

MEMBER NEWSLETTER

Northeast Arkansas Society for Human Resource Management
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President's Letter

- Beverly Petty, President

As we begin our new year, I'd like to thank our incoming board members and committee chairpersons for their commitment and focus on making this the best year yet for NEASHRM. You will find a list of these individuals and their email contacts in this month's newsletter.

We have planned a variety of topics for this year's meetings, including January's panel of "seasoned HR professionals", a meeting with current state legislators, March's seminar conducted by the EEOC training division, a membership/enrollment contest, and a seminar on FLSA compliance.

We are trying out a new meeting schedule this year in response to the results of a survey we conducted last year. More luncheon meetings and fewer evening meetings will be held this year. This year's schedule is listed in this newsletter, so mark your calendars now! We will conduct another survey at the end of the year to get your feedback and suggestions on meeting schedules.

You will notice that we do not have a local chapter meeting scheduled in April. Instead, we are encouraging chapter members to attend the Arkansas SHRM Conference, which has won national recognition in past years. This year's conference is scheduled in Springdale, AR on April 23 - 25. In addition to the networking and the timely, informative sessions provided during the conference, our chapter receives additional funding from ARSHRM based on our attendance at this conference. Please visit the conference website to view the schedule, presenters, sponsors and vendors for this conference.

This spring we interviewed and hired a chapter intern. The internship position, which will be paid by the chapter, is being developed to provide the recipient with exposure to a variety of business types and human resource activities during the semester. Thanks to Staffmark, EC Barton, and St Bernard's Medical Center for their

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participation in this new chapter internship program. If you have a short (2-3 week) project that you think would help your organization and provide useful experience for the intern, please contact me at beverlyp@cortier.com for more information.

We are in the process of setting up a new website that will be supported by SHRM. At our March meeting our members voted on a new chapter logo which will be displayed on our new website. We hope to be up and running with the new website by some time in April.

Our next meeting will be for lunch, 11:30 to 1:00, on Tuesday, May 13. Pulmonary & Sleep Diagnostics will present the program on sleep deprivation and its effect on workplace safety and productivity.

We are also planning a high school job fair on Thursday, May 1, in the ASU Student Union. Several local businesses and high schools have expressed an interest. We plan to provide short seminars on proper attire for interviews, application completion, resume writing, and mock interviews. If you are interested in participating in this event, please contact Alan Decker at adecker@astate.edu.

I am very excited about our plans for this year, and I'm looking forward to seeing you at our next meeting on Tuesday, May 13, at 11:30 am.

Beverly D. Petty, SPHR
NEASHRM Chapter President

SHRM Foundation Update

- Amy Privett, SHRM Foundation Chair

In our February meeting - we had an "Empty Your Pockets" fundraiser and we collected \$15.63 by everyone depositing their loose change in our Mason Jars. Thanks to everyone who participated!!

A new report from the SHRM Foundation Developing Leadership Talent

Effective succession planning involves more than just a replacement planning process. It also includes a comprehensive employee development system. Learn how to develop talent in your organization. Visit <http://www.shrm.org/foundation/07leadtalent.pdf> for your free copy. Take advantage of your SHRM Foundation dollars at work!!

2008 NEASHRM Chapter Dues

-Sonya Sanders, V.P. of Membership

The second invoices for 2008 have been sent out. If you haven't gotten yours - contact Sonya Sanders at sonya@enginespower.com

This invoice is only for local Chapter dues, not National dues. The dues for National are sent directly from SHRM.

Please remit all payments as soon as possible.

Reminder!

Due to the State SHRM Conference, there will not be a Chapter Meeting in April.

Regular Meetings will resume Tuesday, May 13th at 11:30 a.m. at the Holiday Inn Holidome.

2008 SHRM Membership Contest

-Sonya Sanders, V.P. of Membership

The Membership Committee is pleased to announce a new membership program designed mainly to increase membership through member recruitment and community involvement. Also, this program is intended to encourage better meeting and conference attendance.

Each NEASHRM member has the opportunity to earn points towards quarterly awards and an annual grand prize award.

Awards:

The most points accumulated during the appropriate time period will receive the following award(s):

- April – June quarter award: \$50 gift certificate to the Mall at Turtle Creek
- July – September quarter award: \$50 gift certificate to the Mall at Turtle Creek
- 2008 grand prize award: \$150 gift certificate to the Mall at Turtle Creek

Each award recipient will be recognized in the chapter newsletter and will be eligible for the grand prize award.

Points:

Members accumulate points as follows:

- 10 points for each meeting attended
- 15 points for state conference attendance
- 25 points for each potential member who attends a regular chapter meeting as your guest
- 50 points for each new member who becomes a regular or associate dues-paying member during 2008 AND who identifies you as the NEASHRM member who invited them to join.

A drawing will be held if there is a tie at the end of any of the award periods.

The program will began in March-just in time for our March Membership Drive.

We hope you are as excited about our new program as we are! With your help, this will be a BIG SUCCESS and a HUGE BOOST to our chapter membership and participation! For further information, please contact Sonya Sanders at sonya@enginespower.com or 870-268-3801.

Legislative News

-Sherie Calderon, V.P. of Legislation

In an effort to make an impact on illegal immigration, the federal government is increasingly focused on workplace enforcement. Comprehensive immigration reform proposals are not considered likely. In February, **H.R. 5515, the New Employee Verification Act (NEVA)** was introduced. The bill would replace the federal government's current employer verification process with a new electronic verification system, the Electronic Employment Verification System (EEVS).

Under the bill, employers would use the state "new hire" reporting process, which is currently used for child support enforcement, to access EEVS. This would allow employers to confirm the work eligibility of U.S. citizens through the SSA database and that of non-citizens through the DHS database.

In addition, the bill would create a voluntary biometrics option that employers could choose to use on the verification process. This system would include a standard background check and the collection of a "biometric" characteristic - such as a thumbprint - to secure an employee's identity and prevent the illegal use of a Social Security number, stolen or fraudulently-obtained drivers' license, or altered identification documents.

HRVoice assists you in taking proactive steps in shaping public policy. Click on today, and let your voice be heard.

<http://www.shrm.org/government/hrvoice/>

Make a Difference Today - Share your opinions with your elected officials on these hot topics:

The proposed **ADA Restoration Act (H.R. 3195)** would dramatically change the definition of "disability" to simply mean "a mental or physical impairment." The change would no longer require impairments to substantially limit an individual's ability to perform daily life activities, and the proposed definition would consequently result in the ADA covering more Americans. The bill would also shift the burden of proof in disability discrimination cases to the employer from the employee.

SHRM strongly believes that the ADA provides important and necessary protections for employees and applicants in the employment context. Consistent with this view, SHRM is concerned that the ADA Restoration Act, however well-intentioned, would overly expand the protected class of persons with disabilities and dilute an employers' ability to provide business-necessary accommodations to employees with the most severe disabilities.

Earlier this month, the U.S. Department of Labor (DOL) issued a Notice of Proposed Rulemaking (NPRM) on the **Family and Medical Leave (FMLA)** regulations. The NPRM attempts to improve many, but not all, of the obstacles to effective implementation of the FMLA in the workplace. The notice also includes proposed regulations to fully implement the new FMLA military leave provisions recently approved by Congress. Comments are due on or before April 11, 2008.

It is critical that the DOL hear from HR professionals to help craft a final rule that works for all stakeholders. SHRM is currently reviewing the details of the NPRM. In the coming weeks, SHRM will provide members information on what changes are included in the DOL's proposal. In addition, SHRM will provide model comment letters that you can customize and submit to the DOL.

If you need assistance on how to use the **HRVOICE** program through the SHRM website, contact Sherie Calderon at (870) 930-2205, or scalderon@eaaa.org



Treasurer's Report – February 2008

–Jackie Glidewell

Beginning Balance - January 1, 2008	
	\$14,541.15
Deposits	\$ 4,940.10
Expenses	\$ <u>5,268.63</u>
Ending Balance January 31, 2008	\$14,212.62

SHRM Foundation Scholarship

The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. We would like to acknowledge the generous support of the J. J. Keller Foundation in underwriting this program for 2008.

Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at speyton@shrm.org. The awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded. **Application Deadline: July 15, 2008**
Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification are eligible to apply. SHRM student members and local-only members are not eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification training programs. **Awards:** 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group. **How to Apply:** Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.

Save the Date!

Our next seminar will be held Tuesday, August 12, at 1:30 p.m. at the Holiday Inn. The topic this time will be Navigating the Maze of the Fair Labor Standards Act (FLSA). It is designed for business owners, managers, HR professionals and payroll decision makers. So, you may want to also invite some of these representatives from your companies. Specifically, this seminar discusses:

- Meal and break pay
- Travel pay
- Discretionary and non-discretionary bonuses
- Time clock rounding
- Volunteer work for non-exempt employees
- What can be deducted from exempt employees' pay
- How to successfully survive a DOL audit
- Job descriptions
- Classifying employees as either exempt or non-exempt

Our presenter for this topic will be Russ Moen of Express Employment Professionals. A registration form for this seminar will not be available for a few months, but go ahead and mark your calendars so you don't miss out on this opportunity!

Congratulations for achieving the "Chapter Champions" designation!

This special honor recognizes your exceptional support for the SHRM Foundation in 2007. We are very grateful for your commitment, leadership and generous contributions.

Thank you to Misty Carr for her work as SHRM Foundation Chair last year!!



In Other News...



Above - Another Baby Girl!

Congratulations to Sheila Overton and Family! She is the proud new grandmother of *Miric Thomasena Richardson* who was born on February 10th at the Med in Memphis. She weighed 4 pounds, 7 ounces and was 18 inches long! Both Sheila's daughter, April, and Miric are doing well.

Here's a preview of the next 3 months for our SHRM Chapter:

- APRIL:** AR SHRM State Conference in Springdale, AR on April 23 - April 25 - No chapter meeting in April! For More information: www.arshrm.com
- MAY:** Tuesday, May 13, 11:30 am - 1:00 pm - Sleep Deprivation and its Effect on Safety and Productivity in the Workplace, Presented by Jason Sapp, CEO, Sleep & Pulmonary Diagnostics.
- JUNE:** Tuesday, June 10, 11:30 am - 1:00 pm: Electronic Communications and Records Retention - Speaker: Mark Mayfield (1 hr of general recertification credit)

Please remember the 27 year old son of Dennis Cooper, Darren, who was deployed in February to Iraq. In 2001 Darren joined the Marines, finished up his commitment in Iraq and has been working on his engineering degree before he was recalled. If anyone would like to e-mail or write him or know any others that would please use the contact information below:

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