMBER 2006 newsletter.

## Certification

For those of you who have 2006 certification goals, we are closing approaching some important registration deadlines. Regular registration for the second testing window (December 1, 2006 - January 30, 2007) ends on Friday, October 13th. Participants can late register for this testing window, with an additional late registration fee, up until Friday, November 17th.

Many of our chapter members are currently taking advantage of the SHRM Learning System materials we offer to our membership. Everything necessary to prepare for the PHR or SPHR certification exam is available through these materials. If you wish to begin working through these modules, please contact Angela Fleming, Director of Certification, at [AngelaF@FirstStateKS.com](mailto:AngelaF@FirstStateKS.com).

Each module is available to be checked out for a two week window (this is in an effort to make materials available to all membership that are interested). Or if you are interested in coordinating/joining a study group in preparation for this exam, please let Angela know and she will share your contact information with others that are also interested in this type of study opportunity. Currently, the Jayhawk Chapter does not have any study groups in session.

**If you are interested in taking the next step in your professional development...consider this professional certification through HRCII!**

Angela Fleming  
Director of Certification  
Jayhawk SHRM - Lawrence, KS  
913-845-5109 (Phone)  
913-845-5100 (Fax)

## SHRM Pinnacle Award

The SHRM Pinnacle Award is the highest award presented for excellence in program development as well as contributions to the advancement of effective human resource management. All SHRM affiliates meeting the minimum qualifications are eligible to apply for Pinnacle Award consideration. Up to a total of eight awards will be made in the chapter category and one award will be made in the state council category.

Our sponsor for this awards program is ADP, Inc. It is their generosity that makes these awards and our annual recognition luncheon possible.

The application package containing the requirements, components, and eligibility is now available online at <http://www.shrm.org/chapters/resources/060422PinnacleAwardApp.pdf>.

The application process is web-based and only online applications will be accepted and considered. The hyperlink to the actual application can be found at the end of the application package.

**The due date for completed applications is Friday, September 8.**

If you should have any questions, please contact a member of the regional team. Good luck!

Ann Byrnes, SPHR  
Manager, Southwest Central Region  
877/252-9636  
[abyrnes@shrm.org](mailto:abyrnes@shrm.org)

*SHRM serves the needs of the human resource management professional by providing the most essential and comprehensive set of resources available. In addition, the Society is committed to advancing the human resource profession and the capabilities of all human resource professionals to ensure that HR is an essential and effective partner in developing and executing organizational strategy.*

Online applications for consideration of the  
Pinnacle Award are due on or before  
**Friday, September 8, 2006**

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## M-PACT Job Fair

1040 OCL Parkway (INTECH Business Park)  
Eudora, Kansas 66025

**Monday, September 11<sup>th</sup>**

**8:00 am to 1:30 pm**

M-PACT Worldwide has been sold and will be closing its doors and moving production to Charlotte, North Carolina. The first wave of terminations are scheduled for September 30<sup>th</sup> with the final terminations scheduled for November 30<sup>th</sup>.

Our company is committed to helping these dedicated employees locate their next job opportunity and is holding an on-site Job Fair on Monday, September 11<sup>th</sup> from 8:00 am to 1:30 pm.

Current employee positions include the following:

Maintenance  
Warehouse Material Handler  
Inventory Control/Warehouse Supervisor  
Shipping  
Receiving  
Assembly (Lead, supervisor)  
Machine operators  
Packagers  
Machinist  
Painter  
Assembly Repairs  
Customer Service  
Accountant  
Network Administrator  
Quality Assurance Manager & Specialist  
Engineering Manager  
Finance Director  
Purchasing Agent  
ISO System Specialist  
Manufacturing Director  
Graphic Design Control  
Sales Director  
Dir. Information Resources Technology  
Administrative Assistant  
Manufacturing Operations Manager  
Senior Q.A. Specialist  
Executive Administrative Assistant

Please contact me if you have any questions. Please let me know if your company will be able to attend this Job Fair event. My email is [lellingsworth@mpactllc.com](mailto:lellingsworth@mpactllc.com). I look forward to hearing from you.

Lana Ellingsworth, Human Resources Director  
M-PACT Worldwide  
1040 OCL Parkway (INTECH Business Park)  
Eudora, KS 66025  
785-542-2920 ext: 178  
[lellingsworth@mpactllc.com](mailto:lellingsworth@mpactllc.com)

## KU Student SHRM Chapter

The KU Student SHRM Chapter held its first meeting of the semester on August 29th. Pizza and soda were provided and Jennifer Pozzuolo, member of our Jayhawk Chapter, attended as a guest. Thank you, Jennifer!

The Student Chapter has some great programs lined up this year, and one of our goals is to increase membership in the student organization. You can help the KU Student SHRM Chapter reach its goal by volunteering to attend a meeting, acting as a mentor, providing a job shadow opportunity, or sponsoring food at one of our student meetings.

The next meeting is scheduled on September 12th at 5:45PM in Summerfield Hall.

Tentatively, a networking program and practice is scheduled for September's meeting. Hope to see you there!

For more information on how you can get involved, please contact Kathy Youngquist, Jayhawk Chapter KU Chapter Coordinator, at [kathy@firststateks.com](mailto:kathy@firststateks.com) or Alison Lomas, KU Student Chapter President, at [alomas@ku.edu](mailto:alomas@ku.edu).

- Kathy Youngquist and Alison Lomas

What lies behind us and what lies before us are tiny matters, compared to what lies within us.

- Emerson



*United We Stand*

# SHRM Jayhawk Chapter

## 2006 Board of Directors & Committee Chairpersons Contact Information

### Board of Directors

<b>President</b> —Karen Reed	<a href="mailto:kreed@ci.lawrence.ks.us">kreed@ci.lawrence.ks.us</a>
<b>President Elect</b> —Mary McKenzie	<a href="mailto:mmckenzie@douglascountybank.com">mmckenzie@douglascountybank.com</a>
<b>VP of Membership</b> — Lori MacDonald	<a href="mailto:lorimacdonald@sunflower.com">lorimacdonald@sunflower.com</a>
<b>VP of Professional Development</b> — Cheryl White	<a href="mailto:cwhite@kansascommerce.com">cwhite@kansascommerce.com</a>
<b>VP of Communication</b> — Ann Connor Amy Bellerive , Co-Chair	<a href="mailto:ann.connor@prosoco.com">ann.connor@prosoco.com</a> <a href="mailto:abellerive@kinedyne.com">abellerive@kinedyne.com</a>
<b>VP of Finance</b> —Robert Bryant	<a href="mailto:rbryant@bertnash.org">rbryant@bertnash.org</a>

### Committee Chairpersons

<b>Certification</b> Angela Fleming	<a href="mailto:angelaf@firststateks.com">angelaf@firststateks.com</a>
<b>Diversity</b> Ryann Pem	<a href="mailto:ryann.pem@intervet.com">ryann.pem@intervet.com</a>
<b>Foundation Activities</b> Janice Johnson	<a href="mailto:janicej@vna.lawrence.ks.us">janicej@vna.lawrence.ks.us</a>
<b>Legislative Affairs</b> Ruby McDavis	<a href="mailto:rmcdavis@bertnash.org">rmcdavis@bertnash.org</a>
<b>Recognition &amp; Networking</b> Carol Rau	<a href="mailto:careeradvantage@sunflower.com">careeradvantage@sunflower.com</a>
<b>School to Career</b> Victoria Purvis	<a href="mailto:VPurvis@sauer-danfoss.com">VPurvis@sauer-danfoss.com</a>
<b>Student Relations</b> Kathy Youngquist	<a href="mailto:kathy@firststateks.com">kathy@firststateks.com</a>
<b>Volunteerism</b> Cristy Bidinger	<a href="mailto:cbidinger@cwood.org">cbidinger@cwood.org</a>



#### Keep us Posted!

Please send any corrections or updates of names, job titles and mailing addresses of our members to Ann Connor or Amy Bellerive.

SHRM Sentinel  
Jayhawk Chapter SHRM  
P.O. Box 442033  
Lawrence, KS 66044