



Member Newsletter

November/December 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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Happy Holidays!

This is the final edition of the NEASHRM Member Newsletter for 2009 which means my year of serving as your President is also quickly coming to a close. I have really enjoyed this year, and I hope you have also!

We have finished all of our chapter activities for this year. However, our Board will meet on December 15 to make plans for next year. If you have any suggestions such as meeting topics, potential speakers, community service projects, or potential members we should reach out to, please let us know! We have already made a few key decisions for next year. These have including moving our monthly meeting from a rotating schedule of lunch or dinner to 3 p.m. to 4:30 p.m. Our meeting on January 12 will be the first to be held at 3 p.m. We will continue to have our meetings at lunch on days when we hold a seminar—3 times per year.

Another change for next year is our membership dues. Our dues are currently \$150 for regular members and \$100 for satellite members. We have not had an increase to our dues in many, many years. However in light of our current economic times, we believe we should decrease our dues. Moving the majority of our monthly meetings to a time when we do not have to provide a meal is helping us to accomplish this. Dues in 2010 will be \$75 for regular members and \$50 for satellite members. If you have any questions on which membership category you should participate in, please contact us at neashrm@gmail.com.

A final change we plan to have in place by the end of 2009 will be the ability to take credit card payments via the NEASHRM website. We believe this will make it easier for you to renew your local membership, register for seminars, etc. More details on this will be coming soon! Thank you for choosing to be a part of NEASHRM in 2009, and we hope you plan on continuing your participation next year.

Lori Smith, SPHR
2009 Chapter President
Northeast Arkansas SHRM



SHRM Foundation

By Amy Privett, PHR

Thanks to everyone that supported our SHRM Foundation drawings this year, we raised \$137. I have enjoyed serving in the SHRM Foundation Chair position over the past 2 years and would like to say *Welcome* and *Thank You* to Melissa Coles for agreeing to be our 2010 Chair.



2009 Reflections

As 2009 is coming to a close and my stint as President of NEASHRM draws closer, I begin to reflect back on this year. We are slowly coming out of some of the toughest economic conditions in decades. We have seen major changes in the employment laws that govern all of our businesses. Technology continues to rapidly change and affect businesses in this global economy. And in the midst of all of these difficulties, our soldiers have continued to protect all of our freedoms by fighting in Afghanistan and Iraq.

It has been an interesting year full of challenges and opportunities for change and for the growth of new ideas and strategies created to help weather the storm. Through it all, SHRM and NEASHRM have been there to help us learn from one another and gain useful information and insights that can help us all be positive change agents in our companies.

I am also pondering what 2010 may hold for our chapter and for us all as HR professionals. There are many legal changes looming on the horizon. There is more uncertainty about how slowly or quickly the economy will recover for all of the different industries that we represent at NEASHRM. There is, however, one thing that I am certain of for 2010. I will be surrounded by an excellent group of talented HR professionals in our local chapter. I thank you all for the opportunity to be President of our chapter.

Have a great Christmas and I am looking forward to a happy 2010 for our profession.

Allen Devereux, PHR
President-Elect NEASHRM



NEASHRM Donates to Food Bank

Pictured above is Ms. Christie Jordan, Executive Director of the Food Bank of Northeast Arkansas receiving a \$350.00 check from Ms. Lori Smith, Chapter President of NEASHRM. The Food Bank works to eliminate hunger by distributing food to people in need throughout N.E. Arkansas. Individual NEASHRM members who made a \$10 donation to attend this year's annual meeting aboard the Memphis Queen Riverboat raised the contributions provided by NEASHRM to the Food Bank. NEASHRM is very proud of its ability to give back to the community. The \$350.00 contribution to the Food Bank will go towards supplying three area senior citizens with a 20 lb. parcel of groceries every two weeks for the next calendar year. Thanks for your participation!

Legislative Update

By Sherie Calderon, PHR

Health Care Legislation – What's next?

With the Senate having approved a motion to proceed to debate on the health insurance overhaul, legislation is still far from being signed into law. Here's what happens next:

- Senators debate the bill and offer amendments to change or remove provisions they oppose, or to add provisions
- The Minority Leader may come to an agreement on the number of amendments to be offered and the time allocated for debate. If they don't reach an accord, parliamentary devices may be used to limit the number of amendments.
- Senate rules allow for unlimited debate in most cases. Prolonged debate in order to force changes in a bill or to scuttle a bill is called a "filibuster."
- The Senate votes on a motion, "invoking cloture" to bring debate to an end. If 60 senators vote for the cloture motion, debate must last no more than an additional 30 hours.
- The Senate votes on final passage of its bill. A simple majority is sufficient to pass the bill.
- House and Senate leaders meet to resolve differences between the bill passed by the House and the one passed by the Senate.
- House and Senate leaders appoint a conference committee of several members from each body to reconcile the two bills.
- Senators opposed to the bill may filibuster the motion to create a conference committee. A cloture vote would be needed to stop the filibuster.
- If the conferees resolve their differences, they issue what is called a "conference report" -- the final version of the legislation.
- The conference report is debated in the House and in the Senate. It cannot be amended.
- Senators opposed to the conference report can filibuster it. A cloture vote would be needed to stop the filibuster.
- In the House, Republican members opposed to the conference report can offer a "motion to re-commit," essentially one last-chance vote to kill or amend the bill.
- Each chamber votes on approval of the conference report.
- If approved, the legislation goes to the president for his signature or veto.

2010 NEASHRM Board

President

Allen Devereux, PHR
E.C. Barton & Company
allen.devereux@ecbarton.com

President Elect

Misty Carr
Delta Consolidated Industries
misty.carr@danahertool.com

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Staffmark
melinda.west@staffmark.com

VP, Programs

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Arkansas State University

VP, Communications

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Staffmark

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SHRM Foundation – Melissa Coles
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