



Lawrence, KS #486

THE RESOURCE

December 2013



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2013 December Holiday Social



If you are a member of the Jayhawk Chapter of SHRM for 2013, you can join us at our annual December Holiday Social on Tuesday, December 10th for FREE!

If you're not a member and you join (dues paid) by Tuesday, December 10th, you will get your meal for free, too. You can register and pay online, or download a membership application (from our website www.jayhawkshrm.org) and bring your completed application and payment for dues to our meeting on Tuesday, December 10th. For more information about joining, contact Kelly Calvert at membership@jayhawkshrm.org.

If you don't want to join our Chapter yet, just join us for lunch. Guests can attend for a cost of \$20.

Because this is a catered meal, we **MUST have your RSVP no later than Thursday, December 5th.**

Be sure to **bring a gift for our "white elephant" gift exchange.** The gift must be valued at \$10 or LESS. Feel free to re-gift or bring something with your company logo (coffee cup, note pad, etc.).

We'll also be selling chances to win some great prizes. All money collected will go to the SHRM Foundation. **Bring some \$1s** (or more if you'd like). You could be a winner! **We would love drawing donations.** If you are able to make a donation for the drawings then please contact Ryann Waller ASAP at networking@jayhawkshrm.org or by calling 785-832-3209.

We hope to see you on **Tuesday, December 10th at 11:30 AM at Pachamama's!**

To register, go to www.jayhawkshrm.org and click on Upcoming Events.

SHRM Foundation Drawing

Don't forget to bring cash or your check books to purchase tickets for a chance to win some wonderful prizes.

Tickets for the Foundation Drawing will be:

- 1 for \$2
- 3 for \$5
- 7 for \$10

Renewal of Jayhawk Chapter Membership Dues Now Available Online!!

For 2014, the Jayhawk Chapter of SHRM Board is asking that all interested in being part of the 2014 membership, complete the application for membership as soon as possible. Please visit our [Jayhawk Chapter of SHRM / Join the Jayhawk Chapter of SHRM](http://www.jayhawkshrm.org) page for details

The Jayhawk Chapter of SHRM will send the SHRM Foundation \$5 for each application received prior to December 10th. Complete your membership application now and help contribute to a wonderful cause!

2013 December Holiday Social Tuesday, December 10, 2013

Time: 11:30 a.m. to 1:00 p.m.
Registration begins at 11:15 a.m.
11:30 a.m. Buffet Lunch Available
11:45 Opening Business, Chapter Announcements
12:00 Speaker Presentation
1:00 Meeting Adjourned
Location: Pachamama's Alton Ballroom
800 New Hampshire Street, Lawrence, Ks 66044

Cost: Guest \$20 if pre-registered by Thursday noon December 5th.

THIS IS A CATERED MEAL, PLEASE RSVP NO LATER THAN THURSDAY, DECEMBER 5TH.

REGISTER ONLINE:
www.jayhawkshrm.org



2013 Board of Directors**Co-President**

Heather Bunker and Mary McKenzie

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VP of Membership

Kelly Calvert, SPHR

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Mary Seyk

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Website-In-Training

Eva Lopez-Iskandrani

www.jayhawkshrm.org**President's Message****SHRM Leadership 2013**

2013 has been an exciting and eventful year for the members of the Jayhawk Chapter of SHRM, including the Board of Directors.

November 21-23 Heather Bunker, Kelly Calvert and Mary McKenzie attended the SHRM Leadership Conference in Washington DC. This year SHRM celebrates their 65th anniversary.

The conference was packed with meaningful sessions on chapter leadership, membership, employee engagement, chapter



best practices, social media, marketing and many more topics related to our chapter and our affiliation with the SHRM organization.

We were proud to represent the Jayhawk Chapter and are very grateful for the opportunity to continue to serve during the coming year. We look forward to sharing more of what we learned with the Board and Chapter members during the near future and the coming year.

We want to thank the 2013 Board of Directors for their generous contributions of time and talent. We also thank the companies with whom our board members work for the support of the chapter and the time away from work for the benefit of this organization. We want to thank all of the members as well and we appreciate your ongoing dedication to the human resources profession and to serving the companies and community in which we all work.

We look forward to seeing you at the December 10th meeting. Come and enjoy a delicious meal and enjoy a time of networking with your fellow human resources practitioners.

Your Co-Presidents

Mary McKenzie, SPHR and Heather Bunker, SPHR

WELCOME NEW MEMBERS!!**Ralph Planthold**

Independent Associate (Voluntary Benefits Specialist)
LegalShield

Teresa Elliott

Allen Press, Inc





Did I hear **Free**? What's **Free**? How do I get it for **Free**?

Effective October 1st, the Jayhawk Chapter of the Society for Human Resources Management is offering three “**free**” months of membership with your 2014 enrollment. Come join this group of HR professionals who provide opportunities to network and attend monthly professional programs. Now is your chance to take advantage of these and other membership benefits. Here is a list of the different membership categories effective October 1, 2013 through December 31, 2014:

Professional Membership: Limited to those individuals who are engaged in the human resources profession or human resources education and either have the majority of their job duties in professional HR work; are a full-time consultant with at least three years experience as a practitioner in human resource man-

agement or are certified by the Human Resource Certification Institute. COST: \$60

"SHRM" Membership: For those individuals who have CURRENT professional membership in the Society for Human Resource Management and have designated the Jayhawk Chapter (#486) as their local affiliate. NOTE: You must provide your national member number to the VP of Membership. COST: \$50

Associate Membership: For individuals who do not meet the qualifications of other classes of membership, but who demonstrate a bona fide interest in human resource management and the mission of the Chapter. Associate Members may not vote or hold office in the Chapter. COST:\$60.

Anyone who pays for their 2014 membership now will include December 2013.

For more information about the Jayhawk Chapter, please visit our website, www.jayhawkshrm.org, or contact Kelly Calvert at membership@jayhawkshrm.org.



Kelly Calvert, SPHR
Vice President of Membership

Special points of interest:

- 3 **FREE** months of membership with 2014 enrollment
- Professional Membership
- SHRM Membership
- Associate Membership

Many Employee Retirement Plan Dollar Limits Adjusted For 2014

The Internal Revenue Code provides for various dollar limitations on benefits, contributions, and compensation for tax-qualified employee benefit plans. Recently, the Internal Revenue Service announced cost of living adjustments (COLAs) for 2014, including limits relating to 401(k) and other tax-qualified retirement plans. Some dollar limits such as the salary deferral contribution limit to 401(k) plans will remain unchanged, while other limitations will increase. Other highlights include:

- the maximum total contribution to a 401(k) or other “defined contribution” plan increased from \$51,000 to \$52,000 (\$57,500 for employees aged 50 and older).
- the salary deferral limit for 401(k), 403(b), and 457 plans remains unchanged at \$17,500. The age 50 or older catch-up contribution limit for these plans also remains unchanged at \$5,500.
- the annual benefit limit under a defined benefit plan is increased from \$205,000 to \$210,000

Published In: [Finance & Banking Updates](#), [Labor & Employment Law Updates](#), [Tax Law Updates](#)

Are you not receiving emails from The Jayhawk Chapter of SHRM?

If you are not receiving emails from the chapter, it could be that they are not getting past the spam filters. The easiest way to ensure you are not missing out is to add our email address (Jayhawk SHRM webadmin@jayhawkshrm.org) in your address book to ensure proper delivery. **Please, add webadmin@jayhawkshrm.org to your address book! Thanks!**

Website-In-Training
Eva Lopez-Iskandrani



“What ENDA would mean for managers in the workplace”; Washington Post
By: Jena McGregor is a columnist for On Leadership.

On November 6th, 2013 the Senate voted to formally begin deliberations on the Employment Non-Discrimination Act, or ENDA, marking a big step for a potentially historic piece of legislation.

The legislation, which would ban discrimination based on sexual orientation or gender identity in the workplace, is reportedly expected to pass the Senate this week, but that hardly means it will become federal law—or even see the floor of the House. Speaker

John Boehner reiterated his opposition on Monday and aides have said he would not bring it up for a vote, despite recent polls showing that more than 7 in 10 Americans favor protecting lesbian, gay, bisexual and transgender employees from job discrimination. But let's suppose for a moment that the bill does pass the Senate (which seems likely), manages to get onto the House floor and receives the votes to pass (an outcome with far longer odds). Hypothetically, what would that mean for leaders in the workplace?

In many cases, very little. Discrimination based on sexual orientation is already banned in 21 states plus the District of Columbia; 18 of those states and D.C. also protect against gender identity discrimination. Almost 97 percent of the 2012 Fortune 500 companies specifically include such protections in their workplace policies. And many other firms elect themselves to ban discrimination against LGBT employees, even where it's not expressly prohibited by law. Says Garry Mathiason, the chairman of global employment law firm Littler Mendelson, “if it's a multi-state company, it would be very common that they would already cover that protection.” Moreover, legal experts say, there's unlikely to be a floodgate of claims if the ban does go into place. Katharine Parker, a partner at Proskauer who co-leads the law firm's employment counseling and

training group in New York, points to research done by the New York City Bar's Labor and Employment Committee. It found that after New York amended its laws to prohibit sexual orientation and gender identity discrimination, these types of complaints comprised less than 1 percent of those filed with the city's Commission on Human Rights between 2003 and 2010. “I don't anticipate a huge uptick in litigation resulting from the passage of ENDA,” she wrote in an e-mail. Mathiason agrees: “I don't expect an avalanche of claims,” he says. “I don't think it's that controversial and I don't think it's going to be a sea change at this point. We've already passed that point.” A July report from the Government Accountability Office report also showed relatively few employment sexual orientation and gender identity discrimination complaints in the

states that had passed such bans. If ENDA does eventually become federal law—and that's still a big if—lawyers advise organizations to update their training along with their policies. If an employer updates its policy but doesn't do any training to go along with it, “there could be a claim that you haven't done what's required to maintain an anti-discrimination environment.”



Scott Criqui
Legislative Affairs
legislative@jayhawkshrm.org

Financial Report

Prepared by:
Mary Seyk
VP Of Finance
finance@jayhawkshrm.org



Current Assets: 11/30/2013

Checking Account: \$ 4,181.88

CD's:

91-Day (8/6/13) \$ 1,135.68

182-Day (9/6/13) \$ 5,122.39

12-months (5/13/14) \$ 8,450.08
\$14,708.15

Pay Pal Account \$ 332.39

Petty Cash: \$ 120.00

Total: \$ 19,342.42

Mark Your Calendars 2013 Upcoming Events

December 10th – Social Event

Jayhawk Chapter SHRM meetings are held on the second Tuesday of each month with registration and buffet beginning at 11:15 a.m. and the presentation from Noon to 1:00 pm at Pachamama's, 800 New Hampshire, Lawrence, Kansas.



Debbie Snyder
VP of Professional Development
professionaldevelopment@jayhawkshrm.org

Quote of the Month:

"Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes."

-- by Peter Drucker

Our bodies are made up of approximately 60 percent water. To replace the water we lose, we need to drink eight 8-ounce glasses of water every day. Physically active people should add another one to three glasses (roughly 8 to 24 ounces) for each hour of activity.

No matter how busy you are, make time to drink water. Try these ideas:

- Make it a habit to take a bottle of water with you everywhere you go. Sip it in your car, on the bus or at your desk.
- Instead of a soft drink or coffee, have a glass of lemon water with your meals.
- If you pass a drinking fountain take a few sips.
- Drink plenty of water before, during and after exercise.

Solid foods can also help supplement your body's water supply. Fruits such as watermelon, grapefruit and apples are all good sources of water. Lettuce, broccoli and carrots also contain a lot of water.



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New HRCI recertification program In 2014

This is our third in a series of communications designed to update you on changes to our recertification program that are set to begin in the 1st quarter of 2014.

As you know, after you earn your credential(s), you must recertify before the end of your cycle (normally every three years). Currently, if you do not recertify on a timely basis, your credential is considered to be "Lapsed" for a period of up to 12 months.

Effective February 1, 2014, if you have not submitted your recertification application by the last day of your cycle, your credentials will be placed in a "Suspended status" for up to 12 months.

During this 12-month Suspended status period the following will apply:

- **Earn and submit credits during Suspended status** - If you had not earned enough credits to be able to recertify at the end of your regular cycle, credits may be earned and submitted during the period that your credential(s) are in Suspended status. (This is a change from the current Lapsed status).
- **Additional \$100 fee** - You will still be able to submit your recertification activities and recertify by paying a fee of \$100 in addition to the regular recertification fee.
- **No usage of credential(s)** - You may not use your credential(s) while they are Suspended status, and your name will not appear in our Directory of Certified Professionals. However, they will be reinstated once you successfully recertify.
- **No change in recertification cycle date** – Suspended status will not change your cycle date. The period during which your credentials were suspended will overlap with your next recertification cycle, reducing the time available to submit your next recertification application. Therefore, you want to remain in Suspended status for as short a period as possible.
- **"Expired" status** - If you do not recertify by the end of the 12-month period during which your credential(s) are in Suspended status, your status will change to Expired. At that time, you would have to apply for and pass the certification exam to regain the use of your credential(s).

Recertification is a hallmark of professional certification. It ensures that the knowledge you demonstrated by passing the certification exam remains current. However, we recognize that individuals occasionally face hardship situations or unusual circumstances when their recertification cycle end date has passed them by. We hope that if you ever need it, the availability of Suspended status will enable you to retain your hard-earned credential(s).

Sincerely,

HR Certification Institute

For Kids'Sake

...When buying toys

Choose toys with care. Keep in mind the child's age, interests and skill level.

Look for quality design and construction in all toys for all ages.

Make sure that all directions or instructions are clear—to you and, when appropriate, to the child.

Plastic wrappings on toys should be discarded at once before they become deadly playthings.

Be a label reader. Look for and heed age recommendations, such as "Not recommended for children under three." Look for other safety labels including: "Flame retardant/Flame resistant" on fabric products and "Washable/hygienic materials" on stuffed toys and dolls.



...When maintaining toys

Check all toys periodically for breakage and potential hazards. A damaged or dangerous toy should be thrown away or repaired immediately. Edges on wooden toys that might have become sharp or surfaces covered with splinters should be sanded smooth. Examine all outdoor toys regularly for rust or weak parts that could become hazardous.



...When storing toys

Teach children to put their toys safely away on shelves or in a toy chest after playing to prevent trips and falls. Toy boxes, too, should be checked for safety. Use a toy chest that has a lid that will stay open in any position to which it is raised, and will not fall unexpectedly on a child. For extra safety, be sure there are ventilation holes for fresh air. Watch for sharp edges that could cut and hinges that could pinch or squeeze. See that toys used outdoors are stored after play—rain or dew can rust or damage a variety of toys and toy parts creating hazards.



OUR RESPONSIBILITY...

Under the Federal Hazardous Substances Act and the Consumer Product Safety Act, the Commission has set safety regulations for certain toys and other children's articles.

Manufacturers must design and manufacture their products to meet these regulations so that hazardous products are not sold.

Product safety, it's no accident.



YOUR RESPONSIBILITY...

Protecting children from unsafe toys is the responsibility of everyone. Careful toy Selection and proper supervision of children at play is still—and always will be—the best way to protect children from toy-related injuries.

The U.S. Consumer Product Safety Commission (CPSC) is a federal agency that helps keep families and children safe in and around their homes

U.S. Consumer Product Safety Commission
Web site: www.cpsc.gov, www.saferproducts.gov
Toll-free hotline: 1-800-638-2772