



Member Newsletter

May/June 2009

Northeast Arkansas SHRM Chapter
P.O. Box 16476,
Jonesboro, AR 72403
neashrm@gmail.com
<http://neashrm.shrm.org>

Letter from the President

By Lori Smith

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NEASHRM Members,

Summer is upon us: kids are out of school, we have less traffic getting to work, we may be planning some vacation time, but SHRM still has plenty of exciting activities planned over the next few months that we would love to have you involved in!

Our May meeting was attended by about 40 members and another 8 guests. We kicked off our membership contest at this meeting, and we all had the chance to learn about the Area Vocational Center also known as one of Jonesboro's "best kept secrets." Many of us walked away with ideas of how we could partner with this school to provide guidance on developing tomorrow's workforce as well as some potential internship opportunities in our businesses. If you did not have the opportunity to attend this meeting, you can contact Marcia Elder at 933-5891 extension 231 for more information.

We have some great topics planned for our June, July and August meetings as well as a wonderful seminar in August that you will want to bring your supervisors to. You will also want to start making plans to attend the Arkansas Employment Law and Legislative Affairs Conference in Little Rock on September 30 and October 1. More information on this informative event will be available soon on both our website as well as the Arkansas SHRM State Council website at www.arshrm.com. This event is a great way to learn not only about recent legislative changes but also get the inside scoop on what is to come in the near future.

Please see *Letter from the President* on page 2



News from ASU SHRM

By Faye Cocchiara

Congratulations to Hope Starks, Tonna Bickers, and Kayla Wilson Owens on receiving their HRM degrees. Hope served as president of the ASU SHRM chapter since 2007 while Kayla served as VP of Superior Merit during 2008-2009. Hope has relocated to Mississippi to take a position as an account services manager. Tonna and Kayla are both on the job market. If you have a need for excellent HR talent and are interested in speaking with Tonna and/or Kayla, please contact Faye Cocchiara at fcocchiara@astate.edu.

Officers for the 2009-2010 academic year were elected during the May chapter meeting. They are:

- Soni Walton, President
- Natasha Starks, VP Special Programs
- Christy Owen, VP Superior Merit
- Famous Taylor, Acting Secretary/Treasurer

Letter from the President from page 1

I will have the opportunity to represent you as our Chapter President at the National Annual SHRM Conference in New Orleans beginning on June 28 in New Orleans. I am excited about this event and I can't wait to share with you what I learn at our July meeting. Thank you for your involvement in SHRM this year and for promoting our chapter to your colleagues and organizations!

Lori Smith, SPHR
2009 Chapter President
Northeast Arkansas SHRM



Legislative Update

By Sherie Calderon, PHR

Mandatory Sick Leave Legislation

During the Governmental Affairs Webinar on May 14th, Lisa Horn, with the SHRM Governmental Affairs team stated, "It is mandates as far as the eye can see." The Healthy Families Act (HFA) is expected to be introduced soon. The HFA would mandate paid sick leave for all employees for organizations with 15 or more employees. Drafters of the legislation reportedly have made several changes to the bill from the version introduced in 2007, including a provision that would allow employees to accrue paid sick days at one hour for every 30 hours worked, and a domestic violence provision that would allow workers to use paid sick time to recover from incidents related to domestic violence, stalking, or sexual assault. Another revision to the bill would allow workers to use sick days for preventive care or to provide care to a sick family member.

Lisa stated this is an issue near and dear to Michelle Obama, and she is ready to champion the issue. President Obama pledged to make the federal government a model.

Senator Lincoln is on the Senate Study on Workplace Flexibility, which has been meeting since September. SHRM is ready to take the lead on this issue, and has a model of Principles for Workplace Flexibility. Additionally, SHRM is encouraging us to be ready to spread the word as soon as legislation is introduced, including letter writing to Senators, and additional targeted grassroots activities.

SHRM Foundation Update

By Amy Privett, PHR

Learning System Design: A Guide to Creating Effective Learning Initiatives



Maximizing the contributions of knowledge workers can be critical to an organization's success. It is therefore vital to design and implement effective learning initiatives to retain these employees. *Learning System Design*, a new report from the SHRM Foundation, will help you to build competitive advantage for your organization by effectively using the full range of learning initiatives including training, development and knowledge management.

[Click here](#) to download your free report in pdf.

The SHRM Foundation *Effective Practice Guidelines* series makes research findings easily accessible to HR practitioners. The reports provide practical, research-based guidelines for implementing effective HR practices in your organization. These reports are made possible by your generous [tax-deductible donations](#) to the SHRM Foundation.

We will be having a SHRM Foundation fundraiser at our June meeting for a Laptop carrier bag. Compliments of Melissa Coles @ Farm Credit, our VP of Membership.

2009 Membership Contest

We are excited to announce our 2009 Membership Contest! 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):

- May – 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
- 2009 grand prize award: \$150 Visa Card

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:

- 25 points for Ella conference attendance
- 25 points for each potential member who attends a regular chapter meeting as your guest AND who lists you on the meeting roster.
- 50 points for members who pay annual NEASHRM dues before December 1st.
- 50 points for each new member who becomes a regular or associate dues-paying member during 2009 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.

For further information, please contact Melissa Coles, Vice President for Membership, at melissa.coles@farmcredit.com or 932-1037 ext 218.

June Meeting – Employee Opinions Matter

Our June 9th meeting to be held at 5:30 p.m. at the Delta Center of Economic Development will feature Mr. Richard Reinhardt once again from the F&H Solutions Group of Memphis, TN. He will be speaking to the issue of how your employees' opinions count and are related to the success of your organizations. Research suggests that dissatisfied employees are more likely to quit, neglect their work responsibilities, voice their dissatisfaction by organizing a union or at best, patiently wait and hope that their organization will eventually do the right thing. Doesn't it make sense to know what your people are thinking and why, so as their employer you can respond proactively to problems that otherwise tend to fester out of sight of the "front office" until it's too late? His presentation is entitled:

EMPLOYEE OPINIONS MATTER - HOW TO USE EMPLOYEE OPINION SURVEYS AS PART OF YOUR OVERALL HUMAN RESOURCE MANAGEMENT STRATEGY TO MANAGE YOUR MOST IMPORTANT ASSET and will seek to answer the following questions:

Why do organizations conduct employee opinion surveys (and, why do others avoid using them)?

What are the important employee attitudes you want to measure and why?

What kinds of things do employee surveys reveal and how do organizations respond to these findings - what are the main drivers of these work-related attitudes?

When and how often should an organization conduct employee opinion surveys?

What does a typical survey look like?

How much time is required for employees to take a survey?

How do employees respond to completing employee opinion surveys?



The Northeast Arkansas Society for Human Resource Management Presents:

FIRST LINE SUPERVISORS, PEOPLE MANAGEMENT AND THE LAW



WHEN: Tuesday, August 11, 2009 1:30 P.M. to 5:00 P.M.

WHERE: Student Union Chickasaw

FEE: \$25.00/Person for NEASHRM and Chamber Member Organizations \$75.00/Person for Non-members

WHAT WILL I LEARN?

Creating a Culture of Front Line Leadership – Front line leadership is critical at any juncture but is especially critical in tough economic times. Attendees of our August seminar will leave with some practical guidance on people management at the line level. Whether you are a front line supervisor or you train and coach front line supervisors, this seminar will be beneficial to you.

How to Avoid Common Legal Pitfalls – Front line supervisors' behavior and practices can be an asset or a liability for your organization. This presentation will give attendees useful information, in common terms, about the practices that will help your front line leaders to be on the asset side of the equation.

ABOUT THE SPEAKER:

Patrick W. McAlpine is Assistant General Counsel in the corporate legal department at Staffmark, where he concentrates his practice in the areas of contract law, intellectual property and trade secret law, employment law, immigration law, and commercial litigation. He received his B.A. degree from the University of Arkansas summa cum laude (1996) and his J.D. degree, with high honors, from the University of Arkansas at Little Rock (1999), where he was Editor-in-Chief of the UALR Law Review. Mr. McAlpine is a member of the American Bar Association, the Arkansas Bar Association, and the Pulaski County Bar Association. Mr. McAlpine is admitted to practice in Arkansas and before the United States District Courts for the Eastern and Western Districts of Arkansas and the United States Court of Appeals for the Eighth Circuit. Mr. McAlpine practiced law for four years with the Little Rock firm of Quattlebaum, Grooms, Tull & Burrow PLLC, and has taught as an Adjunct Professor at the UALR William H. Bowen School of Law.

SEND REGISTRATION INFORMATION, PAYMENTS OR QUESTIONS TO:

ATTN: Allen Devereux, President-Elect NEASHRM PO Box 16476 Jonesboro, AR 72403 PHONE: (870) 336-6049 FAX: (870) 910-4976 E-MAIL: neashrm@gmail.com

REGISTRATION INFORMATION

NAME(S): _____

COMPANY: _____

MAILING ADDRESS: _____

CONTACT PERSON: _____

PHONE NUMBER: _____

E-MAIL ADDRESS: _____

ATTENDING: _____

X RATE: _____

= AMOUNT DUE _____

___ CHECK ENCLOSED

___ WILL FORWARD CHECK

We appreciate your participation in NEASHRM educational programs

Member Profile Update

We are asking all NEASHRM members to update their information in the "Members Only" section of our website. Please visit our website: <http://neashrm.shrm.org> and click "Members Only". Your login id is your first name and last initial. If you have never logged on to the website, your default password is "neashrm" and should be changed immediately for security purposes. At the top of the screen are three icons--the middle is labeled "profile". Click on that icon and your profile will appear for you to review and edit as necessary.

If you have any problems logging into the site, please email neashrm@gmail.com.

Meeting Schedule for 2009

- JUNE** Tuesday, June 9, 5:30 pm – 7:30 pm
ASU Delta Center for Economic Development - 5501 Krueger Drive
Know What your Employees Think and Using this Information to Create a More Productive Workforce
Presenter: Richard Reinhardt of Ford-Harrison Business Solutions Group
- JULY** Tuesday, July 14, 11:30 am – 1:00 pm
ASU Delta Center for Economic Development - 5501 Krueger Drive
Diversity Best Practices
- AUGUST** Tuesday, August 11, 11:30 am – 1:00 pm
ASU Student Union – Chickasaw Room
Meeting Topic: Why Unions Win
Presenter: Sam Morris
- Seminar:** 1:30 pm - 4:45 pm
The First Line Supervisor, People Management and the Law
- SEPTEMBER** Tuesday, September 8, 5:30 pm – 7:30 pm
ASU Delta Center for Economic Development - 5501 Krueger Drive
ADA/Workers Comp – Return to Work Programs
- OCTOBER** Tuesday, October 13, 11:30 am – 1:00 pm
ASU Student Union
CEO Panel – Ask the Leaders
- Seminar:** 1:30 pm - 4:45 pm
Performance Management - The 4 Disciplines of Execution
Presenter: Jim Klonaris of Franklin Covey
- NOVEMBER** Tuesday, November 10, 11:30 am – 1:00 pm
ASU Delta Center for Economic Development - 5501 Krueger Drive
Unemployment Compensation Issues

*"Ability is what you're capable of doing.
Motivation determines what you do.
Attitude determines how well you do it."
—Lou Holtz*