



Lawrence, KS #486

THE RESOURCE

March 2013



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Trauma and the Workplace Presented by Toni Detherage, Success by Six

This presentation will offer human resource professionals an opportunity to learn about complex trauma, a subject matter that has significant implications for the workplace and for those who train, support, and supervise employees. Researchers in the field of neuroscience are now estimating that by the year 2030, twenty-five percent of our population will be considered 'special needs' as a direct result of relational violence, abuse, neglect, domestic violence, and other forms of complex, traumatic stress, a societal issue that has long term impacts on individual brain development, daily functioning, relational and social functioning, and educational and vocational functioning. No class or culture is immune to this devastating issue.

As most HR managers could attest, these very personal issues don't simply get left at home, rather they enter the workplace, impacting a person's ability to be a part of a team, to collaborate, to carry out their job duties, to take initiative and demonstrate independence and responsibility, to be on time and show up, and to accept feedback about their performance. This presentation will help HR managers to better understand the unique accommodations that may be needed in order to help trauma survivors improve their job performance and the business' bottom line.

Toni Detherage is dedicated to caring for the families of Lawrence, Kansas through her efforts as a social worker and therapist. Toni is a Licensed Master Level Social Worker (LMSW) in private practice offering services that focus on work with families, couples, and individuals who have experienced traumatic circumstances. In addition to her clinical training as a mental health professional, she has extensive training in parenting education and has helped hundreds of parents navigate the often complex reality of the parent-child relationship. Toni also trains human service professionals, administrators, volunteers and court services on the subject of Trauma Informed Care, a professional framework designed to improve services and "people" outcomes for businesses and agencies that serve trauma survivors.

This event has been submitted for recertification credit with HRCI.

REGISTER TODAY!

Trauma and the Workplace

TUESDAY, March 12, 2013 11:15 Registration / Buffet Lunch
11:45 AM—1:00 PM Announcements / Program

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



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President's Message

Just as the body goes into shock after a physical trauma, so does the human psyche go into shock after the impact of a major loss. – Anne Grant

Although we often hear about the effects of trauma particularly in the workplace, the seriousness and the depth of its effect is far more severe than many people realize. It impacts every aspect of a person's effectiveness at work, including but not limited to their ability to process sensory, emotional, and cognitive information. Trauma sets the stage for unfocused responses and increased stress levels. All this can lead to poor work performance which can manifest itself in a variety of ways. It is important for human resource professionals to understand how to assist employees experiencing trauma. I am certain that it will come as no surprise to you that we, as human resource professional, are often the individuals leading the way to assist our managers and supervisors in this process.

Join Toni Detherage from Success by 6 for "Assisting Employees Experiencing Trauma". Toni is dedicated to caring for the families of Lawrence, Kansas through her efforts as a social worker and therapist. Toni is a Licensed Master Level Social Worker (LMSW) in private practice offering services that focus on work with families, couples, and individuals who have experienced traumatic circumstances. This presentation will offer human resource professionals an opportunity to learn about complex trauma, a subject matter that has significant implications for the workplace and for those who train, support, and supervise employees. We look forward to seeing you on Tuesday, March 12th at 11:30 at the Pachamama's Alton Ballroom.

If you haven't yet had a chance to renew, please check out the convenience of our online registration. Simply go to www.jayhawkshrm.org and click on "Join the Jayhawk Chapter of SHRM". We appreciate each of you and what you have to offer the HR community.

Submitted by,

Amy Carr, PHR
President, Jayhawk Chapter SHRM
president@jayhawkshrm.org

Welcome New Members!**Jim Moore**

Financial Advisor at Wells Fargo Advisors, LLC

Michele Barnes

Sales Executive & Training at New Directions Behavioral Health

Debbie Robinson, SPHR

HR at MGP Ingredients, Inc.

www.jayhawkshrm.org

2013 SHRMinar Sponsorships Needed !!!!!

Our Annual Jayhawk SHRMinar is Tuesday, April 9th and will feature Workplace Social Media Expert and highly acclaimed speaker Jessica Miller-Merrell. We anticipate a great audience for this event. The Jayhawk SHRM Chapter would appreciate your sponsorship. There are 3 different types of sponsorships available.

Deluxe Sponsorship: *\$450.00*

*Deluxe Sponsors Should Mail Materials for Distribution at the SHRMinar to the address listed below no later than **March 28th, 2013.**

*E-mail Logo in Jpeg format no later than **March 28th, 2013**
to: charlie@hrbeninc.com

Gold Sponsorship: *\$250.00*

*E-mail Logo in Jpeg format no later than **March 28th, 2013**
to: charlie@hrbeninc.com

Silver Sponsorship: *\$150.00*

*E-mail Logo in Jpeg format no later than **March 28th, 2013**
to: charlie@hrbeninc.com



Or, if this is not what you are looking for, perhaps you can assist us with some door prizes from your organization. This is a great way to promote your business AND help make this the best Jayhawk SHRMinar ever!

Mail Sponsorship Payment To:

SHRM Jayhawk Chapter

P.O. Box 442033

Lawrence, KS 66044

Questions?

Please contact Charlie Upton, Sponsorship Chair:

Phone: (913) 220-2266/ Fax: (913) 220-2366/

Email: charlie@hrbeninc.com

Deluxe Sponsorship

The Deluxe Sponsors will have:

- The name of their organization announced as a sponsor at the SHRMinar.
- The name of their organization listed on a display that will be placed on the lunch/snack table at the SHRMinar.
- The organization's logo placed in the power point presentation that will run prior to the start of the SHRMinar and over the lunch hour.
- The opportunity to have informational handouts and materials distributed at the SHRMinar.

Gold Sponsorship

The Gold Sponsors will have:

- The name of their organization listed on a display that will be placed on the lunch/snack table at the SHRMinar.
- The organization's logo placed in the power point presentation that will run prior to the start of the SHRMinar and over the lunch hour.

Silver Sponsorship

The Silver Sponsors will have:

- The organization's logo placed in the power point presentation that will run prior to the start of the SHRMinar and over the lunch hour.



Sponsorship
Charlie Upton
sponsorship@jayhawkshrm.org

UPCOMING EVENT— April SHRMinar - Social Media Bootcamp

Social media isn't just changing HR, it's changing the way business does business. Jessica Miller-Merrell will guide us through risks, potential pitfalls, and best practices surrounding social media and how HR and managers can leverage these online tools in this ever-evolving business and technology world we live in. This presentation will discuss the big three in social media –Twitter, Facebook and LinkedIn – and demonstrate how social media can help, as well as, hurt your organization. You will leave the event with an understanding of why human resource professionals and managers need to understand and engage in this new online world and how it can help develop your teams, increase employee engagement and position your HR team as a strategic, income generating department and partner within your organization.



Presentation objectives include:

- Strategic uses of social media used in tandem with your company's employment engagement;
- Social media trends;
- Employment branding;
- Corporate recruiting strategies;
- How to use social media and technology, analytics and mobile to align your organization's business goals; and
- Current and upcoming legislation and what your employment lawyer doesn't know about social media.

Jessica Miller-Merrell, SPHR is an author, speaker, human resources professional, and workplace social media expert who has a passion for recruiting, training, and all things social media. She is the president and CEO of Xceptional HR and a leader in the HR community with more than 12 years of industry experience and is the author of *Tweet This! Twitter for Business*. Jessica is a sought after speaker about human resource and workplace social media topics. She has spoken at SHRM's Leadership Conference, HR Southwest Conference and SHRM's Annual Conference. She is a professional blogger and has managed Blogging4Jobs since 2007. Recently, Blogging4Jobs was named a top career site for job seekers by Forbes Magazine. She is a columnist for both *SmartBrief* and *Huffington Post* in addition to *Blogging4Jobs*. Jessica has interviewed for professional articles in CIO Magazine, CBS, Entrepreneur Magazine, and SHRM's HR Magazine. Her company, Xceptional HR provides businesses with workplace social media, recruitment strategies, and human resources consulting.

This program is sponsored by The Jayhawk Chapter of SHRM and is open to the public. Join us for an engaging experience with Jessica Miller-Merrell, Workplace Social Media Expert!

Approval pending for 3.5 credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

Social Media Bootcamp

TUESDAY, April 9, 2013

Time: 9:45 a.m. to 2:00 p.m.

Registration begins at 9:15 a.m.

Location: Pachamama's Alton Ballroom

800 New Hampshire Street, Lawrence, Kansas 66044

Cost:

Early bird fee on or before April 1, 2013

Members - \$45 ---- Guests - \$55

After April 1, 2013

Members - \$60 ---- Guests - \$70

Registration fee includes workshop and buffet lunch catered by Pachamama's

Register online: www.jayhawkshrm.org

**Don't miss this
meeting!**

**REGISTER
TODAY!!**

Mark Your Calendars—2013 Upcoming Events

April 9th Meeting—“Social Media Bootcamp” Annual SHRMinar

Presented by Jessica Miller-Merrell, SPHR

May 14th Meeting—“Outcome Based Incentives for Wellness”

presented by Brett Buxton
Willis of Greater Kansas, Inc.

June 12th Meeting @ Macelli's

“Health Care Reform & How it will Affect Kansas Citizens and Employers”

Presented by Sandy Praeger
Kansas Insurance Commissioner

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 Screenint



VP of Professional Development
Debbie Snyder

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.

Current Assets: 2/28/2013

Checking Account: \$ 5,108.49

CD's:

91-Day (5/7/13) \$ 4,129.91

182-Day (3/8/13) \$ 5,107.10

12-months (5/13/13) \$ 8,408.04
\$17,645.05

Pay Pal Account \$ 881.74

Petty Cash: \$ 100.00

Total: \$ 23,735.28



VP of Finance
Mary Seyk

finance@jayhawkshrm.org

Financial Report

LEGISLATIVE NEWS

Health Care Reform and Full-Time Employees

By: Jason Lacey

Let's review what we know from the previous posts in this series.

- (1) It's important to identify full-time employees, because if we want to avoid the play-or-pay penalties, we have to make sure all full-time employees are offered appropriate coverage.
- (2) In many cases, we can determine whether an employee is full-time or not by looking at hours worked over a prior period, known as the measurement period.
- (3) An employee's status for a measurement period remains the same during a stability period associated with that measurement period.
- (4) We can utilize a brief administrative period between a measurement period and a stability period to allow time for such things as making enrollment elections and allowing coverage to become effective at the beginning of a month or year.
- (5) When applying the look-back measurement method, it's useful to distinguish between new hires and ongoing employees. New hires that are reasonably expected to be full time upon hire must be offered coverage within 3 months. New hires that are variable hour or seasonal employees do not have to be offered coverage until the end of an initial measurement period, during which we can determine whether the employees are full-time or not.
- (6) For all ongoing employees, full-time status is determined by looking at hours worked over a standard measurement period.
- (7) Some special rules apply for rehired employees and employees who have changes in their position or employment status.

How is all of this really going to work? It's going to differ from employer to employer, because the specific choices made will depend on what makes sense for each employer. But as a general rule, most employers will want to use these rules in a way that largely fits with how they've otherwise been operating their health plans, taking into account any changes that need to be made.

Here's an example.

Let's say an employer has a calendar-year health plan. Employees working 35 or more hours per week are eligible to participate after a 60-day waiting period. Open enrollment is held during the month of November each year.

The employer decides it wants to comply with the play-or-pay mandates, so it implements the following:

- Effective January 1, 2014, the eligibility rules are changed so that all employees working an average of 30 or more hours per week are eligible for the plan. The 60-day waiting period is retained.
- The plan will use a 12-month standard measurement period each year that begins on October 15. The first standard measurement period will begin October 15, 2012.
- The plan will use a 12-month standard stability period each year that is the same as its plan year (begins January 1). The first standard stability period will begin January 1, 2014.
- For new variable-hour and seasonal employees, the plan will use a 12-month initial measurement period that begins on the first day of the month after the date of hire.

For new variable-hour and seasonal employees, the plan will use a 12-month initial stability period that begins one month after the initial measurement period ends.

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LEGISLATIVE NEWS

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Ongoing Employees. Employees who are employed as of the beginning of the first standard measurement period (October 15, 2012) and remain employed for the full measurement period are ongoing employees. Whether they are eligible for coverage under the plan as of January 1, 2014 will depend on their hours worked during that standard measurement period. All ongoing employees who work an average of 30 or more hours per week during the standard measurement period will need to be offered coverage as of January 1, 2014.

New Hire - Full Time. Assume a new employee is hired on February 22, 2014. She is reasonably expected to work full time from the date of hire. She completes the plan's 60-day waiting period and is offered coverage effective May 1, 2014 (first day of the month after completing the waiting period). This will comply with the rules, because she is offered coverage within 3 months.

New Hire - Variable Hour. Assume a second new employee is also hired on February 22, 2014, but is hired in a variable-hour position. She would not receive coverage after 60 days but instead would have a 12-month initial measurement period beginning March 1, 2014. If she works an average of 30 or more hours during that 12-month period, she will be eligible for coverage beginning April 1, 2015 (one month after the end of the initial measurement period).

The periods from February 22, 2014 to February 28, 2014 and from March 1, 2015 to March 30, 2015 are an administrative period. They satisfy the requirement that an administrative period not exceed a total of 90 days. The structure also satisfies the requirement that the initial measurement period plus the administrative period not exceed a total of 13 months plus a fraction of a month. The employee was hired February 22, 2014 and became eligible for coverage April 1, 2015 (13 months plus a fraction).

An Alternative. What if the employer wants to use this structure, but was not prepared to begin collecting the correct data as of October 15, 2012. Can anything be done? A special transition rule will allow the employer to shorten its first standard measurement period to as short as 6 months, and still use a 12-month standard stability period. So it could use the period from April 15, 2013 to October 14, 2013 as its first standard measurement period. After that, its standard measurement period would need to be a full 12 months, if it wants to have a 12-month standard stability period.

Unclear Cases. As with any change of this nature, there are going to be a few rough patches in the transition - times when the rules aren't entirely clear. In those cases, we'll have to use our best judgment.

There will be many details to work through as you implement these requirements, and the answers won't always be clear. But if you keep the basic rules in mind, that should help you maintain your bearings.

Legislative Affairs

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