



Lawrence, KS #486



THE RESOURCE

November 2016



2016 Legislative Update and 2017 Forecast Tuesday, November 8, 2016

This session consists of an overview of the 2016 Kansas Legislative session with a focus on issues impacting the HR community, a review of the 2017 election outcomes and a preview of what to expect in the 2017 session.

PRESENTER: Natalie Bright, Bright & Carpenter Consulting, Inc.

Bright has more than twenty years of experience lobbying on behalf of Kansas business and associations at the state and federal levels. Her expertise is in lobbying business issues, specifically in the areas of taxation, human resources, insurance, judicial reform and transportation.

Bright has a joint degree in business administration and political science from the University of California-Riverside. She received her law degree from Washburn School of Law in 1998 and began lobbying for the Kansas Chamber of Commerce and Industry during the 1998 Legislative Session. In 1999, Bright left the Chamber to work as a contract lobbyist. In 2008, Bright joined her law school classmate, Marlee Carpenter, and opened her current firm.

November Meeting Sponsor: Truss
www.trussadvantage.com

This event has been submitted for Professional Development Credit for SHRM and for general credit through the HR Certification Institute.



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Tuesday, November 8, 2016
Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 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.

REGISTER ONLINE: www.jayhawkshrm.org



President's Message

I wanted to take a minute to thank the 2016 Jayhawk SHRM board. This group of individuals is truly amazing! Thank you for bringing your dedication, intellect, experience and resources to the chapter. You have made an impact and helped with the ongoing growth of the chapter and the HR profession.

As a chapter we are fortunate that many of our board members will continue in their current roles for 2017: Mary McKenzie, Cynthia Colbert, Heather Bunker, Jenny Hiatt, Michelle Stegman, Dennis Meier, Keri Rodriguez, Peter Steimle, Annette Delaney and Cassie Gilmore. Lori Carnahan will move to the President role for 2017. Board members, Holly Goodman, Christa Jacelone and Kelly Calvert, will be leaving the board to pursue other opportunities in their communities. We look forward to having Lori MacDonald return to the board in 2017 as the Foundation Chair. Carol Marks will join the board in 2017 as Membership Chair.

We are still seeking a member who is passionate about the HR professional and would like to be the chapter President-Elect in 2017 and President in 2018. This role would require a few hours per month and a three-year commitment to the board. This is a valuable opportunity to lead the chapter, build relationships and network with peers and colleagues within the HR profession and local business community. This individual would have the opportunity to attend the SHRM's Annual Leadership Conference in Washington, DC; attend the annual state conference; and more! Contact Debbie Snyder or Lori Carnahan if you would be interested in hearing more.

If you would like to join a committee, we have two great opportunities for you to get involved! Contact Mary McKenzie about the SHRMinar to be held in April and Keri Rodriguez about our new social media committee.

Best,

Debbie Snyder
President, Jayhawk SHRM
president@jayhawkshrm.org



HR Aces



During the October Jayhawk SHRM monthly meeting, members who have volunteered through our HR Aces program were recognized for their efforts. The members recognized are:

Amy Bellerive
Andrew Brookens
Kate Blocker
Heather Bunker
Kelly Calvert

Lori Carnahan
Annette Delaney
Teresa Elliott
Cassie Gilmore
Mike Orozoco

Keri Rodriguez
Shubhra Sharma
Debbie Snyder
Peter Steimle
Kathy Youngquist

Thanks to all of you for your willingness to volunteer!

Financial Report

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



Current Assets: 10/25/2016

CD's:

91-Day	\$	n/a
182-Day (9/3/15)	\$	n/a
12-months (5/12/16)	\$	8,534.93

Checking Account:	\$	13,067.64
Pay Pal Account	\$	675.11
Petty Cash:	\$	175.01
Total:	\$	22,452.69



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

SEPTEMBER 2016 LABOR MARKET REPORT

Please find the links below to the August 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%20Sept2016%20Maps.pdf>

2016 Jayhawk SHRM Board of Directors



First row, l to r: Lori Carnahan and Debbie Snyder. Back row, l to r: Kelly Calvert, Holly Goodman, Heather Bunker, Keri Rodriguez, Annette Delaney, Jenny Hiatt, Dennis Meier.

Membership

2016 is almost over, wow! As a reminder all memberships are up for renewal effective January 1, 2017 unless you are a new member who joined during our 4th Quarter 2016 membership drive.

Our 4th Quarter membership drive allows new members who join during the 4th Quarter to receive a membership for the remainder of 2016 and all of 2017 at our current dues prices:

- Professional Membership National SHRM Member - \$75
- Professional or Associate Membership - \$95

You can join our chapter here: <http://jayhawkshrm.org/join-now>.

If you are an existing member you can renew here: <http://jayhawkshrm.org/members-only> and select Membership Renewal Form. You can also navigate here from the main page by clicking on the Members Only tab.

You may also submit a paper application to join or renew if preferred. Thank you for your understanding and commitment to our Chapter! We hope you will join us next year. Should you have any related questions, please reach out me via email at membership@jayhawkshrm.org.

Submitted by: Holly Goodman
VP of Membership



Foundation News

Are you preparing for the aging workforce? By 2022, 35% of U.S. workers will be 50+ years of age. By 2050, the 65-and-older age group is expected to grow by 75 percent, while the 25-to-54 age group will grow by only 2 percent.

The SHRM Foundation's New Direction

In an effort to better serve HR professionals, the SHRM Foundation will roll out a new values-based strategy in 2017 focused on causes important to the SHRM members as they work to build more inclusive organizations. ***Our new vision is "empowered HR professionals building inclusive organizations where all workers thrive and organizations achieve success."***

Preparing for the aging workforce is the first initiative that the SHRM Foundation examined as part of this new approach. In support of this new strategy, the SHRM Foundation will do the following for each new initiative:

- Organize coalitions, nonprofit organizations and researchers to fund and conduct cause-based research to produce solutions for HR professionals.
- Increase its funding of merit scholarships and begin to offer cause-based and need-based scholarships.
- Provide tools and resources to engage chapters and members in making a local impact related to these issues.

For more information and resources please visit the SHRM Foundation website at <https://www.shrm.org/about/foundation>

Submitted by Christa Jacelone
Foundation Chair

Certification



Keeping your HR Certification Institute® (HRCI®) credential current doesn't have to cost a fortune. While attending conferences are a great way to boost your HR knowledge and earn recertification credits, they can be costly. There are many more budget-friendly options for recertification, and often are activities that you perform on a day-to-day basis as an HR professional.

HRCI would like to make you aware of low-cost ways to recertify:

1. **Reading The Rise of HR E-Book**- earn 3 business credits in the "Self-Directed Learning" category.

[Download the Rise of HR today for free!](#)

2. **Watching or listening to media** – viewing videos, DVDs, interactive CDs, audio tapes or podcasts are awarded credit on an hour-for-hour basis.

[Watch HRCI pre-approved webinars and videos online](#)

3. **On-the-job** – Earn credit for an HR activity that adds to your HR knowledge gained through work experience.

4. **Instruction** – Earn two credit hours for each hour of formal HR-related presentations. This includes, workshops, webinars and in-house training.

5. **HR Membership** – Earn credits for membership in local, national and international HR membership organizations (maximum of 12 credits).

Be sure to bookmark HRCI's [Recertification Resources](#) page and visit regularly to take advantage of the latest webinars, videos and information to help you on your recertification journey. Questions please call HRCI at 1-866-898-4724 (U.S. Toll-Free) or 1-571-551-6700 (International), or send a message to info@hrci.org.

As always, the engine behind PHR®, SPHR®, GPHR® and more!

Submitted by: Jenny Hiatt
PHR, SHRM-CP



SHRM Member Spotlight



Erin Spurlock is an Administrative Support III with the Human Resources division of the City of Lawrence. She loves being able to interact with a wide variety of individuals and to see how all areas of the City function together to provide services for Lawrence and improve the community. Erin graduated from KU with a degree in History, but wasn't sure what she wanted to do and took a position as a teller for a local bank. She applied for an open HR position there after receiving some encouragement to do so. It ended up being a good position for getting her foot in the door and sparking her HR interest. The best advice Erin has received so far is to allow stressful situations to "roll off your back". She believes when you take things too seriously, you will start to feel the weight of that stress on your body so it's good to meditate and exercise as a way to de-stress so you can have a calm, positive outlook while performing your job. When she's not at work, Erin enjoys playing disc golf and kayaking with her husband. She also gardens, knits, bakes, and does yoga. Erin is looking forward to this holiday season, when her grandmother's house smells especially strong of cinnamon and cookies!



Jayhawk SHRM 25th Anniversary Celebration

[VIDEO](#) from SHRM on the occasion of our 25th Anniversary (QuickTime movie)



Jayhawk SHRM 25th Anniversary Celebration



Jayhawk SHRM 25th Anniversary Celebration





VOLUNTEERS NEEDED

Where: The Lawrence College & Career Center
and Peaslee Tech

When: Thursday, November 10 & Friday, November 11

Presented by:



Join USD #497, Peaslee Tech, Lawrence Schools Foundation, and the United Way of Douglas County in supporting our middle school students preparing for their future by volunteering to participate in a Career Exploration Fair. This event relies on many volunteers who can share critical networking skills such as meeting a new individual and learning how to engage other in conversation. Additional volunteers will share their career experience to help students explore and understand various career pathways.

Lawrence College and Career Center
29th & Haskell
Nov 10th & 11th

More Than 200 Volunteers Are Needed!

A morning shift, 8:00 am-11:40 am, and an afternoon shift, 12:40 pm-2:40 pm are available both days.

SIGN UP TO VOLUNTEER TODAY:

www.volunteerdouglascounty.org



2016 IMPORTANT ELECTION DATES

- * **October 19**—Advanced voting by mail begins
- * **October 24**—Advanced voting in person begins
- * **November 8**—Election Day

View your sample ballot and find information about candidates click [**HERE**](#).



You must present a government-issued photo ID every time you vote in Kansas. Valid IDs include your driver's license, nondriver ID card, U.S. passport or Kansas college ID. Click [**HERE**](#) for a full list of approved IDs as well as additional voting information.



Register To Vote

Click [**HERE**](#) above for registration instructions.



Where Do I Vote?

Click [**HERE**](#) to determine where you vote.

CONSTITUTIONAL AMENDMENT ON THE 2016 BALLOT:

The Kansas Right to Hunt and Fish Constitutional Amendment will be on the November ballot. Below is the language of the proposed amendment:

Right of public to hunt, fish and trap wildlife. The people have the right to hunt, fish and trap, including by the use of traditional methods, subject to reasonable laws and regulations that promote wildlife conservation and management and that preserve the future of hunting and fishing. Public hunting and fishing shall be a preferred means of managing and controlling wildlife. This section shall not be construed to modify any provision of law relating to trespass, property rights or water resources.

If Amendment 1 is approved, Kansas will become the 20th state to establish and ensure the constitutional right to hunt, fish, and trap wildlife in the state of Kansas. The proposed amendment will become part of the constitution if a majority of voters approve the measure.

Kansas Society Human Resource Management

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