



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

March 2016



The Networking Shift: How to Stop Wasting Time and Create Real Relationships that Lead to Real Results Tuesday, March 8, 2016

In today's business environment, it's more critical than ever to grow your network of professional and personal connections. But, how many times have you left a networking event or coffee meeting and felt like you just wasted hours of your time?

Typical networking programs only focus on what to do AT or AFTER an event. Using the unique views and tactics outlined in Your Connecting Advantage, Joyce Layman provides a step by step process to enhance your professional brand, increase your influence, and strategically grow your network of meaningful relationships (online and offline) that lead to real results.

Join us for a networking shift to learn how to:

- Avoid the most common 'networking' mistakes people make.
- Overcome the mental roadblocks that sabotage networking efforts no matter if you are an introvert, extrovert or ambivert.
- Create strategic 'collisions' for others in two simple steps.
- Follow-up and follow-through after events, encounters and social media interactions.
- Create your unique connecting advantage.

Copies of Your Connecting Advantage will be available for sale at the event.

Presenter:

Joyce Layman

Joyce Layman is a national speaker, author, connector and presenter at TEDxUMKC. As a former wallflower in the world of business networking, she knows firsthand what it takes to overcome the greatest obstacle you'll face - the four inches between your ears.

Joyce sought training in The Pacific Institute's cognitive processes. Her passion is inspiring people to step out of their current habits, push comfort zones and navigate change to leverage new opportunities that are already surrounding them. It all starts with how you think.....and builds on how you connect.

Joyce combines her extensive training and experience in the science of mindset and the art of business connections to provide the one-two punch that gives her clients an advantage over their counterparts and their competition. Her practical wisdom can be immediately applied to turn everyday encounters into real results both personally and professionally.

[Approved for one general HRCI credit & one SHRM Prof. Development credit]

Tuesday, March 8, 2016

Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Speaker Presentation * 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.

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REGISTER ONLINE: www.jayhawkshrm.org



President's Message

Did you know that SHRM continues to be recognized by lawmakers and regulators as the lead advocate and thought leader for the HR profession on workplace issues? In 2015, SHRM was contacted by Congress and many federal agencies more than 100 times to provide opinions on a range of workplace issues from the impact of the ACA on employer health care offerings to ways of embracing and fostering workplace flexibility. In addition, SHRM members testified before public policymakers over 20 times in 2015 – more than any other year in SHRM's history!



With the U.S. presidential election occurring this year and employment issues at the top of legislative and regulatory agendas, have you wondered how you could have a voice? The SHRM Advocacy Team (A-Team) is a critical part of the Society's enhanced member advocacy initiative, working to enhance the interests of the HR profession in Washington and state legislatures. The A-Team works to advance the HR perspective on workplace issues by leveraging the reach and knowledge of SHRM members through grass roots advocacy.

As advocates for the HR community, SHRM members understand and can communicate how public policy issues may affect employees and employers. By working together, we can help advance effective workplace public policy and strive to move our profession forward.

You can get involved by enrolling in the SHRM Advocacy Team and becoming an HR advocate today. Visit the www.advocacy.shrm.org for more information and to take action!

All the Best,
Debbie Snyder

HR Aces

We are thrilled to have received such a positive reception with our HR Aces program. Here are the following organizations that could use our assistance. If you are interested in learning more about the opportunities below, or if you have an opportunity you would like to share with us, please contact Cassie at volunteerism@jayhawkshrm.org.



Just Food has a unique volunteer opportunity for their new "pathway to employment" program. They would like our assistance in providing additional support/education to train Just Food volunteers so they can utilize their volunteer experience at Just Food as a job for job applications. Just Food is looking for HR Aces who can help develop and structure the program.

CASA is looking for a board member with HR expertise. If you are not familiar with CASA, they provide specially trained volunteers to advocate for abused and neglected children who are in protective custody.

UKSHA, the University of Kansas Student Housing Association who operates Sunflower House, Olive House, Ad Astra, and the Indiana Street Coops are looking for HR expertise on a project by project basis. They are a staff of two and would love to have a few HR Aces to advise them as the need arises.

Submitted by: Cassie Gilmore
Volunteerism Chair



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Financial Report

Current Assets: 2/29/16

CD's:

91-Day	\$	n/a	Checking Account:	\$	6,927.32
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	2,443.10
12-months (5/12/16)	\$	8,509.33	Petty Cash:	\$	100.00
			Total:		\$17,979.75

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

Membership

We would like to thank everyone who has already renewed their membership for 2016! As a reminder, our standard membership runs from January 1st through December 31st. If you haven't done so, please take a moment now to renew at www.jayhawkshrm.org, so you can continue to take advantage of the benefits of local membership through 2016. Or if you prefer to renew by paper, an application may be acquired by emailing myself directly at membership@jayhawkshrm.org. If you opt to pursue the latter, please mail your application with due payment to: Jayhawk SHRM P.O. Box 442033 Lawrence, KS 66044. We hope that you continue to be a part of our chapter and renew your membership for 2016! It is going to be a very exciting year for our chapter!!! If you have any questions or concerns, please feel free to reach out. Thanks!

Submitted by: Holly Goodman
VP of Membership

Certification

For anyone preparing for the PHR, SPHR or GPHR exams, please take advantage of the links below for free practice tests.

Free Practice Tests<http://www.strategichrinc.com/questions.htm><http://www.hrcp.com><http://www.hrreview.com>http://www.testprepreview.com/modules/phr_sphr.htmSubmitted by: Jenny Hiatt
PHR, SHRM-CP
Certification Chair

SHRM Member Spotlight



Cassie Gilmore (left) is the Office Manager and Human Resources Coordinator for Hilary's Eat Well which manufactures, markets, and distributes culinary food products. She loves going to work every day due to the welcoming and familial atmosphere. She is also on the SHRM board as the Chair of Volunteerism. Cassie began her career in HR after being recruited for an HR Director position at the grocery store where she worked in high school and while getting her Master's Degree in Conflict Negotiation and Dispute Resolutions in college. Cassie can recall a time when someone shared a quote with her from Maya Angelou – "People will forget what you said, they will forget what you did, but they will never forget how you made them feel". This still resonates with her to this day. When not working, Cassie can be found either driving her daughter to practice or attending one of her games. She also likes traveling, going to concerts, and being a champion of animal rescue.

Jennie Henault (right) is the Director of Administrative Services with Lawrence-Douglas County Health Department. She says her favorite part of working for LDCHD is the variety of work. She has over nine years of experience in the field of Human Resources. A couple of pieces of advice Jennie has received that have stuck with her over the years is that you cannot really be friends with people you supervise and not to take things too personally. In her free time, she enjoys spending time with her family, reading, and riding horses. Jennie finds that as she gets older, she enjoys the winter less. Good thing spring is right around the corner!



Submitted by: Keri Rodriguez, CESP
Social Media & Recognition Chair

Legislative Update

2016 Legislative Update – Excerpts from Natalie Bright’s Statehouse Report

The 2016 Kansas Legislative Session is now at the half way point. Both the House and the Senate have passed bills to shorten the legislative calendar. Correspondingly, all deadlines have been moved up. First adjournment will now be on March 25 (originally April 1), giving legislators an entire month off between first adjournment and Veto session. Veto session will still begin on April 27, but it will only be day 69 of the legislative session. The goal is to adjourn before using the statutorily approved full 90-day window.

Budget Bill to Governor

The House and Senate budget conference committee began their meetings on Monday afternoon, and by 7:00 p.m. that night had come to a compromise budget package. On Wednesday, the House accepted the conference committee report by a vote of 68-53 and the Senate by a vote of 22-16. The bill is now on its way to the Governor’s desk for his signature. It leaves an ending balance of \$6.5 million for fiscal year 2016 and \$89 million for fiscal year 2017. However, it may need amending during the Veto session when the Consensus Revenue Estimating Group comes out with their revenue numbers in April. The most contentious items during negotiations and amongst some legislators included the provision to allow the Governor to delay the \$100 million fourth quarter payment to the Kansas Public Employee Retirement System (KPERs) to balance the budget for this fiscal year if necessary. Other hot button topics included the STAR bond prohibition that halts the moving of the American Royal to Kansas from Missouri, and whether or not the funding source for Parents as Teachers will restrict the program to lower income families only.

Efficiency Study Experts Propose Top 21 Recommendations

The staff at Alvarez & Marsal (A&M), the chosen consulting company by the legislature in 2015 to conduct an all agency efficiency study of Kansas government, presented their final report to the House and Senate budget committees on Tuesday. They narrowed down their

105 total recommendations into three categories: highest value, transformational and long term impact. The highest value group of their top 21 recommendations would represent 87% of the total cost efficiency opportunities and where the legislature plans to spend most of their time studying the remainder of the session. Their report also included an implementation schedule and timeline.

A&M’s top recommendation to the state was to hire 54 additional tax collection agents to fill current vacancies, which could potentially produce \$54 million in collections annually. Another top recommendation was to use excess cash reserves in certain school districts to offset future education funding over a five-year period. Other key recommendations revolved around consolidation of administrative services and K-12 benefits, changes to the state employee health plan, and the creation of a Governor’s Grants Office to maximize the amount and use of federal funds available to the state.

Religious Freedom Rally Draws Large Crowd to the Statehouse

A large crowd gathered at the Statehouse to hear several speakers discuss the importance of religious freedom. The event, organized by the newly organized Faith Family Freedom Alliance of Kansas, drew supporters from all over Kansas, including several high school students. In addition to the rally, an information hearing was held in the House Federal and State Affairs committee. While no legislation addressing religious freedoms has been introduced this year, lobbyists do expect proponents to continue to push the issue as we move into the 2016 election cycle.

Looking Ahead

With the budget completed before Turnaround, the Legislature can spend the rest of the session working through the efficiency study recommendations – paying closest attention to the ones that require legislative action – and evaluating their next move to address the Kansas Supreme Court’s ruling last week regarding equitable funding for schools.

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



Diversity

Diversity Is No Longer as Black and White as It Once Was

By Kwabena A. Appenteng and Larry D. Robertson 2/22/2016

During a recent diversity seminar, we participated in a breakout session to discuss diversity issues that disproportionately impact black men. To the organizers of the seminar, the two of us appear part of the same diversity “group” since we are both black, we are both male and we appear to be close in age. But beneath the visual similarities lies a key difference: our sexual orientation. One of us identifies as gay. The other identifies as straight.

It is easy for employers to ignore key differences among employees who might share a few visual traits. Indeed, for many years employers have viewed diversity through the lens of Title VII of the Civil Rights Act of 1964, the central federal employment discrimination law. Title VII makes it illegal for employers to discriminate against employees on the basis of sex, race, color, national origin and religion. If an employer has discriminated against an employee in one of these protected classes, a court may order the employer to pay damages to the employee, reinstate the employee, undergo mandatory workplace training and formally alter its workplace practices.

As a result, many employers narrowly focus on ridding their workplaces of discrimination based on a set of visual cues—for example, the employee is black, female or wears religious garments to work. But if the employer is committed to maintaining a diverse workplace, this analysis is no longer enough.

New Protections

Over the past year, administrative agencies, Congress and even the White House have adopted or proposed rules and legislation mandating that employers make their workplaces inclusive of lesbian, gay, bisexual and transgender (LGBT) employees. In December 2014, the U.S. Department of Labor issued a rule prohibiting federal contractors from discriminating against employees on the bases of sexual orientation and gender identity.

In June 2015, the Occupational Safety and Health Administration issued guidance advising employers to allow workers to use restroom facilities that correspond with their gender identity, and to do so without providing medical or legal documentation of the employee’s gender identity. The guidance also advises that no employee

should be required to use a segregated restroom facility because of his or her gender identity.

In addition, 21 states, the District of Columbia and Puerto Rico have enacted laws that protect LGBT employees, and another 250 cities and counties have adopted ordinances that bar employment discrimination based on sexual orientation or gender identity.

But perhaps the most significant piece of legislation is not yet law. The recently proposed Equality Act, currently pending in the Senate and House, would amend Title VII to make it illegal for employers with 15 or more employees to discriminate against employees on the bases of sexual orientation and gender identity. Under the Equality Act, the term “sex” would include sex stereotypes, sexual orientation and gender identity; the term “sexual orientation” would include homosexuality, heterosexuality and bisexuality; and the term “gender identity” would include gender-related identity, appearance, mannerisms or other gender-related characteristics of an individual, regardless of the individual’s designated sex at birth. The act’s national coverage would serve to blunt variations among the states in protecting LGBT employees from workplace discrimination.

Recent Legal Decisions

Against the backdrop of this proposed legislation, the Equal Employment Opportunity Commission (EEOC) has interpreted Title VII to protect workers from employment discrimination on the bases of sexual orientation and gender identity. In April 2015, the EEOC ruled that the U.S. Army violated Title VII when it prevented a transgender veteran from using the women’s restroom until she had undergone “final surgery” to complete her gender transition process. Then, in July 2015, the EEOC ruled that discrimination against an individual because of his or her sexual orientation is sex discrimination under Title VII.

The EEOC also has sued employers in federal court when it perceived that employees suffered discrimination on the bases of their sexual orientation or gender identity. For instance, in the summer of 2015, the EEOC sued an employer in Minnesota federal court, alleging that the employer denied a transgender woman access to the women’s restroom, subjected her to offensive epithets and deliberately referred to her with the wrong pronoun.

The employer agreed to a three-year consent decree which required that it pay \$115,000 in back pay, compensatory damages and attorney fees.

Diversity, cont'd

In the spring of 2015, the EEOC settled a case in which it alleged that an employer violated Title VII by firing an employee because she was transitioning from male to female, and began to present as a woman at work. The settlement required the employer to enter into a two-year consent decree and pay \$150,000 in monetary damages.

Significantly, courts have been unwilling to uphold religious discrimination claims when employees have attributed their anti-LGBT remarks to their religious views. Most recently, a California employer prevailed against an employee who claimed her termination resulted from religious discrimination. The employer fired her after she made discriminatory remarks about a volunteer intern who identified as lesbian, including that the intern “won’t be going to heaven ... because God does not like gays”; that her superiors were “cultivating a gay environment”; and that “God made Adam and Eve, not Adam and Steve.”

Employer Takeaways

Given the plethora of legislation, agency guidance and decisions, and court rulings, employers may wish to consider the following recommendations:

- Provide sensitivity training to your entire workforce.
- Review your policies to ensure they are consistent with current federal, state and local nondiscrimination provisions.
- Implement a gender transition policy.
- Make every effort to refer to applicants and new employees by their preferred name and pronoun.
- Allow a transitioning employee to use his or her preferred name.
- Permit employees to use the restroom or locker room that corresponds with their gender identity.

Kwabena A. Appenteng and Larry D. Robertson are associates in the Chicago office of Littler.

- See more at: <http://www.shrm.org/hrdisciplines/diversity/articles/pages/diversity-not-black-and-white.aspx#sthash.u2idHMNX.dpuf>

Submitted by: Catherine Espinosa-Ostrander
Diversity Chair



Foundation News

The SHRM Foundation wants to enable HR professionals who have been unable to attend the national conference an opportunity to attend. SHRM National will award seven scholarships for members to attend the 2016 SHRM National Conference in Washington, DC in June. Scholarships will be awarded to 1 individual in each of SHRM’s 5 regions, plus one student and one military veteran from any region. The scholarship includes conference registration, four-night hotel stay and a \$500 travel stipend. The application deadline is March 10th. Scholarships are targeted to those least likely to receive support from their organizations, including professionals who are currently unemployed, work in a small business or non-profit, or work for the government or military. For more information, visit the SHRM website.

Submitted by: Cassie Gilmore
Foundation Chair

