



Lawrence, KS #486



THE RESOURCE

June 2016

Top HR Trends in 2016

Tuesday, June 14, 2016

Inside this issue:

Top HR Trends in 2016	1
President's Message	2
Financial Report	3
Membership	3
SHRM Member Spotlight	4
Certification	4
Sponsorships	4
Legislative Update	5-6
EEOC Court Ruling	7-8
Foundation News	8

Kristina Dietrick, President of Creative Business Solutions, will provide insight and guidance on hot human resources issues from both a legal and best business practices perspective, of which both leaders and HR professionals should be aware. Technology, recruitment, leadership gaps, workforce skills, employee engagement and work culture are several of the subject matters to be covered.

PRESENTER: Kristina Dietrick, PHR, SHRM-CP.

Kristina has over 25 years of experience in Human Resources, and prior to acquiring CBS, she held several executive-level Human Resources positions in the agricultural, behavioral health and health care industries. At CBS, Kristina provides Human Resources support and solutions to a variety of businesses, professions and organizations throughout the Midwest and is often invited to address large corporate conventions on Human Resources issues throughout the United States. Kristina received her Bachelor of Arts from Washburn University and holds the Professional in Human Resources (PHR) and SHRM- CP designation.

This event has been approved for 1 hour of Professional Development Credit for SHRM and 1 hour of general credit through the HR Certification Institute (HRCI).

Tuesday, June 14, 2016

Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Presenter * 1:00 Meeting Adjourned

Location: Maceli's, 1031 New Hampshire, **Parking is available across the street and in the parking garage at the north end of the block.

Pricing: Member in advance \$20. \$25 after Thursday noon pre-registration deadline or walk in at the door. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



REGISTER ONLINE: www.jayhawkshrm.org



President's Message

The SHRM Foundation is celebrating its 50th Anniversary! Fifty years of serving you, the HR professional and shaping the future of human resource management. One of the many benefits of the SHRM Foundation are the grants, fellowships and awards offered each year, including:



SHRM Foundation Scholarships

In 2016, the SHRM Foundation has substantially increased its award funding and increased the individual award amounts. The foundation will offer five awards of \$2,500 each to those pursuing undergraduate degrees, plus 15 awards of \$5,000 each to those pursuing graduate education and SHRM certification scholarships (\$750). SHRM professional members are eligible for these scholarships. For more information visit the [SHRM Foundation scholarship page](#). **The application deadline is July 15, 2016.**

Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals. One recipient is selected annually to receive a fellowship of up to \$10,000. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to \$20,000 total. For more information about the fellowship visit the [Meisinger Fellowship page](#). **The application deadline is August 15, 2016.**

Michael R. Losey Excellence in HR Research Award

The SHRM Foundation also manages an endowment fund to honor exceptional researchers for their lifetime achievement in human resource research. This research fund was established to honor Mr. Michael R. Losey for his contributions to the Society for Human Resource Management and the HR field. A single award of \$50,000 is presented annually to further the field of human resource management. For more information about the nomination process visit the [Losey Award page](#). **The application deadline is July 15, 2016.**

We have so many talented members that are dedicated to the profession in the Jayhawk SHRM Chapter. Please consider each of these opportunities but also share with individuals who have a passion for HR, but need assistance to realize their dreams.

Please let me know if you have any questions.

All the Best,
Debbie Snyder

2016 Board of Directors**President**

Debbie Snyder

Past President

Kelly Calvert, SPHR, SHRM-SCP

President-Elect

Lori Carnahan, SPHR, SHRM-SCP

VP of Membership

Holly Goodman

VP of Finance

Heather Bunker SPHR, SHRM-SCP

VP of Professional Development

Mary McKenzie, SPHR, SHRM-SCP

VP of Communications

Cynthia Colbert

Certification Chair

Jenny Hiatt, PHR, SHRM-CP

Diversity Chair

Michelle Stegman

Foundation Activities Chair

Christa Jacelone

Legislative Affairs Chair

Dennis Meier, SPHR, SHRM-SCP

Social Media & Recognition

Keri Rodriguez, CESP

Volunteerism Chair

Cassie Gilmore

College Relations Chair

Annette Delaney

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org

Financial Report

Current Assets: 5/26/2016

CD's:

91-Day	\$	n/a	Checking Account:	\$ 12,975.23
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$ 2,124.78
12-months (5/12/16)	\$	8,534.93	Petty Cash:	\$ 100.00
			Total:	\$ 23,734.94

Prepared by: Heather Bunker SPHR, SHRM-SCP
VP of Finance

Membership

Membership Drive – Help Us Grow Our Chapter!!

Networking is defined as interacting with other people to exchange information and develop contacts, especially to further one's career. We are delighted that each of you has chosen to participate and network with the Jayhawk Chapter of SHRM in an effort to continue the development of your Human Resources skill sets. We ask that you help us continue to build your HR network by referring potential chapter members. Benefits of becoming a member also include great programming, community connections and legal and legislative updates. [Membership brochure.](#)

We will be running a membership special that allows individuals to join the chapter at a discount off our normal due fees. If you join the Jayhawk SHRM on or after July 1st the rate will be \$60 for national SHRM members and \$75 for non-national SHRM members.

Do you know someone who would benefit from membership with the Jayhawk Chapter of SHRM? If so, now may be a good time to suggest that they consider giving our group a try. We appreciate your commitment to help grow our Chapter!

If you have any questions please feel free to reach out to me at membership@jayhawkshrm.org. I hope everyone has a wonderful summer!

Submitted by: Holly Goodman
VP of Membership

April 2016 Labor Market Report

Please find the links below to the April 2016 Labor Market report and the map of county unemployment rates/over-the-year change of unemployment rates.

Highlights and Quotes: <https://klic.dol.ks.gov/gsipub/index.asp?docid=472>

Kansas Map w/county unemployment rates (not seasonally adjusted unemployment rates): <https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20April2016%20Maps.pdf>

SHRM Member Spotlight



Linda Bastyr, PHR, SHRM-CP(right) has the “it all” position at Landplan Engineering meaning she is the HR Manager, Marketing Manager, and Office Manager(luckily, they have an administrative assistant to help with most of those duties!). She enjoys the fact that management is “hands off” so she can set her own priorities. She took over HR duties from the Finance Director fourteen years ago which has allowed her to see a different side of what it takes to run a business and the impact of decisions on employees. In her free time, Linda enjoys working on her house and yard – she’s currently on year 17 of the 5 year plan! This summer, she is planning on traveling to see her niece graduate high school in Dallas and attend an annual family gathering in Ft. Myers Beach, Florida.

Certification

Recertification Made Easy

Did you know that the SHRM eLearning Library has over 500 courses mapped to the competencies in the Body of Competency and Knowledge (BoCK!) They are available 24/7, are self-paced, and provide continuous top-of- mind content. Get a year's subscription and enjoy unlimited courses. Remember that you can earn up to 30 PDCs through virtual courses in one recertification cycle. [Check it out here](#)

Submitted by: Jenny Hiatt
PHR, SHRM-CP
Certification Chair



Sponsorship

Wouldn't it be great if you could get every telemarketer to donate \$50 to your favorite cause?! Or if SHRM got \$300 from a company that contacts you about providing services to your employees?! I'm still working on #1, but #2 is HERE NOW! Just forward the contact information of the sales rep to sponsorships@jayhawkshrm.org, and Peter Steimle will email them information about opportunities to sponsor a meeting (\$300), post their logo on our website, sponsor an email blast or post a job on the Jayhawk SHRM website!

This is a WIN-WIN situation, because most company representatives would love to get in front of 30-45 human resource professionals!--And our club relies on their sponsorships to pay for ongoing operations.

Meeting Sponsorship Openings for 2016: **June 14 | July 12 | Oct 11 | Nov 8**

Thank you! And if you'd like to see the Jayhawk SHRM Sponsorship brochure, simply email me at sponsorships@jayhawkshrm.org (or psteimle@ljworld.com) and I will email you a copy

Legislative Update

2016 Kansas Legislative Session Adjourns

The 2016 Kansas Legislative Session concluded May 2, 2016. After an unsuccessful attempt to amend the 2012 tax policy surrounding the nonbusiness wage income, the final and most anticipated piece of business was the passage of the omnibus budget bill that leaves a positive ending balance of \$27.4 million in fiscal year 2016 and \$81 million in 2017.

House Substitute for Senate Bill 249 narrowly passed the House by a vote of 63-59. The Senate approved the measure by a vote of 22-18. The bill includes several budget provisos approved by the Senate Ways and Means and House Appropriations Conference Committee and anticipates Governor Brownback using his allotment authority to make some of the cuts he proposed to the Legislature prior to the start of the Veto Session. The Legislature did not pass any provisions to divert dedicated EDIF funds away from tourism and the agency's budget remained intact. However, KDWPT could face cuts if the Governor issues across the board allotments. Below are the major points of the budget passed:

Highway Fund - \$70 million of sales tax income from the Highway Fund to the State General Fund (SGF) in FY 2016 and \$115 million in FY 2017. The Kansas Department of Transportation has said the sweep will delay 25 planned modernization and expansion T-WORKS projects through 2019 at an estimated cost of \$553 million. Nearly \$300 million in preservation lettings have been "delayed" in FY 2016 and 2017 as well as 25 modernization and expansion projects, worth nearly \$600 million, have also been "delayed". Transportation advocates will be ramping up for the 2017 session to both defend what remains in the transportation fund as well as attempt to restore delayed projects.

KPERS - \$99 million fourth quarter payment to the Kansas Public Employee Retirement System (KPERS) will be delayed at 8% interest. However, two income streams have been dedicated to the repayment. Any state revenue that exceeds expectations will be diverted to KPERS rather than the SGF. Any future tobacco settlement funds in excess of \$42 million – what the state currently spends on children's programs – will also go toward paying down the debt.

Agencies – 3% to 5% across the board cut to all state agencies. A special provision was included in conference committee negotiations to exempt K-12 education from these allotments.

Higher Education - \$17 million to all Regents institutions based proportionally on their total budget. Larger universities will see a bigger hit than smaller ones. Last year's tuition cap was also removed allowing Regents institutions to consider offsetting cuts by increasing tuition.

There was a strong effort – that ultimately failed in the House by a vote of 45-74 – to repeal the LLC non-wage income tax exemption that passed in 2012. House Substitute for Senate Bill 63 wouldn't have gone into effect until January 1, 2017, thus not helping fill the state's budget shortfall for this fiscal year. However, a growing number of Legislators were determined to get the measure to the floor to debate the equity of the tax policy and allow members to finally vote on one of the more contentious issues this year.

Below highlights a few of the conference committee reports that passed the Legislature during the Veto Session and await Governor Brownback's signature into law:

Kansas Bioscience Authority Sale, STAR Bond Reform – House Bill 2632 passed 40-0 in the Senate and 89-32 in the House. The bill authorizes the private sale of the Kansas Bioscience Authority. This \$25 million was included in the Governor's budget approved earlier this year. HB 2632 also reforms the Sales Tax as Revenue (STAR) bond program in some of the following ways:

- Prohibits the transfer of bonds between districts, thus ensuring that the \$42 million in sales tax revenue from the nearly-paid-off Village West district in Wyandotte County comes back on the tax rolls and is not diverted to a new district.
- Prohibits automobile dealerships from entering into the program. Over 20% of the state's sales tax revenue comes from car dealerships.
- Requires the Department of Commerce to submit a report to the Legislature each January on the status of the program.

Step Therapy – House Substitute for Senate Bill 402 passed 27-13 in the Senate and 79-43 in the House. The bill requires health care providers to follow a “step therapy” protocol – trying less expensive drugs before moving to more costly ones – when prescribing medications to Medicaid patients. The bill includes several patient protections including a 30-day test period and physician override within 72 hours. The proposal is expected to save the state \$10 million next year in prescription drug costs.

Property Tax Lid – Senate Substitute for House Bill 2088 passed 37-3 in the Senate and 112-5 in the House. The bill modifies portions of a property tax reform package that passed last year and moves up the effective date from January 2018 to January 2017 for requiring a public vote before cities and counties can raise property taxes higher than the rate of inflation.

Property Tax Valuation Appeals – House Substitute for Senate Bill 280 passed unanimously 40-0 in the Senate and 122-0 in the House. The bill requires that property must be valued based on the fair market value by the Board of Tax Appeals and not solely on a mass appraisal of the property, requires counties to follow valuation methods developed by the Property Valuation Division and clarifies that counties cannot take matters into consideration that occur after January 1 when establishing property tax valuation.

Workers Compensation – House Bill 2617 passed unanimously 39-0 in the Senate and 113-0 in the House. The bill allows workers compensation claims to be filed electronically and eliminates the requirement for the Department of Labor to maintain a licensed physician on staff.

Employee Scheduling Policies – Senate Bill 366 passed 32-6 in the Senate and 76-45 in the House. The bill includes a preemptive measure that prohibits cities, counties and local units of government from adopting “fair scheduling mandates” that affect the work schedules of private sector employees.

Rainy Day Fund – House Bill 2739 passed unanimously 40-0 in the Senate and 119-0 in the House. The bill establishes a budget stabilization fund or “rainy day fund” based on a recommendation from the Alvarez and Marsal government efficiency study.

Fast Pass – House Bill 2502 passed 32-6 in the Senate and 92-28 in the House. A larger package of several gun bills, HB 2502 includes a measure that would allow frequent visitors to municipal buildings who pass a background check to avoid long lines and bypass the screening process.

Open Records - Substitute for Senate Bill 22 passed unanimously 40-0 in the Senate and 119-0 in the House. The bill renews legislative review exemptions to the Kansas Open Records Act and includes a provision allowing publishing of certain charitable gaming information obtained in bingo licenses and several key insurance investigative reports.

Legislators will return to Topeka on June 1 for sine die adjournment at 10:00 a.m. A special summer session is also possible as lawmakers await the Supreme Court’s equity decision on the new school finance formula. And of course it is elections season, with both House and Senate up for election and which appears to be even more contentious than the 2012 and 2014 elections.

Submitted by: Dennis Meier, SPHR, SHRM-SCP
Legislative Affairs Chair



Knock, knock: Court rules EEOC can come on-site — with or without your consent

by Christian Schappel, HRMorning.com

Employers who feel the EEOC may have a tendency to overstep its authority were just dealt a blow. A U.S. district court just ruled the EEOC can, generally, conduct on-site investigations of harassment and discrimination claims at your facility — and it doesn't need your permission or a warrant to do so.



An important case

The ruling is a double-whammy for employers: It could embolden the EEOC's enforcement and investigatory efforts, while at the same time dissuade employers from challenging the agency's authority in the future. It involved Nucor Steel Gallatin ("Gallatin"), a steel manufacturing facility in Kentucky.

After it rescinded a job offer to an applicant after he failed a post-offer, pre-employment medical exam, the applicant filed a disability discrimination charge with the EEOC.

The EEOC then decided to investigate, and it issued Gallatin a Request for Information. Gallatin complied with the request, sending the agency a list of the individuals involved in the applicant's recruiting and interview process.

Then, the EEOC investigator said the next step in the process was to perform an on-site visit to conduct interviews with individuals believed to have information relevant to the claims.

To this, Gallatin replied:

"we simply do not feel that coming onsite is necessary or relevant to your investigation."

Instead, the company offered:

"to provide the individuals requested for interviews at the EEOC office or an 'offsite' location."

The EEOC then responded by issuing a subpoena requiring Gallatin to permit on-site access to conduct interviews, examine the facility and obtain/request any additional info pertaining to the position to which the applicant applied.

The song and dance continued with:

Gallatin filing a petition to revoke and/or modify the subpoena the EEOC denying Gallatin's petition, and

Gallatin informing the agency that it wouldn't consent to an on-site visit.

Eventually, the EEOC petitioned the district court to order Gallatin to show why it shouldn't be compelled to comply with the subpoena.

The employer's argument

Five reasons why Gallatin felt it didn't have to comply with the subpoena: It provided the EEOC with more than enough info concerning the allegations. But the court shot this argument down by agreeing with the EEOC's position that the

agency couldn't merely accept employer declarations as true without seeing things for itself.

An on-site investigation would be "irrelevant." But the court disagreed, saying an on-site investigation would determine the requirements of the job.

The EEOC's subpoena was overbroad because it didn't specifically state what info the EEOC was seeking. This was actually a **small win** for Gallatin, as the court found the subpoena was — at least in part — overbroad. It said the EEOC's request to "examine the facility," without stating that it would stick to the areas of the facility that specifically related to the job in question, was overbroad. As a result, the court said the EEOC investigator had to focus on the areas directly relevant to the position.

The time necessary for the EEOC to gain a reliable understanding of the essential functions of the position would be unreasonably disruptive to business. But the court rejected this argument, saying Gallatin failed to explain how the presence of an investigator would be burdensome.

Permitting the EEOC to enter the facility would create safety issues. But the court disagreed, saying the EEOC was well-equipped to take reasonable precautions before inspecting facilities like Gallatin's.

Bottom line: The court ordered Gallatin to permit an EEOC investigator to perform an on-site inspection of Gallatin's facility.

Silver lining

There was a small silver lining to the ruling for employers, however: The EEOC wasn't given carte blanche to do whatever it wanted while on-site and/or go wherever it wanted — thus limiting Gallatin's exposure, at least a little.

As part of the court's order, it ruled the inspector had to:

"... LIMIT his or her inspection to evidence directly related to the ... position and its associated responsibilities. The investigator may not generally or indiscriminately search the facility for evidence relevant to Bennett's claims, and must only inspect those areas that he or she reasonably believes will provide evidence relevant to the position."

Cite: [EEOC v. Nucor Steel Gallatin Inc.](#)

Foundation News

SHRM Foundation Scholarships Deadline is fast approaching! All applications must be turned in no later than July 16, 2016. Applications are being accepted for undergraduate scholarships, graduate scholarships and SHRM certification scholarships. For more information visit the SHRM Foundation website. In addition to scholarships, the SHRM Foundation has many opportunities to gain reward and recognition! The Michael R. Losey Excellence in HR Research Award is accepting nominations through July 15, 2016. For more information about the nomination process please visit the SHRM website.

Submitted by: **Christa Jacelone**,
Foundation Chair

REGISTER TODAY at KSSHRM.ORG

Questions? Email: Office@KSSHRM.com

Soar Further

2016 Kansas SHRM
State Conference

Ready for an adventure?



The 2016 Kansas SHRM State Conference is less than 4 months away! The exhibit hall is filling up with some amazing sponsors and exhibitors, the presenters are compiling their wisdom, and the conference committee is busy preparing an event that will "Soar Further" than ever with great keynote speakers, a variety of informative breakouts and exceptional networking opportunities. **Don't let this event fly under your radar—register today!**

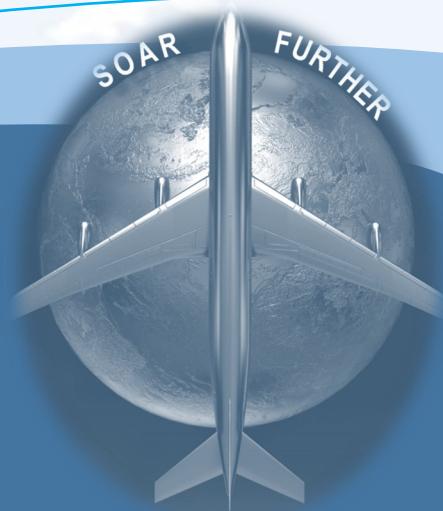
Early-bird registration is available through July 31st, which will be here before you know it, so don't delay. Through that date, registration is \$380 for SHRM members and \$430 for non-members. **Only available for part of the 3-day event?** We've got you covered with single-day options for all 3 days of the conference. **Know any students that want to attend?** They have their own registration discounted at a college-friendly budget price of \$175 for the whole experience. **Looking to earn recertification credits while having fun at the same time?** This conference promises to deliver, especially if you're looking for business/strategic credits for your SPHR!

Are you a chapter president hoping to encourage your members to attend? We can help! Each chapter receives ONE complimentary registration. **Are you setting the example as a volunteer leader through serving on the Kansas SHRM State Council?** We have a \$50 discount as a thank you for all State Council members! Just enter "State Council" in the coupon code at the bottom of the attendee registration. Searching for an opportunity to showcase your business and gain the attention of so many in the HR profession? **There are multiple sponsorship levels to meet your needs**—and we're ready to help you launch your organization's exposure to more than 500 of our closest friends!



Pre-flight checklist

No need to stow your electronics on this excursion. That's because all conference materials will be in electronic form. **We'll provide the wi-fi, you bring the device!** The conference app will be available for download in September, providing all conference information at your fingertips, in real-time. That being said, you're always welcome to share hard-copy materials with your colleagues from around the state. **Just bring your informational materials that would normally belong in attendee bags and we'll have them on display for the taking at check-in.** And we would be remiss if we failed to mention the SHRM Foundation's raffle! **Bring your cash or checks to purchase tickets for your chance to win some great prizes.**



September 21-23, 2016

**Century II Convention Center
Hyatt Regency Wichita
Wichita, Kansas**

KSSHRM.ORG