



Lawrence, KS #486

THE RESOURCE

September 2013



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“Your RAS, Ask & Act: A Networking Paradigm”

Presented by: Joyce Layman Blackburn, Mind by Design

Networks are vital to succeed both personally and professionally. Creating a network is more than just handing out business cards and making contacts; it's also about developing the brand of you. Joyce knows first-hand what it takes to go from wallflower to networker to connector.

Your RAS, Ask & Act provides a step-by-step process to take your circle of influence to the next level by:

- Using your RAS 'reticular activating system'. Your RAS is like a subconscious search engine that helps you tune into the information you are looking for.
- Knowing your 'Who' and 'Why'
- The importance of your keywords (and you thought they were just for websites)
- The power of asking
- Taking action and more...

You may be familiar with the 'Six Degrees of Separation' concept. This program provides a networking paradigm where you'll learn six degrees could easily become just two, or even one.

This presentation will help you to gain an understanding on how the subconscious mind works and will help to spark creativity for organizational development. Your RAS

is a subconscious awareness that enables you to tune into the connections and resources to be even more effective in your position.

Speakers Bio:

As a former wallflower in the world of business networking, Joyce Layman Blackburn is living proof that if you're willing to push comfort zones and face your fears, you can accomplish almost anything. She is now a sought-after keynote speaker, and coach for women leaders and entrepreneurs across the country.

Joyce recognized 15 years ago that the serial entrepreneurial gene was deeply rooted. It was through her continuous search for knowledge where Joyce tapped into amazing information that changed her life. She sought training in The Pacific Institute's cognitive psychology processes. The same processes which are based on research of Harvard Medical School and the Universities of Stanford, and Washington, to name a few. The good news is Joyce takes the complex subject of how the mind works and puts it in Layman's terms.

Known as the "Chief Dot Connector," whether it's supporting audiences to connect the dots between great ideas and great results, or connecting businesses to each other to create powerful and profitable partnerships, Joyce helps people overcome the biggest obstacle they face - the four inches between their ears. She teaches people how to use the power of their subconscious mind

to find the information, resources and connections to take their business and life to the next level of success.

Joyce is a member of the National Speakers Association; and currently serving as President-Elect of the NSA-Kansas City Chapter. She lives in the Kansas City area with her husband, Rod. She has a beautiful bonus-daughter, 4 cats and a bonus-dog.

“Your RAS, Ask & Act: A Networking Paradigm” Tuesday, September 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: \$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

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



2013 Board of Directors**Co-President**

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

As I plan and prepare for my upcoming FMLA leave – I find myself thinking about how complicated and intricate this federal act is. The Family and Medical Leave Act of 1993, signed into law by President Bill Clinton, was intended to balance the demands of the workplace with the needs of families. The act allows employees to take up to 12 weeks of unpaid, job protected leave for pregnancy, prenatal medical care, or the care of a newborn child; adoption or foster care of a child; or to care for the serious health condition of the employee, spouse, parent or child. In 2008 President George W. Bush signed into law an expansion of the act providing two new qualifying events: qualifying exigency leave and military caregiver leave.

With the Supreme Court's June ruling that struck down the Defense of Marriage Act (DOMA), FMLA became even more complicated because FMLA refers to state law for the definition of "spouse". This means that while this is a federal act it may not be administered the same way from state to state. In the 13 states that recognize same sex marriage the applicability of FMLA will depend on the state's definition of marriage. So FMLA administration just became more challenging for the employer to administer. For those of us in the human resources profession this means we need to stay informed and up to date on this topic.

Another brewing controversy for FMLA is a growing push to include the loss of a child. In 2011 a national petition was started to urge Congress to amend the act. The Farley-Kluger Initiative is currently supported by several national organizations and in February led the Parental Bereavement Act of 2013 to be introduced into both the House and Senate.

As we reflect on the 20 year anniversary of this legislation I think it will be interesting to see how FMLA adapts to our changing society and where we will be with this act 20 years from now.

Submitted by,

Heather Bunker, SPHR
President Elect, Jayhawk Chapter SHRM
presidentelect@jayhawkshrm.org

**Welcome New Members!**

Amy Anderson
HR Director
SurePoint Medical

Karinne Tarshish
Staffing Specialist
Manpower

Amy Benoit
University Career Center

Holly Perkins
Attorney
Joseph Hollander & Craft

Jenny Laird



Have you thought about joining the Jayhawk SHRM Chapter? Now is an excellent time!



Our members report two primary benefits of local SHRM membership: **Networking** with other HR professionals and **quality programs** which provide HRCI (Human Resource Certification Institute) credit.

Monthly luncheon meetings are held on the second Tuesday of each month from 11:30 a.m. to 1:00 p.m. at Pachamama's Alton Ballroom, 800 new Hampshire Street in downtown Lawrence, Kansas. In December, we hold a holiday social that includes silent auctions, gift exchanges, and more. Registering is easy! Register online www.jayhawkshrm.org, members who register in advance

pay only \$15 per program which includes lunch. Non-members are welcome to register as well, for \$20 per program. Some recent programs include: Health Care Reform Update-presented by Sandy Praeger, Kansas Insurance Commissioner and Developing Compliant Pre-Screening Practices.

It is easy to join, and membership is now **50% OFF!** At only \$25 per year for national SHRM members or \$30 per year for non-national SHRM members. This give you access to our website, legal updates and a discounted rate for our luncheons.

To join, go to www.jayhawkshrm.org and

1. Click on "Membership Center" link on the LEFT hand side of the screen.
2. Click on the "Join the Jayhawk Chapter of SHRM" link
3. Scroll down to the bottom of the page, and either choose the link: "New Member Online Registration" or download the PDF version of our application form.
4. Complete the requested registration information and then select your payment option.

To receive this special offer, please submit your application and payment no later than September 30, 2013.

We look forward to seeing you at an upcoming Jayhawk SHRM meeting!

If you have any questions, please contact Kelly Calvert.

Membership is now **50% OFF!**

To receive this special offer, please submit your application & payment no later than **Monday 9/30/13**

Kelly Calvert, SPHR
Vice President of Membership
membership@jayhawkshrm.org



The Jayhawk Chapter of SHRM would like to **THANK** our membership who took the time to complete our **2013 Diversity Survey**.

As of 8/29/13, 16 submissions had been received.

The lucky recipients of our Downtown Lawrence Merchant gift cards will be announced at our September chapter meeting. If the winners are not in attendance at this meeting, their gift cards will be mailed.

Thanks again to those of you who participated in this important survey!



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

DIVERSITY

LEGISLATIVE NEWS

Are You My Supervisor by Donald Berner 07/22/2013
submitted by Scott Criqui

Possibly lost in the anticipation and coverage of the Supreme Court's DOMA decision was the Court's opinion in *Vance v. Ball State University*. *Vance* resolved a circuit split as to who qualified as a supervisor. The decision marked another win for employers as the Supreme Court adopted a narrow definition of supervisor.

In *Vance*, an African-American employee filed a complaint with the EEOC claiming that she was harassed by co-workers with racial epithets, subjected to references to the Ku Klux Klan and threatened with physical harm under Title VII. *Vance* sued, claiming a hostile work environment, specifically alleging that her supervisor made her feel unwelcome; a co-worker called her a "porch monkey" and other racial epithets; and that a different supervisor made faces at her.

Vance's case turned on employer liability. She was able to establish the first three elements of a hostile work environment claim: (1) the work environment was objectively and subjectively offensive; (2) the conduct was based on race; (3) the conduct was severe and pervasive. But, the fourth and final element was key. *Vance* had to establish that a supervisor harassed her or her employer was negligent in discovering or addressing the situation.

The Supreme Court affirmed the 7th Circuit's ruling that *Vance* failed to establish employer liability. For purposes of determining vicarious liability under Title VII, the Supreme Court stated that an employee is only a supervisor if the employee is empowered by the employer to take tangible employment actions, *i.e.*, to effect a "significant change in employment status, such as hiring, firing, failing to promote, reassignment with significantly different responsibilities, or a decision causing a significant change in benefits" against the victim. Because of this narrow definition, the Court found that all of the actions complained of by *Vance* were taken by her co-workers, not her supervisor.

Vance matters because an employer's liability for a hostile work environment is contingent upon whether the harasser is the employee's supervisor or co-worker. Under the affirmative defense standards from *Faragher v. Boca Raton* and *Burlington Industries, Inc. v. Ellerth*, employers can be held strictly liable for harassment inflicted by "supervisors." But where the harassment is only committed by co-workers, the plaintiff must show that the employer has been negligent either in discovering or remedying the harassment. *Vance's* narrow definition of supervisors is a good thing for employers. It further restricts the number of employees that could open you up to strict liability and will require more plaintiffs to show negligence.



Legislative Affairs
Scott Criqui

legislative@jayhawkshrm.org

Mark Your Calendars—2013 Upcoming Events

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

Debbie Snyder

VP of Professional Development

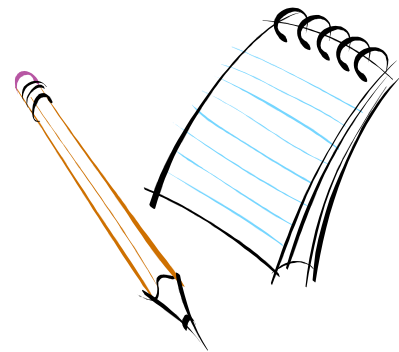
professionaldevelopment@jayhawkshrm.org



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

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



Current Assets: 8/30/2013

Checking Account: \$ 6,928.50

CD's:

91-Day (8/6/13) \$ 1,135.06

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

12-months (5/13/14) \$ 8,450.08
\$14,699.88

Pay Pal Account \$ 200.68

Petty Cash: \$ 100.00

Total: \$ 21,929.06

Don't hold on to what is bothering you. Try this simple strategy:

Write down any frustrations you are experiencing. Discard the sheet of paper and let your worries go. Writing provides a healthy release of lingering anxiety.

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The Kansas State Council of SHRM invites you to join us for our 25th Annual Kansas SHRM Conference and Exposition. This year's conference will be held September 25-27, 2013, at Overland Park Convention Center in Overland Park, Kansas. You'll have the opportunity to network with over 500 HR professionals from across the state, connect with exhibitors who offer various products and services to make your job easier, experience outstanding keynote, general and concurrent session speakers, and receive up to 12.0 hours of PHR/SPHR recertification credit through the Human Resource Certification Institute .

Whether you are new to the HR profession, or an experienced professional, the conference will provide a variety of learning and networking opportunities.

Keynote & General Session Speakers: This year's keynote speakers include Jeff Tobe, Pearl Rovaris MacDonald and Ryan Estis.

Concurrent Sessions: In addition to outstanding keynote and general session speakers, concurrent sessions will include the hottest topics in human resources!

Registration Fees:

After August 31st

\$399 SHRM Members | \$449 Non-SHRM Members

If you have any questions, contact Lori Maher, Association Executive, (913) 829-6941 or lori@mahergroupllc.com.

Kansas Gains 23,300 Private Sector Jobs Over the Year

Submitted by Barry Kingery

TOPEKA, Kan. – The Kansas Department of Labor (KDOL) reports Kansas gained 800 private sector jobs over the month and 23,300 private sector jobs over the year. The seasonally adjusted unemployment rate was 5.9 percent, up from 5.8 percent in June 2013 and up from 5.8 percent in July 2012.

“Over the past three months we have observed an increase in the seasonally adjusted unemployment rate,” said Lana Gordon, Secretary of Labor. “Part of the reason of increases in the previous months was due to more individuals entering the labor force.”

Over the month job gains came from eight of the 11 major industries. Professional and business services gained 2,300 jobs. Construction gained 300 jobs and mining and logging grew by 200 jobs.

“The number of jobs created over the year is encouraging,” said Efua Afful, KDOL Labor Economist. “Over the month, the private sector gained some jobs but did not perform as well as expected.”

Three major industries reported statewide over-the-month job losses. Government lost 18,900 jobs, principally seasonal at the local level. Manufacturing, which had shown increases over the past several months, posted a decline in the last two months in seasonally adjusted jobs numbers. These numbers perhaps indicate a weakness in this sector. In July, Manufacturing lost 1,900 jobs and Education and Health Services lost 800 jobs.

The August Labor Report will be released on Thursday, Sept. 19.

Workforce Readiness

Barry Kingery

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