



Lawrence, KS #486

## THE RESOURCE

July 2013



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### “Change Your Conversations...Change the World “

Presented by: Don Gallagher, LLC

All day long we engage in two types of conversations. We talk to ourselves (the little voice in our head), and we talk to others, in our workplaces, in our families, in our communities, and across the globe. If you step back and think about it, these ongoing conversations are truly the “engine behind how we make things happen in the world”.

As human resource professionals, effective conversations are the key to leading our teams, sharing our HR strategies, articulating company policies, and building strong relationships with our employees. This 60-minute program is designed to share with participants five unique conversational distinctions, to engender them with a greater appreciation for the power of conversation, and to leave them with a new excitement and ability for creating conversations that matter!

Specifically, through a mix of instructor-led presentation, examples, stories and participant activities, I will teach these five distinctions:

- #1 - Future exists only in conversation
- #2 - Context: A powerful context to consider is “Conversations matter”.
- #3 - Listening: By far the most important interpersonal skill.
- #4 - Relationship as a series of conversations.
- #5 - Requests and promises are at the core of how work gets done in organizations.

Participants can expect to enjoy a fast-paced, engaging, and interactive program, along with experiencing a few “a-ha” moments around the power of conversation.

To view a brief intro video that was created for our chapter., please copy and paste in browser.

The hyper link for the video is <https://vimeo.com/63479572>

Website: [www.dongallagherllc.com](http://www.dongallagherllc.com)

#### Don Gallagher Bio:

Don graduated with a BS in mechanical engineering from Iowa State. After starting as a co-op student engineer in 1979, he launched into a diverse career of nearly 30 years, including 25 years in engineering, marketing, sales and training roles with Deere and Company.

Along the way, he earned an MBA at UW-Madison, ran his own engineering recruiting firm, volunteered as an internal performance coach while at John Deere, and developed a personal passion for helping individuals and groups enhance their performance.

Since 2010, Don's professional training, speaking and consulting career has centered on helping client companies to improve their business performance via their people. His work focuses heavily on teaching employees at all levels how to have more effective workplace conversations, be more productive, be better leaders, build stronger teams and enjoy better relationships.

In addition to his current career roles, Don is also a proud father and husband. He and his wife, Linda, live in Olathe and have three sons in various Kansas colleges. He is an active supporter of Harvesters, Operation Breakthrough and CAPS.

### “Change Your Conversations.....Change the World”

**Tuesday, July 9, 2013** Time: 11:30 a.m. to 1:00 p.m.

Registration & Buffet Lunch begins at 11:15 a.m.

Pachamama's Alton Ballroom

800 New Hampshire Street, Lawrence, Kansas 66044

Cost: \$15 if pre-registered by Thursday noon deadline prior to chapter meeting

\$20 after Thursday noon pre-registration deadline or walk-in at the door.

Register online: [www.jayhawkshrm.org](http://www.jayhawkshrm.org)

1 hour General credit towards PHR, SPHR and GPHR recertification through HRCI has been approved



**2013 Board of Directors****President****President-Elect**

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**President's Message**

We have had a big change with losing our President, Amy Carr, to Springfield, MO. Amy did a wonderful job and I know we all wish her much success in her continued HR career. Mary McKenzie and I look forward to sharing the Presidential duties through the end of the year and hope the transition will be as smooth as possible.

Change can be overwhelming and while change management may describe the process, it doesn't always address the fact that as human beings we each handle change in different ways. Some people thrive on chaos and constant change but for others it may cause a lot of anxiety. That being said, if anyone can handle change it is a group of HR professionals because we deal with change all the time. Be it hiring or firing an employee, putting together a succession plan, or managing a change initiative within our organization someone from the HR Department is usually involved in the process.

How appropriate and timely that our July presentation "Change Your Conversations... Change the World" by Dan Gallagher touches on the topic of change. The presentation is designed to share unique conversational distinctions, provide a greater appreciation for the power of language, and deliver the ability to create conversations that matter. I anticipate walking away with some techniques for more effective conversations and look forward to seeing many of you at the luncheon on July 9<sup>th</sup>.

Submitted by,

Heather Bunker  
President Elect, Jayhawk Chapter SHRM  
[presidentelect@jayhawkshrm.org](mailto:presidentelect@jayhawkshrm.org)

**Welcome New Members!**

**HOLLY GOODMAN**  
**Recruiter**

The Results Company

***True or false? Pets can lower your blood pressure.***

True. Your beloved pet offers more to you than a wagging tail when you arrive home. Research supports the mood-enhancing benefits of pets. A recent study found that men with AIDS were less likely to suffer from depression if they owned a pet. Another study by the University of Buffalo found that a pet cat or dog could lower blood pressure.

Sometimes pets provide more support because they don't judge us. If you like animals and are not allergic, owning a pet can raise your physical activity, increase social support and prevent loneliness. In fact, pet ownership may lengthen your life



# Summer Vacation

## ***Should You Let Employees Buy and Sell PTO?***

By: Boyd Byers

School is out, summer is upon us, and many workers soon will be taking vacations. With visions of sandy beaches, national parks, and Wally World (Chevy Chase's destination in the movie *Vacation*) dancing in our heads, now is a good time to take stock of your vacation or paid time off (PTO) policy.

More employers are allowing workers to buy and sell vacation time, according to a Society for Human Resource Management study. The study shows that 52 percent of employers (up from 42 percent in 2009) now offer PTO plans that combine vacation time, sick leave, and personal days into one comprehensive plan, to give employees more flexibility in managing their time off. Of these, almost 20 percent offered a cash-out option. And five percent of all employers are taking the more-novel approach of letting workers buy more vacation time through a payroll deduction.

Could such a policy provide a low-cost perk to help with employee recruitment and retention, and improve more morale and productivity, at your organization? Give it some thought. But be sure to work with an experienced employment lawyer to help develop such a program before you roll it out, to ensure you don't run afoul of some tricky wage payment law and tax law issues these policies present ("constructive receipt" and "condition subsequent" anyone?).



### **Legislative Affairs**

Scott Criqui

[legislative@jayhawkshrm.org](mailto:legislative@jayhawkshrm.org)



## **SHRM 2013 ANNUAL CONFERENCE & EXPOSITION, CHICAGO IL**

I was fortunate enough to be able to attend this years National Conference in Chicago for the first time and wanted to share some of what I took away from the conference.

Keynote speakers were Fareed Zakaria, host of CNN's flagship international affairs program and editor at large of TIME; Blake Mycoskie, founder and "chief shoe giver" of TOMS; Daniel H. Pink, best-selling author of Drive; and Mark Kelly, former U.S. astronaut, and his wife, former U.S. Rep. Gabrielle Giffords.

The conference consisted of a two-day [SHRM Seminar](#) that provided the most essential education you need to further your career; and ten concurrent sessions that covered the full range of HR topics from upcoming legislative issues you need to know to the basics of compensation. Social Networking was high on the agenda!

### **SHRM 2013 by the #:**

How many boxed lunches were served at the conference? Over 30,000 box lunches

How many tweets for #13SHRM? Tweets used 23,316 for #13SHRM

How may chairs were used in the general sessions? 15,734 chairs were used in the general session

How many speakers at the conference? 246 Speakers

How many attendees? Over 15,000

Time also allowed to explore the windy city and take in the spectacular views!



Jenny Hiatt, Newsletter  
[communications@jayhawkshrm.org](mailto:communications@jayhawkshrm.org)

Funding for this activity was made possible in part by the HHS Office on Women's Health. The views expressed in written materials or publications and by speakers and moderators at HHS-sponsored conferences do not necessarily reflect the official policies of the Department of Health and Human Services, nor does the mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

Register online at [www.kcsdv.org/train.html](http://www.kcsdv.org/train.html) or complete and mail or fax the registration form on the back of this panel to:

KCSDV, 634 SW Harrison, Topeka, KS 66603  
FAX: 785-266-1874

### IMPORTANT DETAILS

#### Creating a Workplace Response to Sexual and Domestic Violence

**Presented by:** John P. Savas, SPHR  
Pamela Paziotopoulos

#### Training Date & Time:

July 31, 2013  
9am - 5pm

#### Training Location:

Ramada Convention Center  
420 SE 6th St.  
Topeka, KS

**Registration Deadline:** July 24, 2013

#### Registration Fee: \$100

Fee includes materials, lunch and snacks.

#### How to Register:

Register online at [www.kcsdv.org/train.html](http://www.kcsdv.org/train.html) or complete and mail or fax the registration form to:  
KCSDV, 634 SW Harrison, Topeka, KS 66603  
FAX: 785-266-1874

#### Lodging:

Ramada Convention Center  
420 SE 6th St.  
Topeka, KS  
785-254-5000

Please call for reservations by July 19, 2013 and ask for the Kansas Coalition block rate of \$79/night, including breakfast.

#### Questions:

Nancy Turpin  
KCSDV Training and Education Projects Mgr.  
785-252-9784 ext. 535  
[nturpin@kcsdv.org](mailto:nturpin@kcsdv.org)

## CREATING A WORKPLACE RESPONSE TO SEXUAL AND DOMESTIC VIOLENCE

A TRAINING FOR  
HUMAN RESOURCE  
PROFESSIONALS

PRESENTED BY



**FOREST ADVISORS**  
A Division of Forest Financial Group, Inc.

**John P. Savas, SPHR**  
**Pamela Paziotopoulos**

**JULY 31, 2013**  
**9:00 AM – 5:00 PM**  
**TOPEKA, KS**

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## Creating a Workplace Response to Sexual and Domestic Violence

Domestic violence does not stay home when its victims go to work. It can follow them, resulting in violence in the workplace. With **1 out of every 4 American women** reporting physical abuse by an intimate partner, it seems certain that most any company has employees struggling with domestic violence. **All workplaces are vulnerable** and should have policies and procedures to address these situations. Domestic violence spills into the workplace through threatening phone calls, absence because of injuries, lower productivity due to stress, or harassment of workers. When these signs are ignored, companies often face much more serious consequences; **three women a week** are the victims of workplace homicide. **Costs to businesses run in the billions.** Take this quick test to see the cost to your company: [www2.texashealth.org/dv/](http://www2.texashealth.org/dv/)

For more information contact Nancy Turpin at 785-252-9784 ext. 555

## A Look at Abercrombie and Fitch's 'Look' Policies

Written by [Jon Hyman](#), a partner in the [Labor & Employment group](#) of [Kohrman Jackson & Krantz](#). Published April 15, 2013

If you hope to claim an undue hardship defense to a religious accommodation claim based on your company's image, you need to have the hard data to back your claim. Hypothetical hardships likely will not carry the day.

I've written before about the tension between companies' preferences for how employees look and the religious freedoms of those employees.

One company that has gone many rounds in litigation over this issue is Abercrombie & Fitch. Anyone who has walked past an Abercrombie store knows the waft of its familiar fragrance. Abercrombie is not only interested in consistency in how its stores smell, but also how the employees who work in those stores look. To this end, Abercrombie maintains a formal "Look Policy," detailing what employees are, and are not, permitted to wear. One of its bans is on headwear. According to Abercrombie, it has made at least 70 exceptions to its Look Policy in the last seven year, all on a case-by-case basis, including some religious accommodations for hijabs.

In [Equal Employment Opportunity Commission v. Abercrombie & Fitch Stores \(N.D. Cal. 4/9/13\) \[pdf\]](#), the EEOC alleges that a Milpitas, California, Abercrombie store refused to accommodate Halla Banafa's Muslim faith when it refused an exception to its Look Policy for her head scarf. The store clued Banafa into the fact that her religion might be an issue when it asked her during the interview, "You're a Muslim, right?"

Abercrombie argued that it did not have to accommodate Banafa because it was an undue hardship to deviate from its Look Policy in her case. Specifically, Abercrombie argued that allowing the exception "would disrupt its careful branding efforts, resulting in customer confusion," and that it would "hurt store performance."

The court, however, sided with the EEOC, granting its motion to strike the store's undue hardship defense:

***Abercrombie does not offer any studies demonstrating a correlation between failure to comply with the Look Policy and either customer confusion or decreased sales. Nor does it offer into evidence any of the store reports that linked poor sales performance with lack of adherence to the Look Policy. Rather, Abercrombie offers only the seemingly speculative assertion on the part of its executives that the correlation exists.... Abercrombie's executives consider adherence to the Look Policy important and part of their core strategy, yet they are unable to furnish any evidence outlining the degree to which Look Policy compliance affects store performance or brand image.... [T]he court finds that Abercrombie's proffered evidence affords little basis upon which a reasonable jury could conclude that Abercrombie would be unduly burdened in permitting Ms. Banafa to wear a hijab at work.***

This opinion is in line with that of at least two other courts that have ruled on the same issue under Abercrombie's Look Policy.

### **The lessons to be learned?**

No good comes from asking a potential employee about his or her religion during a job interview.

If you are going to selectively grant exceptions to work rules, your decisions will be scrutinized if later challenged in litigation, and you better have good reasons available.

If you hope to claim an undue hardship defense to a religious accommodation claim based on your company's image, you need to have the hard data to back your claim. Hypothetical hardships likely will not carry the day.



### **DIVERSITY**

Angela Fleming, PHR

[diversity@jayhawkshrm.org](mailto:diversity@jayhawkshrm.org)

## Mark Your Calendars—2013 Upcoming Events

### July 9th Meeting—” Change your conversations..... Change the World”

Presented by Don Gallagher, LLC

### August 13th Meeting—“Developing Compliant Employment Screening Practices”

Presented by Darren Dupriest  
President & Owner Validity Screening

### September 10th Meeting—”Your RAS, Ask & Act: A Networking Paradigm”

Presented by Joyce Layman Blackburn

### October 8th Meeting—”The Power of If”

Presented by Doug Richards

### November 12th – What’s New in Employment Law

Presented by Kathy Perkins

### December 10th – Social Event



VP of Professional Development  
Debbie Snyder  
[professionaldevelopment@jayhawkshrm.org](mailto:professionaldevelopment@jayhawkshrm.org)

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.

## Financial Report

### Current Assets: 6/30/2013

Checking Account: \$ 5,784.91

#### CD's:

91-Day (8/16/13) \$ 4,132.48

182-Day (9/6/13) \$ 5,114.74

12-months (5/13/14) \$ 8,450.08  
\$17,697.30

Pay Pal Account \$ 291.70

Petty Cash: \$ 100.00

**Total: \$ 23,873.91**



VP of Finance  
Mary Seyk  
[finance@jayhawkshrm.org](mailto:finance@jayhawkshrm.org)

## Member Preference Update

If you no longer wish to receive this newsletter, published monthly, then please email Jenny-Hiatt@lpco.net and type in the subject line, UNSUBSCRIBE to be removed from this email list.

For those current chapter members not receiving this newsletter, we want to make sure to get the resource in your hands, please email Jenny-Hiatt@lpco.net and type in the subject line, SUBSCRIBE to be added to the email list.

