



Lawrence, KS #486

THE RESOURCE

November 2013



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Keeping up with the latest developments in employment law can be a challenge for HR professionals and business leaders alike. The hot topics for regulators can vary from year to year. With recent increases in agency enforcement staffing levels, HR professionals should be asking themselves, "What else should we be doing to firm up the compliance foundation BEFORE a DOL or other investigator arrives to audit our files?"

This program will address recent U.S. Supreme Court decisions and other significant court rulings, EEOC guidance and enforcement priorities, legislative and regulatory changes, recent NLRB activity which is important to both union and non-union employers as well as trends in employment litigation and other up to the minute developments. Attendees will receive practical advice for incorporating this information into their policies and practices.

Kathy's Bio:

Kathy Perkins has extensive experience defending employers in all types of employment litigation including discrimination, harassment, wage and hour, leave and accommodation. She started her own firm in 2008 to focus on working with employers to reduce the risk of employment litigation and resolve workplace conflict. Kathy counsels private and public employers in all aspects of employment law, conducts employee and manager training, directs and conducts internal workplace investigations and mediates employment disputes. She is a frequent speaker on employment law and dispute resolution topics and served on the faculty of the program *Jury Trials of Employment Claims*.

Legal Developments Affecting Employers (and what to do about them)

Tuesday, November 12, 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: \$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



WELCOME NEW MEMBERS!!

Stacey Kehoe
Human Resources Coordinator
Grandstand Glassware, Apparel & Promotional Items

2013 Board of Directors**Co-President**

Heather Bunker and Mary McKenzie

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Heather Bunker, SPHR

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Charlie Upton

Web Site Administrator

Jo Ann Williams, PHR

Website-In-Training

Eva Lopez-Iskandrani

www.jayhawkshrm.org**President's Message**

During October the Jayhawk Chapter of SHRM Board of Directors gathered for the annual Strategic Planning Meeting. The Board took an intense look back at 2013 and evaluated accomplishments and challenges. The group also had a very creative brainstorm about opportunities for the future, and effectively prioritized the focus for the coming year.

The areas of concentration for 2014 include:

- Networking
- Social Media
- Member Communication
- Mentorship
- Member Involvement
- Programming
- Board Succession Planning

We are excited to see the ideas materialize as our chapter implements plans for 2014. The strategic plan includes expanding networking opportunities, enlarging our social media presence, increasing member communication and involvement avenues, enhancing mentorship focus, and to continue to bring high quality programs including human resources hot topics. Hats off to our Board members for their ongoing dedication to this chapter and the drive to continually increase the value of membership with the Jayhawk Chapter of SHRM.

Mary McKenzie, SPHR
Co-President, Jayhawk Chapter SHRM

Mark Your Calendars 2013 Upcoming Events

November 12th – What's New in Employment Law

Presented by Kathy Perkins

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





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.

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

DIVERSITY AWARD GOES TO.....



CONGRATULATIONS!!

MANPOWER

Each year, the Jayhawk Chapter of SHRM presents an organization with our Diversity Award for leading programs that foster diversity in the workplace and championing underrepresented groups. This year, we are very proud to recognize Manpower with this accolade.

This award was presented to Jana Tuttle, Staffing Specialist and Nancy Defenbaugh, Branch Manager/Lawrence & Chanute at our October Chapter meeting.

Participating in this process reminds me of how important this award is - both in honoring individuals who make a real difference in addressing diversity issues for our community and in ensuring we continue to place a priority on breaking down the barriers that still exist

for many of the demographic groups we serve.

I am very thankful to be a part of an organization whose membership values both!



Angela Fleming, PHR
Diversity Chair - Jayhawk Chapter of SHRM
diversity@jayhawkshrm.org

Court Rules Facebook 'Like' Is Protected Free Speech

by: Pat Hernandez, KUHF; Submitted by Scott Criqui

Facebook users, who click the "like" feature to back a political candidate, engage in legally protected speech. That's according to a ruling by a federal appeals court. It revived a lawsuit that examines the limits of what people may do constitutionally online.

The 4th U.S. Circuit Court of Appeals ruled in favor of a former deputy sheriff in Virginia, who claimed he lost his job in retaliation for his "liking" the Facebook page of a candidate running against his boss for sheriff.

The federal appeals court in Virginia ruled that 'liking' a political candidate's campaign page, communicates the user's approval of the candidate, and supports the campaign by associating the user with it.

Chris Craft is a social media expert based in Texas.

"I think that social media in general, is a little bit like the Wild

West, when it comes to our nation's laws, and I believe that the judge in this case said it best, that a 'like' on Facebook is the equivalent of putting a political campaign sign in your yard."

Craft says social media in terms of the law has a lot of challenges with free speech being a big one.

"We also see it permeating other aspects of the law. Human Resources departments using Facebook or using social media to determine the worthiness of a potential hire. We're going to see more and more of these types of social media legal precedents being figured out, because it is such a new medium."

Professor Peter Linzer is a constitutional law expert at the UH Law Center.

He says the case is another example of how to best pro-

tect people using social media.

"There are lots of questions about the internet and social media. Given that our history is about print and it's about radio and television, and now we're getting these much more dispersed sort of things. Anybody can put his stuff online, and one of the big questions is: what kind of protections are these people getting? And this is one saying they get a lot of protection."

Linzer says it's not a resolved issue by any means.

"You're going to have lots of problems. Are these libels when you say something in a blog? Do you get a reporter's protection under a shield law when you're blogging and you're not working for a newspaper?"

All these questions are still basically wide open. But every time we get a decision

like this, it adds to the evolution of rights on the internet."

More and more companies are formulating policies that detail what you can and can't do online.



Scott Criqui
Legislative Affairs

legislative@jayhawkshrm.org

Financial Report

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



Current Assets: 10/31/2013

Checking Account: \$ 4,985.40

CD's:

91-Day (8/6/13)	\$ 1,135.06
182-Day (9/6/13)	\$ 5,122.39
12-months (5/13/14)	\$ 8,450.08
	\$14,707.53

Pay Pal Account \$ 558.24

Petty Cash: \$ 100.00

Total: \$ 20,351.17

The SHRM LINE Employment Expectations Report for November 2013 has been released.

Key findings:

- Strongest hiring rate in four years expected for November
- Recruiting difficulty edged up in October
- Job vacancies were little changed in October

Please go to www.shrm.org/line to download the report.
http://msg.shrm.org/site/R?i=YCZlla_Uu64Cm-2Fgkcl-g

Online Security Tips

Cyber crimes come in a variety of forms, including identity theft, fraud, and viruses. Reduce your chances of becoming a victim by taking these important steps online:

- Set strong passwords, change them regularly, and don't share them with others.
- Keep your operating system, browser, and other critical software optimized by installing updates.
- Use privacy settings and limit the amount of personal information you post online.

Be cautious about offers. If it sounds too good to be true, it probably is.



The 2013 KS SHRM State conference highlighted three outstanding keynotes from Jeff Tobe, Pearl Rovaris MacDonald and Ryan Estis. Additional breakout sessions included timely presentations on the individual and SHOP Marketplaces, social media, compensation evaluations, best hiring practices, to name a few plus "Hot Topics in Labor and Employment Law" by Timothy A. Davis, JD. We thank all of our speakers for providing attendees with the latest updates.

More than 475 attendees and 70 sponsors and exhibitors swooped down upon the Overland Park Convention Center from September 24–26 from all over the state. We hope you were able to find ways to more clearly define your role, mitigate risks and find the rewards as HR professionals. 2014 looks to maintain challenges as we broach the new era of health care reform and we certainly hope you found some nuggets, made some friends and enjoyed the conference.

Special thanks to The KS SHRM State Council, the conference committee and Association Executive, Lori Maher.

If you happened to miss this year's event or want to attend again next year, make sure to mark your calendars today as we plan for the 2014 KS SHRM State conference in Wichita from September 17–19. We welcome Kara Hunt, SPHR as the 2014 Conference Chair!

Thanks again for the incredible opportunity again to work with the KS SHRM State Council and 2013 conference committee!

Charlie Upton
2013 State Conference Chair

New HRCI recertification program In 2014

Beginning in 2014, we will be implementing a new "Birthday Rule" for recertification deadlines.

After the *Birthday Rule* goes into effect on **February 1, 2014**, your new recertification date will be the end of your birth month. You will continue to have at least three (3) years to complete your recertification cycle. However, instead of your cycle ending in the month in which you became certified, it will be extended to the end of the month in which you were born. You will **NOT** need to earn more than 60 credits during this one-time initial extended cycle.

This change will result in a number of benefits:

- It will allow you to more easily remember when your recertification cycle ends (just like your driver's license!)
- It will spread our workload out evenly throughout the year, allowing us to provide better and timelier service.

Here is how the new rule will be implemented for all recertification cycles ending February 1, 2014, and later:

- If the month in which you are due to recertify (for example, June 2014) is the same as your birth month listed in our records (for example, June 2014), your cycle date will remain the same.
- If the month in which you are due to recertify (for example, June 2014) occurs earlier in the year than your birth month listed in our records (for example, December 2014), your cycle date will be extended to the end of your birth month, later that same year (in this example, December 31, 2014).
- If the month in which you are due to recertify (for example, June 2014) occurs later in the year than your birth month listed in our records (for example, January 2014), your cycle end date will be extended to the end of your birth month in the *following* year (in this example, January 31, 2015).

With this change, no one will have less than three (3) years to recertify. You will also receive a new certificate in *late March 2014* with your new recertification cycle end date. We will share additional details about the *Birthday Rule* through our website and blogs in early 2014.

Please stay tuned, we'll be sharing more of the enhancements, features and updates to the recertification program over the coming weeks.

Sincerely,

HR Certification Institute