



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

March 2018



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Strategies for Addressing Sexual Harassment in the “Me Too” Era Tuesday, March 13, 2018

One of the greatest challenges facing employers in these early months of 2018 stems from the overwhelming amount of publicity about workplace harassment, expanding discussions, and resulting polarizing views. Employers must look with a critical eye at current practices and develop new and effective approaches to workplace harassment prevention, investigation into complaints, responses to concerns, and protection against backlash and retaliation. This program will focus on specific and practical steps HR Managers can take to move forward proactively, including evaluating/improving culture and engagement, responding to conflict, facilitating communication, improving training, and new procedures for investigations.

Presenter: Kathy Perkins, Attorney at Law

A graduate of Harvard Law School, Kathy Perkins brings to her litigation prevention and dispute resolution practice 25+ years experience litigating employment and commercial disputes. Her work is in four primary areas: Employer Counseling; Training; Outside Neutral Investigations; and Mediation. She develops strategies with employers for reducing risks of litigation while meeting their business needs. on employment law and dispute resolution topics at national and local programs. She has presented to human resources managers at SHRM, LEAP (Labor & Employment Advanced Practices) Symposium and local and regional groups. Her presentations to lawyers include American Bar Association ADR Section Annual Meeting, Kansas Bar Association, and Missouri Bar Association. She served on the faculty of the annual program Jury Trial Litigation of Employment Claims: How To Do It Right.

March Meeting Sponsor:



Tuesday, March 13, 2018

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

As a chapter, it is our hope that you receive all the benefits of being a member of the Jayhawk Chapter of SHRM. One of the greater benefits is the ability to become a certified human resources professional, either a SHRM-CP (certified professional) or SHRM-SCP (senior certified professional). Not only do you benefit from earning your HR credentials, your workplace gains from your expanded knowledge and skills.



I highly recommend utilizing the SHRM Learning System in preparing for your certification exam. It not only prepares you for the exam through the teaching of the eight HR competencies, it gives you the tools to navigate through everyday issues and challenges.

There are typically two testing windows each year. The Spring 2018 window is:

Exam Dates- May 1- July 15, 2018

Applications accepted starting Jan 2, 2018

Deadline- March 23rd

There is a late application deadline of April 13th

For eligibility requirements go to shrmcertification.org/eligibility

To apply go to shrmcertification.org/apply

To find an exam location go to prometric.com/shrm

Once you have received your certification, you want to take the time to attend meetings and conferences, view webinars, read approved books, etc. to continue advancing your knowledge in the HR field and earn credits towards recertification.

I know gaining my certification has been an enriching and rewarding experience. I encourage you to continue to advance in your personal and professional life by becoming a SHRM certified professional.

Cynthia

Cynthia Colbert, SHRM-CP
President, Jayhawk SHRM
president@jayhawkshrm.org

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www.jayhawkshrm.org

Financial Report

Current Assets: 2/5/2018

CD's:

91-Day	\$ n/a	Checking Account:	\$ 17,440.68
182-Day (9/3/15)	\$ n/a	Pay Pal Account	\$ 10,969.72
12-months (5/12/16)	\$ 8,560.53	Petty Cash:	\$ 290.00
		Total:	\$ 37,260.93

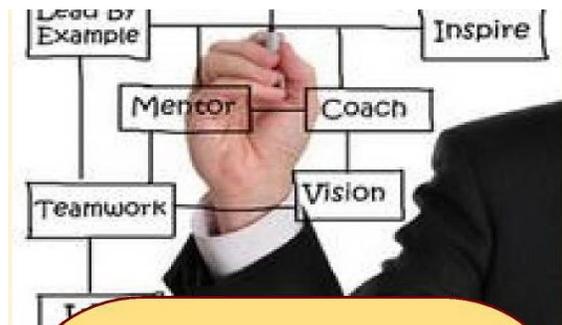
Prepared by: Heather Bunker SPHR, SHRM-SCP
VP of Finance

DECEMBER 2017 LABOR MARKET REPORT

Please find the links below to the December 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://data.bls.gov/map/MapToolServlet>

Save The Date



2018 Jayhawk Chapter
Business Leadership
Conference

TUESDAY, April 10, 2018

Registration begins at 7:15 am

This program is sponsored by
The Jayhawk Chapter of SHRM
and is open to the public.

Certification



Submitted by: Jana Tuttle
Certification Chair

Benefits of HRCI Certification

Gain the talent management edge you need in today's modern business landscape to:

- Minimize exposure to corporate and individual risk
- Recruit, grow and retain talent to maximize performance
- 85% of Fortune 500 companies employ HRCI certification holders

HRCI Credentials: Right For You - Right For Business

Earning a credential from HR Certification Institute® (HRCI®) speaks volumes — about you as an HR professional, about the organization you serve and about the employees who put their trust in you. An HRCI certification distinguishes you as a master in the HR field, with proven levels of skills and knowledge, and the competence necessary to mitigate risks and drive business results.

Whether you are an HR expert or just starting out, HRCI has a suite of proven credentials that are just right for your level of experience.

Learn More About Our Certifications- hrci.org

- aPHR™** — The first-ever HR certification designed for professionals who are just beginning their HR career journey.
- PHR®** — PHR certification is a great way to establish yourself in the HR field.
- SPHR®** — SPHR certification solidifies your credibility as an HR leader.
- GPHR®** — GPHR certification validates your mastery of cross-border HR.
- PHRi™** — The credential demonstrates mastery of generally accepted technical and operational HR principles independent of geographic region.
- SPHRi™** — Independent of geographic region, the credential complements local HR practices.

Jumpstart your HR career in 2018 with HRCI

Now through March 31, 2018 you can get \$75 off when you apply for one of HRCI's accredited certifications. <https://www.hrci.org/goals>

In 2013, a survey by Payscale.com showed that HR professionals that were certified made substantially more than their non-certified counterparts. According to the survey, the median pay for certified professionals was \$63,900 while those without certification made around \$45,300. Increase your earning potential by earning your SHRM-CP or SHRM-SCP this spring!

Join SHRM–Topeka as Cynthia Stotlar-Hedberg, SPHR, SHRM-SCP, guides 6 (3) hour sessions to help you prepare for the 2018 Spring Exam Window for the SHRM – CP or SHRM – SCP. The cost to participate is \$100. **Sessions will held on Saturdays** from 9:00am – 12:00pm on the following dates:

March 17 & 31
April 7 & 21
May 5, 12, 19

Interested? Please contact Cynthia at cynthia@stotlar.com.

Recognition & Social Media

[Jayhawk Chapter Connections](#)
Get to know your fellow members!

If you didn't have to sleep, what would you do with the extra time?

- *Have a really clean house and spend time writing –Cynthia Colbert, City of Lawrence
- *Hot bath, read novels, clean out cabinets/drawers/closets – Connie Deel, Baker University
- *Study the supermarket aisles and win big at the Price is Right – Kristin Kleinschmidt, Grandstand Glassware and Apparel
- *Is sleep an acceptable answer? Ha! I enjoy and miss sleep so much; I think if I didn't HAVE to do it, I would choose to do it! – Angela Fleming, First State Bank & Trust
- *I would spend more time with my dog and actually finish some of my art projects – Jessica Babcock, Maceli's

What hobby would you get into if time and money weren't an issue?

- *Golfing! – Nate Scott, Golf Course Superintendents Association of America
- *Painting – Corby Swendson, Express Employment Professionals
- *I'd want a boat that we could hitch to an SUV to travel the US and go on different lakes – Amy Mason, ICL Performance Products
- *Gourmet cooking, starting with culinary school in France or Italy – Kathy Perkins, Kathy Perkins LLC Workplace Law and Mediation
- *Traveling – Kristin Robinson, The Guidance Center

What fictional place would you most like to?

- *Halloween Town – Casey Flory, Express Employment Professionals
- *Like the movie Coco I would like to visit all of my family and friends that have passed on – Amy Chavez, City of Lawrence
- *Middle Earth to hang out with the Hobbits. They seem to be such good natured folks. I like the elves too. – Ann Hartley, KU University Career Center
- *Neverland – Gwen Denton, Grandstand Glassware and Apparel
- *Maybe Hogwarts, just so I could see the magic and visit the grounds. I'd go to Diagon Alley and play with the wands – Jana Tuttle, Berry Global

What's your favorite piece of clothing you've ever owned?

- *The dress I wore to my junior prom – Cassie Gilmore, Hilary's Eat Well
- *It's a tie between the green denim jeans I wore to shreds when I was 7 years old and the charcoal sweater I often wear to SHRM now – Peter Steimle, Lawrence Journal-World
- *I have a hiking vest that has been very useful, it has 7 pockets and holds everything I could need on a 3-5 mile hike – Erin Spurlock, Kansas Athletics
- *Back in high school, I owned a pair of polka dot bell bottoms. I had to hide them because my sisters liked them too. – Jenny Hiatt, Lawrence Paper Co.

Legislative Update

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



The 2018 Kansas Legislative Session is at the halfway point commonly known as “turnaround.” This is the legislative deadline when nonexempt Senate and House bills must be out of their respective chambers. Nonexempt bills that have not passed to the other chamber are considered dead while all exempt bills are not subject to any deadlines.

New Lieutenant Governor

Tracey Mann was named the new Lieutenant Governor by Governor Jeff Colyer. Mann is a commercial real estate developer from Salina. Gov. Colyer refers to Mann as a strong, servant leader and a go-getter who is in tune with the needs and challenges of Kansas' rural and agricultural communities. Tracey has been a leader on economic development and rural issues in Kansas.

Executive Order on Sexual Harassment

Governor Colyer's first Executive Order is aimed at combatting sexual harassment in Kansas. The order mandates training in how to avoid sexual harassment in the workplace for all employees and staff of executive branch agencies and anyone doing business with those agencies including vendors, service providers, and interns. The Governor made clear through the order, and subsequent news conference, that no forms of sexual harassment will be tolerated and will be combated wherever found.

Federal Tax Changes Impact on State Revenue

Legislators learned Kansas will see almost \$138 million windfall in FY' 19 based on the federal tax changes. Roughly \$84.4 million will come from individual income tax changes that resulted in increased limits for certain charitable deductions, limits on state and local taxes deductions and deduction limit on qualified residence interest. An additional \$53 million is expected from changes in business provisions including provisions involving foreign owned corporations. Future estimated totals for Kansas increases are \$179.9 million in FY '20 and \$187.7 million in FY '21.

Unemployment Insurance

House Commerce held a hearing on HB 2461, which would allow wage claimants to hire a private attorney to assist in unpaid wages claims and receive attorney fees if they are awarded judgment. Opponents to the bill argue the KS Department of Labor (KDOL) has a successful free wage claims process in place and passage of the bill would only incent litigation and increase cost for both claimants and employers. The Committee indicated no interest in working the bill.

Career Center

The City of Lawrence is seeking to hire a Human Resources Generalist to perform a variety of technical work involved in the administration of the city's human resources programs, in the administration of FMLA, workforce training and development, annual workforce data reporting, and compensation programming; to conduct a variety of special assignments and support functions as assigned in the human resources division; and to provide professional staff assistance to the Human Resources Manager to include assisting with succession planning. Duties assigned may change over time. To learn more about this position or to apply, please click [here](#).