



Lawrence, KS #486



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# THE RESOURCE

OCTOBER 2017



## One Year Later: The Aftermath of the 2018 Elections on the Workplace and Human Resources

Tuesday, October 10, 2017

Changing Laws and judicial decisions create new compliance challenges. This program will cover:

- New and Proposed Federal Statutes and Regulations
- Recent Judicial Decisions
- Upcoming Judicial Decisions on the Horizon at the Supreme Court
- Practical advice on changing policies and practices to prepare for the changing playing field.

This program will provide a employment law update of the first year of the Trump Administration and what to expect going forward. As Yogi Berra said "The future ain't what it used to be." Learn how and what you can do to position your organizations for the new future.

**Presenter:** **Timothy A. Davis**, Managing Partner, Constangy, Brooks, Smith & Prophete, LLP

Tim Davis advises clients on all aspects of the employer/employee relationship, including compliance with the NLRA, FMLA, Title VII, ADA, FLSA, EPA, OSHA, Executive Order 11246, ERISA and state and local employment statutes. He has assisted numerous clients in proactively addressing issues involving complex termination scenarios, the maintenance of union-free operations, the development of non-discrimination policies, investigation procedures and training materials, the development of FMLA and ADA compliance policies, the design and implementation of internal FLSA and EPA audits and the preparation of employee handbooks and procedure manuals.

In addition to his advice in the area of policy development and problem avoidance, Tim has extensive experience representing clients before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Labor's Wage & Hour Division and in federal and state court.

October

Meeting Sponsor:



This event has been approved for one general credit by SHRM and HRCI.

Tuesday, October 10, 2017

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](http://www.jayhawkshrm.org)



## President's Message

Over the course of the last few months the board has been gathering information and holding discussions on what the membership of this chapter would like to get from their membership, what all of us are looking for when we join the Jayhawk SHRM Chapter. I thank all of you who have taken the opportunity to complete the online survey, speak with one of the board members or participate in the discussion groups. This chapter is your chapter and the board wants to set goals, develop activities and utilize its resources in areas that are of value to you. We plan to use this collective of information to put your input and our discussions into action this Thursday during our 2018 Goal Setting session.



One of the things that some have asked me about is what is known as the SHRM Book Club. This book club was the brain child of two chapter members who were sitting together at a monthly meeting when the speaker referenced a book, one said to the other "I would like to read this book." The other said "Me too and then we can discuss it." The first one said, "I would love to have this chapter do a book club." In that moment they decided that if they thought the chapter should do it, maybe they could be the sponsors and as the shoe company says...just do it.

Following a quick conversation with the chapter president to make sure they followed all chapter by-laws, the SHRM Book Club was formed. These two individuals coordinated with the chapter's board member in charge of communications for e-mails to membership, posting on the rolling PowerPoint and posting on our social media. The two individuals set up locations and meeting times, a structure for choosing the first book and maintained a list of about 15 individuals who expressed interest in participating.

The book club turned out to have about six regular attendees. The group themselves then began determining the meeting frequency, location and book selection. The chapter supported the group through publicizing the meetings and books.

In the end, while the group rarely meets any longer there were three or four years that the group engaged in regular discussions regarding the Human Resources profession, professional development and leadership skills. I think everyone would agree with me when I say all members have benefited both personally and professionally. Professional relationships were developed and a commitment to the Jayhawk SHRM chapter was cemented for all participants.

I tell you this story to emphasize that frequently what we all get out of our professional organization (or anything else in life for that matter) is to a great extent the amount for which we are willing to give to the project. I am happy to publicize and support any project you wish to do for Jayhawk SHRM.

I look forward to seeing you on Tuesday.

Lori Carnahan  
President, Jayhawk SHRM  
[president@jayhawkshrm.org](mailto:president@jayhawkshrm.org)



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# Financial Report

Current Assets: 10/1/2017

## CD's:

91-Day	\$	n/a	Checking Account:	\$ 19,531.47
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$ 5,087.03
12-months (5/12/16)	\$	8, 560.53	Petty Cash:	\$ 310.00
			<b>Total:</b>	<b>\$ 33,489.03</b>

Prepared by: Heather Bunker SPHR, SHRM-SCP  
VP of Finance**AUGUST 2017 LABOR MARKET REPORT**

Please find the links below to the August 2017 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%20Aug2017%20Maps.pdf>**Jayhawk SHRM Board Vacancies**

If you've ever thought about serving on the board, this is a great time! We have a current opening for Volunteerism Chair, President Elect, and an upcoming vacancy for Certification Chair.

## Certification



### Professional in Human Resources®

PHR certification is a great way to establish yourself in the HR field.



#### Mallory Bucher, PHR

Without a lot of experience out of school, my HRCI® certification gave me the credibility I needed with my boss.

[Learn More](#)



### Exam Topics

- **24%** Workforce Planning and Employment
- **20%** Employee and Labor Relations
- **19%** Compensation and Benefits
- **18%** Human Resource Development
- **11%** Business Management and Strategy
- **08%** Risk Management

### Is this Certification Right for Me?

Advance your HR career by earning the Professional in Human Resources® (PHR®) from HR Certification Institute® (HRCI®). The PHR demonstrates your mastery of the technical and operational aspects of HR management, including U.S. laws and regulations. The PHR is for the HR professional who has experience with program implementation, has a tactical/logistical orientation, is accountable to another HR professional within the organization, and has responsibilities that focus on the HR department rather than the whole organization.

(continued next page)

## Am I Eligible?

- To be eligible for the PHR you must meet one of the following conditions for education and experience:
- Have at least one year of experience in a professional-level HR position + a Master's degree or higher,
- Have at least two years of experience in a professional-level HR position + a Bachelor's degree, OR
- Have at least four years of experience in a professional-level HR position + a high school diploma.

## What Is the Exam Format & Length?

Computer-based Testing (CBT) at a [Prometric testing center](#)

Exam time: 3 hours

Exam length: 150 multiple-choice questions + 25 pretest questions

**How Much Does It Cost? Exam Fee\***: \$395 + **Application Fee**: \$100

**For a limited-time only, get \$70 off your application fee. [Learn More.](#)**

\*Once an exam application is approved, no refunds will be made whether a candidate withdraws or no longer wishes to take the exam because the access code to the HRBoK cannot be rescinded/de-activated.

## Save money by bundling your exam with prep materials

Package your exam with a selection of preparation materials and insurance at the same time for a lower overall cost

bundling cannot be done after an exam has already been purchased

## When Can I Take the Exam?

Testing for the PHR is available year-round, subject to availability at the [Prometric testing center](#) of your choice.

## How Do I Remain Certified?

Your PHR certification is valid for three years after testing. To maintain your PHR credential, you must earn 60 recertification credits over a three-year time span or retake the exam. Learn more about [HRCI recertification requirements](#).

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



## Membership

How you can help grow our Jayhawk SHRM Chapter

Here is a list of talking points you can use if you have a friend or colleague who is considering becoming a member of our Jayhawk SHRM chapter.

- We are friendly and knowledgeable HR professionals who share best practices in HR situations, procedures, policies and resources.
- We provide access to a network of professionals that educate us on all of the latest topics that might be otherwise difficult or expensive to obtain
- We provide networking and opportunities to develop relationships as well as help members in transition learn about new opportunities
- Our meetings and workshops help improve our competencies and give us tools to advance professionally
- We share the most up-to-date information on Federal and State legislation that will impact our HR operations
- We create opportunities to develop leadership skills through volunteer roles on the Jayhawk SHRM board
- More information about joining our chapter can be found here: <https://www.jayhawkshrm.org/join-now>



Submitted by: Cassie Gilmore  
Membership Chair



good bye  
**SUMMER**  
hello  
**AUTUMN**

# Employee Recognition

## Top 10 Fun Employee Recognition Ideas

by Tess C. Taylor

Looking for some ideas to help improve employee morale and reduce turnover at work? Then check out this top ten list of easy-to-implement, fun employee recognition ideas!

It is vital to the success of any organization for supervisors to regularly recognize the positive achievements of employees through [employee recognition incentives](#), company sponsored events and more. This can be an effective way to improve employee morale and productivity, at the same time as reducing employee turnover rates - which ultimately benefits all. If this is the case, then you may be looking for some fun employee recognition ideas for the workplace. Here are the top ten employee recognition ideas that any organization can start using.



### Verbal Praise for Employee Recognition

Every employee appreciates being thanked personally for work well done. An easy employee recognition idea can be just taking time out to routinely thank employees for their efforts, especially in front of other peers. Make it a point to give employees who go the extra mile, a chance to shine at company meetings, by pointing out examples of their work and how it directly impacts the important objectives of the company. A little praise goes a long way in developing good employee morale.

### Thank You Cards and Recognition Certificates

It does not have to cost a fortune to let employees know that they are appreciated. Make it a point to hand write a [thank you card](#) or print out a certificate of recognition for employees who go the extra mile at work. Feel free to add other perks such as a gift card or a coupon for a free lunch to show extra consideration of work well done.

### Employee Hall of Fame

A great way to recognize employees for their efforts is to choose one "employee of the month" from each department and then display a photo of each individual on the employee break room bulletin board. Some workplaces even display this in picture frames hung prominently in an entryway or lobby. This communicates how much you appreciate your employees and gives everyone a moment of fame.

### Staff Appreciation Day

Once a year, or as often as possible, host a staff appreciation day at the office. Let supervisors do something nice for subordinates, such as providing a cooked meal or planning some fun entertainment for the benefit of employees. Let workers enjoy the day and share the accomplishments publicly, with all to give employees the chance to shine.

### Prepaid Gift and Gas Cards

A well-appreciated [employee recognition idea](#) is that of the pre-paid gift card or gas card. This can be a nice way to let employees know how much you appreciate them and want them to treat themselves to something special. Gift cards for retail stores and restaurants and gas cards are especially appreciated by all employees.

### Movie and Event Tickets

If you have employees who work very hard and do not often get to unwind, why not consider giving out movie and discounted event tickets for a little extra perk? Local events like sporting and entertainment venues can help employees feel a sense of loyalty to the workplace "team". In addition, this is an incentive that respects employees' family time.



### Employee Points for Gifts

A great way to keep employees happy and motivated on the job is to participate in an employee points for gifts program. There are many employee gift companies that provide fun employee recognition ideas that workers can look forward to. Assign points to certain achievements and allow employees to accrue points to order a special gift out of the catalogue.

### Volunteer Hours for Paid Days Off

For organizations that encourage community service, a fun employee recognition incentive is to give paid time off in exchange for hours of volunteer service. Let employees take some time off whenever they choose by banking their volunteer hours. This can be easily tracked by way of a spreadsheet or have employees turn in a timesheet to document their volunteer time.

### Retreats and Team Building Events

To build up [employee morale](#) and to foster a team spirit, try planning a corporate retreat for employees. This can be a one-day event held on location with a corporate motivational speaking guest, or a retreat that involves a remote location. Consider who will benefit the most and schedule fun activities, good food, music and team building games that will create a lasting impression.



### Special Employee Assignments

Consider assigning special projects to employees who demonstrate the willingness to take on more responsibilities or those who have additional talents not used at work. This can be a great morale booster and helps managers to identify unused skills that may be applicable to new assignments on the job.

## College Relations

### Local Organizations Needed

#### KU Student Audit of HR Functions

#### Oct-Nov 2017: Two-2 hour sessions

The University of Kansas Business School is looking for volunteer organizations to participate in a class project for a MGMT 410 – Intro to HR course this semester. The project is a ‘mini HR Audit’ of a local company. This activity offers the students a cursory glance at the key tasks, processes, and documents common to the HR function (e.g. legal, safety, staffing, training & development, etc.) Student teams (2-4 students) would visit over the months of Oct-Nov for two - 2 hour sessions. Time on site would consist of interviews, document review, and observations. This could be viewed more or less as a ‘show and tell’ of what HR actually does and the hidden details. Dr. Ken Ward will ensure that the student teams are prepared and coordinate in a professional manner.

The students will prepare a summary of their audit in a poster-style presentation on November 29, 2017, at the KU School of Business – exact time and room location will be announced later. The hosting companies are welcome to attend the presentations.



#### Site Visits

#### Fall 2017 or Spring 2018: Site Visits

Several University of Kansas students with an interest in Human Resources meet once a month at KU as a non-affiliated Society of Human Resources group - they are working to build the group so they can formally affiliate with SHRM. As students, they can gain valuable experience and real-life business exposure if local organizations offer them on-site visits to their organizations for a better understanding of operations and HR functions outside the classroom. The manner in which you extend an on-site visit is up to your particular organization. You can invite as many or as few and as often as your organization is comfortable hosting.

These are great opportunities to help prepare and attract the next generation of HR professionals. If interested, please contact Dr. Ward immediately at [kward3@ku.edu](mailto:kward3@ku.edu) or (913) 205-5679. Jayhawk SHRM Chapter College Relations Chair, Annette Delaney, [adelaney@ku.edu](mailto:adelaney@ku.edu), 785-864-2152.

Submitted by: Annette Delaney  
College Relations Chair



## What's Your Story?

Every HR professional has amazing stories and the craziest stories I call "head shakers" ---because all you can do sometimes is shake your head and wonder --- "what were they thinking?" And, I believe we all benefit by helping the struggling job seeker to get and keep a job and to be as self-reliant as they can be.

In 2006 I was managing a staffing agency 2 blocks from a homeless shelter, so I saw a steady stream of discouraged job seekers. HR people see it all and I've been handed prison ID cards for identification, had applicants bring their dogs with them, and heard some unbelievable and hilarious explanations for failed drug screens. Other situations tug at your heart strings. Someone experiences a mental health episode in your office when they're not hired. The homeless young lady who couldn't give up her dog for a job, because her dog was the only one on earth she could trust. The engineer from overseas who's certification was not recognized in the US so he was seeking \$9/hr labor opportunities.

One weather-beaten older man arrived on his bike. His hands were thick and rough like chunks of asphalt. His nights were spent at a homeless shelter where coughs from sick men on neighboring mattresses interrupted his sleep and made it hard to stay healthy. But he seemed like a worker! I asked him if he could make it through the snow on his bike, and be at work before 5:30 a.m. every morning for 90 days. He looked me in the eye and said "Yes," and I didn't doubt it! Well...I hoped. He passed the drug screen, started the next day, and "went perm" 90 days later having never missed a day. My eyes tear up every time I think about it.

Now I speak at job fairs, jails, shelters, companies and anywhere my stories will help job seekers learn what some of us are lucky enough to call "common sense." A story of a guy with 9 felonies silencing the whining youth with one felony by telling him that every time he finished a construction job he always instantly gets hired for another because he knows how to work! And about the interviewee who said he'd lost his last 3 jobs in a row because he always had "the worst supervisor in the world!" And stories about people who write down what they want, and start and never quit, because as my 7-year old daughter once told me: "If people want to do something important, they shouldn't quit. Because if they quit they'll never do it. But if they don't quit...eventually they'll do it! So people shouldn't quit." I immediately wrote down her words. My important thing is to help people who are struggling---to learn, to change, and to succeed.

Submitted by: Peter Steimle  
Sponsorship Chair



## Legislative Update

Planning is underway for the 11<sup>th</sup> Annual KS SHRM Employment Law & Employee Benefits Conference. This is a very informative conference that provides valuable recertification credits and an opportunity to see the State legislative process in action. The dates and location for this conference will be familiar as the conference will be held at the Topeka & Shawnee County Public Library in Topeka as in years past and the dates are Tuesday, February 27<sup>th</sup> and Wednesday, February 28<sup>th</sup>. The planning committee is currently working on the specifics and will be deciding many details in the next month including relevant topics. The committee is asking for Chapter input for any suggestions for current legal or legislative matters or benefit related subjects that would be valuable for the conference agenda. A short list to help generate this thinking is:

- Immigration
- Healthcare-ACA
- FLSA – white collar exemptions
- How might the KS economy, budget and spending bill affect HR professionals across KS
- Potential legislation on the horizon in KS
- Identity theft

These are just ideas and they welcome any and all suggestions.

This should be a great time for this conference as our State Legislature stands adjourned until January 8<sup>th</sup>, 2018 just a few weeks prior to our conference.

Please send any thoughts and suggestions to me, and I will pass them along to the planning committee.

Thanks for your assistance!

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

