



Member Newsletter

November/December 2008

Northeast Arkansas SHRM Chapter
P.O. Box 16476,
Jonesboro, AR 72403
neashrm@gmail.com

INSIDE THIS ISSUE

- 1 Letter from the President
- 1 SHRM Foundation Update
- 2 Letter from the President, Cont.
- 2 Membership Update
- 3 2009 Meeting Schedule
- 3 News from the Student Chapter
- 4 2008's Most Unusual Excuses for Missing Work
- 5 Unusual Excuses, cont.
- 7 Nov. Seminar Sign up

Letter from the President

By Beverly Petty, SPHR

Dear NEASHRM members,
Thanks to all of you for an exciting, productive, eventful year for Northeast Arkansas SHRM. We have a new look--a new logo, a new website, new mailing and email addresses—and two new programs: a structured chapter internship program and an annual high school job fair.

We have accomplished a great deal this year, and I must thank our chapter members and our dedicated board members for all their support and effort. Lori Smith, our President-Elect, has developed and organized an informative series of programs and seminars for this year and the beginning of next year. Leha Rose, our VP for Communications, has designed a new, informative format for our chapter newsletter. Jackie Glidewell, our VP for Finance, continues to track our financial status, expanding our use of the software we

Please see *Letter from the President* on page 2

SHRM Foundation Update

By Amy Privett, PHR



New Report Available: Human Resource Strategy, Adapting to the Age of Globalization. Globalization of individual companies and capital markets has changed the business landscape. To respond, companies must manage their assets as effectively as possible— especially their human assets. This report explores a variety of ways to adapt your overall HR strategy to the new realities of global competition.

Download your free report today at shrm.org under SHRM Foundation.

Also, the SHRM Foundation Fundraiser drawing for a \$50 Wal-Mart gift card will be held during the November meeting. Donations are \$1.00 each or 6 for \$5.00.

Letter from the President from page 1

purchased last year. Sherie Calderon, our VP for Legislation, has carefully tracked the many HR-related legislative activities (whew!) and continues to keep our membership informed. Faye Cocchiara, our College Relations Chairperson and ASU Student Chapter Liaison, continues to grow and develop the student chapter at ASU.

Alan Decker, our Workforce Readiness Chairperson, coordinated our participation in the Arkansas Scholars program through the Jonesboro Regional Chamber of Commerce, and organized our first annual High School Job Fair. Amy Privett, our SHRM Foundation Chairperson, has enthusiastically promoted a variety of fundraising activities to support the SHRM Foundation. And Sonya Sanders, our VP for Membership, has maintained our membership roster, promoted our membership drive, and designed name badges and a new member packet this year. Mark Mayfield and Dennis Cooper, two of our previous chapter presidents, have provided support and a perspective that allows us to build on past years' successes.

Although the year is almost over, we still have some exciting activities this month: the Jonesboro Regional Chamber of Commerce Power Breakfast on November 5, the chapter meeting and seminar on Diversity Best Practices on November 11, and our holiday party on November 14.

Next year's chapter officers appear just as focused on continuing the growth of our chapter and its continued and improved relevance to the human resources concerns of our community. NEASHRM is very fortunate to have these volunteer leaders who are enthusiastic and dedicated to our chapter's success.

Thanks to all of you for your support this year. I am looking forward to observing even greater successes in 2009!

Beverly D. Petty, SPHR
2008 Chapter President
Northeast Arkansas SHRM

Membership Update

By Sonya Sanders



Dear Members,

Congratulations to Lori Smith for being our 2nd Membership Drive Winner. Lori won a \$50 gift certificate to The Mall at Turtle Creek. Don't give up just yet, we have one more prize to giveaway and you still have a chance to win it. All you have to do is recruit, recruit, and more recruiting. The new website is a great place to direct potential members.

It has been my honor to serve as your VP of Membership for the past 2 years. I would like to thank all the members for their recruiting support. My successor, Melissa Coles, will represent you well in the Jonesboro/Paragould area. She is personable, kind-hearted, dedicated, and organized. Thanks again!

Meeting Schedule for 2009 Holiday Inn, Jonesboro

- JANUARY:** **Tuesday, January 13, 11:30 am – 1:00 pm –**
Consumer-Driven Health Care, How to Explain it to
Employees and Encourage Cost Savings!
- FEBRUARY:** **Tuesday, February 10, 11:30 am – 1:00 pm –**
TBA
**Seminar at the Jonesboro Regional Chamber
of Commerce: 1:30 pm – 4:45 pm –** Motivation
and Employee Accountability - Speaker, Charlotte
Strickland, Education Seminar Coordinator,
University of Central Arkansas
- MARCH:** **Tuesday, March 10, 5:30 pm – 7:30 pm –**
Student Chapter Presentation
- APRIL:** AR SHRM State Conference: April 6-8, 2009 at the
Hot Springs Convention Center
No chapter meeting in April – Make plans now to
attend the State Conference!
More information: www.arshrm.com



2008-2009 Student SHRM Heart and Sole Team members (Pictured from left to right) Tracy Coburn, Kayla Wilson, Faye Cocchiara (sponsor), and Charles Cocchiara. Not pictured is Sharon Rowe.

News From the Student Chapter

By Dr. Faye Cocchiara

Our student chapter was one of three ASU teams that participated in the Heart and Sole Walk/Run on September 27, 2008 to raise money for the Cardiology Associates Foundation. The Student Chapter members raised over \$800 through their College of Business Homecoming '08 t-shirt sale and donated their \$80 profit to the Cardiology Associates Foundation for education on women and heart disease.

We have made gains in student SHRM membership. We have added 10 new members to our rolls since the beginning of this academic year, bringing the total to 13. This represents a net gain of 10 members over our 2007-2008 membership of six and is a direct result of our "spread the word" campaign by College of Business students and faculty.

The following are our ASU SHRM officers for the 2008-2009 academic year: Hope Starks, President; Kayla Wilson, VP of Superior Merit (new member); Sharon Rowe, Secretary/Treasurer (new member); and John-Michael Posey, VP of Special Programs.

*"So long as we live
among men, let us
cherish humanity."*

Andre Gide

2008's Most Unusual Excuses for Missing Work

Courtesy of CareerBuilder: Oct 22, 2008

Did you ever have an employee call in sick because a deer kicked him? What's the most bizarre excuse you've heard when a subordinate called in sick? In this year's survey on absenteeism, 33 percent of workers admitted calling in when they were feeling perfectly healthy. Oh, come on - don't get your I-love-staying-home-to-watch-Seinfeld-reruns-on-my-couch pajamas in a bunch. If you've called into work before when you've been feeling perfectly healthy, you're in solid company with the 33 percent of workers who have done so this year, according to a newly released CareerBuilder.com survey on absenteeism. And if you haven't fibbed (e.g., faked a cold while eating a pint of Chubby Hubby and alphabetizing your DVD collection), chances are one of your subordinates has. Here are the highlights of the **Most Unusual Excuses for Missing Work This Year**:

- **Thanksgiving karma** - Employee hit a turkey (yes, a turkey) while riding a bike.
- **Near-death experiences** - Employee said he had a heart attack that morning, but that he was "all better now."
- **Just can't find a thing to wear** - Employee's wife burned all his clothes and he had nothing to wear to work.
- **They don't have rifles, so...** - Employee got kicked by a deer
- **Paging Dionne Warwick** - Employee's psychic told her to stay home.
- **Lightweight** - Employee's toe was injured when a soda can fell out of the refrigerator.
- **Driving the dog to drink** - Employee's dog was stressed out after a family reunion
- **Kissed and unfortunately told** - Employee contracted mono after kissing a mailroom intern at the company's holiday party - and suggested the company post some sort of notice to warn others who may have kissed him.

Well, I suppose that's considerate, anyway. Grab your own pint of Ben and Jerry's and read the full list of unusual excuses here.

The Real Reasons...

The nationwide survey of 6,800 workers and 3,300 employers also revealed the top reasons that workers who fibbed called in sick in the first place. While the unusual excuses may be a bit extreme, the real reasons that employees called off of work were yawn-worthy in comparison. Among the most popular:

- **Going into hiding:** 9 percent wanted to miss a meeting, buy more time to finish a project under deadline, or avoid the wrath of a coworker or boss
- **The procrastination must end:** 11 percent said they caught up on housework
- **Needing some QT:** 11 percent also reported catching up with family and friends

Cont. on page 5

- **One more snooze and I'll get up...** 22 percent reported needing to catch up on their zzzz's
- **Just a check up?** 27 percent said they had a doctor's appointment
- **Taking a load off:** 30 percent said they needed to relax and recharge
- **And the biggest reason? (drum roll, please):** A whopping 34 percent just didn't feel like going into work that day.

It appears that many people (I'm sure most of us can relate) feel that they don't have enough time in the week to get everything done. And it seems that workers are prioritizing their time differently - some leaving more menial tasks undone; others possibly neglecting quality time with loved ones.

Are you a concerned employer...or a stalker?

While the majority said they typically don't question their employees' reasons for calling in sick, others aren't so easygoing. Almost a third (31 percent) reported having checked up on employees, and 18 percent said they've **fired** a worker for missing work without a legitimate excuse.

Going a step further, of those who *have* checked up on an employee, 77 percent have asked for a doctor's note, 50 percent have called the employee at home, and 17 percent drove by their employee's place of residence (anyone remember what happened when Oscar was sick on "The Office"?).

The bottom line = communication

I know I harp on it a lot, but I really do think that lack of communication is the root of many workplace - not to mention personal - issues, and that with better communication, problems like the one above can be avoided. But said communication works both ways; employees as well as their bosses must be honest about their needs.

As Rosemary Haefner, Vice President of Human Resources at CareerBuilder.com, says, "It's in your best interest to be upfront with your employer and chances are you'll get the time you need."

She adds, "More companies today are moving toward a paid time off system, giving employees more flexibility in how they categorize time away from the office. Employers are also expanding the definition of the sick day with 65 percent stating that they allow their team members to use sick days for mental health days."

So start talking with your employees, if you're not already.

And, um, watch out for turkeys during your morning commute.



E-mail: neashrm@gmail.com
 Website: <http://neashrm.org>

You are invited to join us for our upcoming seminar:

Diversity Best Practices by:

Wal-mart
 Performance Food Group
 Pilgrim's Pride
 Friday, Eldredge & Clark

Tuesday, November 11
 1:30 to 4:45 p.m.
 Holiday Inn - Jonesboro

\$25 for Members; \$75 for Non-members



JLKJL



**ABBEY ROAD -
SHRM STYLE**

From left: Eric Brown, Lori Smith, Beverly Petty, Sheri Calderon, Leha Rose & Amy Privett

It has been my pleasure to serve as VP of Communications this year for the NEASHRM Chapter. Happy Holidays to all of you and best wishes for a wonderful 2009!
 -Leha Rose



The Northeast Arkansas Society for Human Resource Management Presents:

DIVERSITY BEST PRACTICES

WHEN: Tuesday, November 11, 2008
1:30 P.M. to 4:45 P.M.

WHERE: Holiday Inn, Jonesboro, Arkansas

FEE: \$25.00 Per Person for NEASHRM Member Organizations
\$75.00 Per Person for Non-Member Organizations

WHAT WILL I LEARN?

You will gain insight in to how other companies' diversity initiatives work and how they are making their businesses more successful. You will walk away with ideas you can implement at your own organization. You will also have an opportunity to question our presenters in a panel Q&A session.

ABOUT THE SPEAKERS:

Penny Bateman, Market Human Resource Manager at Sam's Club/Wal-mart – Penny has been with Sam's Club for 19 years. She supports 9 clubs in these locations: Memphis, TN; Southaven & Tupelo, MS; and Jonesboro and Little Rock, AR.

Martin Crawford III, Complex Human Resources Manager at Pilgrim's Pride Corp. – Martin works in the El Dorado facility. He has his MBA and has 17 years of HR experience. Pilgrim's Pride is the largest chicken company in the US and has 53,500 employees in the US and Mexico.

Matt Lowery, VP of HR at Performance Food Group – Matt has 20 years of leadership and HR experience and is currently pursuing his MBA. Performance Good Group's distribution companies operate throughout the US distributing more than 68,000 brands of food and food-related products.

Mike Moore, Attorney at Law with Friday, Eldredge & Clark – Mike has been with his firm since 1982 and specializes in Labor and Employment Law. He is a graduate of U of A in Fayetteville and a member of both the American and Arkansas Bar Association.

SEND REGISTRATION INFORMATION, PAYMENTS OR QUESTIONS TO:

ATTN: Lori Smith, President-Elect NEASHRM
PO Box 16476
Jonesboro, AR 72403
PHONE: (870) 974-7744
FAX: (870) 974-7742
E-MAIL: lori.smith@optusinc.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!