



Lincoln
Human
Resource
Management
Association



PO Box 81066, Lincoln, NE 68501-1066
www.lincolnhrr.org



Volume 7, Issue 6

June, 2016

Lunch Program: Can I Take the HR Office Paperless? Workshop: Your Handbook is Stupid!

WHEN:

Tuesday, June 14, 2016

11:00 – 11:30 Registration

11:30 – 12:00 Lunch & Announcements

12:00 – 1:00 Keynote Session

1:15 – 3:00 Workshop

This month's program and workshop have been pre-approved for General Recertification Hours from SHRM and HRCI.

WHERE:

SCC Continuing Education Center—301 S 68th St Pl, Lincoln, NE 68510

Parking is FREE!

COST:

Program Registration Fee: LHRMA members—\$15

All Other Attendees—\$25

College Student Chapter Members—FREE (You must register with Jenessa Keiser, College Relations Chair)

Workshop Registration Fee: All Attendees—\$35

MENU: Chicken Parmesan, Cappellini, Pomodoro, Homemade Lasagna, Fresh Greens Salad w/Raspberry Vinaigrette, Italian Breadsticks & Dessert.

DEADLINE: Register/cancel your registration by **12:00 noon, Friday, June 10th**.

REMINDER: There is a \$10 fee for late registrations and for no-shows. This \$10 fee is in addition to the regular registration fee. Please try your hardest to register on time, as late registrations and no-shows make it difficult on everyone involved.

About Our Program:

Can I Take the HR Office Paperless?

HR is one of the most document-intensive functions of any business, and overlapping and conflicting regulations complicate this problem. Can you reduce the paper clutter in your office? What considerations govern how to employ technology?

Workshop: Your Handbook is Stupid!

A review of policies related to information security, privacy, and data loss prevention and how employers and well-intentioned handbook policies often make things worse.

About Our Speaker:

Rick Jeffries is a partner in the Omaha office of Cline Williams Wright Johnson & Oldfather, L.L.P. Rick is a business trial lawyer. While his principal practice emphasis

(Continued on page 2)

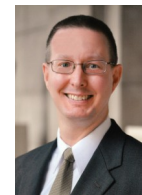
Inside this issue:

President's Message	2
Community Outreach	3
Legal Update	4
Wellness News	8
EAP Corner	9
LHRMA Board Profile	11
New Members	12
Board of Directors	13



is o technology, information security and privacy, he has tried ad won cases on subjects as diverse as securities, banking, environmental law, trademark, and reinsurance.

As a tech lawyer, Rick has been published in state and national legal journals on technology's role in law practice and business. Rick is a Certified Information Privacy Professional/US, as designated by the International Association of Privacy Professionals.



President's Message

Joel Scherling, LHRMA President

FLSA Changes are Here: What to do Now

Unless you've been living under a rock (without Wi-Fi access), you are aware of the impending FLSA changes. Although you have known the changes were coming for some time, you may be wondering what to do next. Here are some suggestions:



Review Current FLSA Status – Create a report or spreadsheet to identify who is currently exempt and who may become nonexempt.

Develop a Plan and a Timeline – Once you have evaluated your data, decide whether you will raise the compensation of a specific position to keep it exempt or will you reclassify the employee as nonexempt and begin paying overtime. Estimate the financial impact of your plan. Get approval of your plan as appropriate.

Review Time and Attendance Reporting and Policies – Take a hard look at your employee time and attendance reporting practices. Now is the time to beef them up if they are lacking. Consider time and reporting software that could make the job easier – including mobile apps. Don't forget to review your overtime policies.

Plan for Training – Once your policies are in good shape, develop a plan for training employees and managers about the new FLSA rules. Previously exempt employees will need to understand policies and practices they didn't have to worry about before, such as incurring compensable time by performing work "off the clock" (e.g., checking email at home; returning calls during the drive to or from work). Managers will need to understand the implications of deviating from overtime rules.

Develop a Communication Plan – Decide how you will communicate changes to employees who will be affected as well as the supervisors of those employees. (SHRM has a sample memo you can use. Don't forget to check their website for other tools and information.) Plan for supervisor and employee questions. Consider developing a Frequently Asked Questions (FAQ) document that you can use in your communications, training and post on your intranet.

Plan for the future – Finally, you need to address how your organization will handle ongoing adjustments to the salary threshold. This should be considered in developing your initial plan of attack to save you time in the future and to help your organization budget for any increasing wages.

Good luck!

Adapted from: [Preparing Your Business for FLSA Overtime Rule Changes](#), by Liz Alton of ADP, published on Forbes.com, May 9, 2016.

Community Outreach Spotlight



DOANE
UNIVERSITY

Community Outreach Committee is excited to announce a mentoring opportunity for LHRMA members

The Purpose: The purpose of this collaborative effort is to provide short term mentoring to upper level (junior/senior) University of Nebraska-Lincoln and/or Doane University students (or recent graduates) interested in pursuing a career in Human Resources.



The Process: University representatives will help the mentors and mentees brainstorm activities they can do during the mentoring relationship. During an initial meeting we'll take you through a planning process that will be helpful and easy. We are available to you throughout the mentoring relationship if you have questions or hit a wall about what's next. Here are a few examples of possible activities: give advice on their resume, help them explore professional organizations, set up a time for them to job shadow, and introduce them to others who work in the field. You don't have to be a super hero, just willing to collaborate with the mentee and try!

The Time Commitment: This will vary from student to student, but we envision most relationships will span 1-5 meetings and up to two months. There will also be an initial meeting with the student and either the Doane University Career Services Director Susan Rocker, LHRMA College Relations Chair Jenessa Keiser, and/or Community Outreach Director / UNL Asst. Professor of Practice Shannon Rowen for introductions and initial planning. The schedule is flexible to meet your needs.

The Mentor Match: The opportunity to be mentored will be available to students on an ongoing basis, and we'll advertise the opportunity to students two to four times per year. The students will then apply to be considered for a match to a mentor.

What's next? If you are interested in serving as a mentor, email Shannon Rowen at SRowen2@unl.edu.

If you agreed to be a mentor, you will be notified if we have a student who wants to be matched. You can respond to the email if you'd like to mentor the student. If the time isn't right for you to be matched, you can always defer and we can try again down the road.

If you have questions about this opportunity, please contact Shannon Rowen at SRowen2@unl.edu or 402-472-3097.

Community Outreach Committee:

Shannon Rowen, Maggie McPherson, Lynn Friesen, Dana Buss, and Angela Caldwell

Legal Update

EEOC Issues Final Rules on Wellness Plans

Michelle L. Sitorius

Cline Williams Wright Johnson & Oldfather, LLP

Many employers have implemented wellness programs over the last several years. Employers choose to structure these programs in a variety of ways from simply covering gym membership costs to offering intensive biometric testing tied to employee premiums for the employer's group health plan. These choices usually stem from the options marketed to employers; employer objectives, including lower health care costs; and the specific needs of an employer's workforce.

Depending on the structure implemented by an employer, wellness programs are potentially subject to a myriad of legal requirements, including the Employee Retirement Income Security Act of 1974 ("ERISA"), the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), the *Consolidated Omnibus Budget Reconciliation Act* ("COBRA"), the Genetic Information Nondiscrimination Act of 2008 ("GINA"), the Patient Protection and Affordable Care Act ("ACA"), the Americans with Disabilities Act ("ADA"), the *Age Discrimination in Employment Act* of 1967 ("ADEA"), and the Fair Labor Standards Act ("FLSA") requirements as well as taxation, Code Section 125 cafeteria plan, and health savings account issues.

On May 17, 2016, the U.S. Equal Employment Opportunity Commission (the "EEOC") contributed to this body of regulatory guidance on wellness programs, issuing final rules affecting compliance with both the ADA and GINA. The EEOC's final rules provide guidance on several open questions, including the extent to which employers may use incentives to encourage employees to participate in wellness programs without violating Title I of the ADA and the extent to which employers may offer incentives for an employee's spouse to participate in a wellness program without violating Title II of GINA.

ADA Regulations - Final Rules

Title I of the ADA generally prohibits employers from discriminating against individuals on the basis of disability and restricts employers from obtaining medical information from employees except as part of a voluntary employee health program. Prior to the publication of the new rules, the ADA's regulations generally stated that employers could make inquiries about employees' health and conduct medical examinations so long as these inquiries and exams were part of a voluntary health program. However, the regulations failed to define the terms voluntary or health program. In addition, the regulations did not state whether or not employers could offer incentives to employees to encourage participation in wellness programs and still comply with the ADA.

A. Reasonable Design. The new rules clarify that a wellness program must be "reasonably designed to promote health or prevent disease" in order to fall within the ADA's exception for voluntary health programs. While this seems like a generally benign requirement, the rules state that it is not sufficient for an employer to claim that its collection of medical information is part of a wellness program and, thus, meets the exception.

On one hand, wellness program options, such as biometric screening, health condition questionnaires, or other medical examinations, which alert employees to health risks will meet the "reasonably designed" standard. However, an employer who requests medical information without providing meaningful feedback to employees about risk factors or does not use aggregate information to design programs or treat any specific conditions will not meet the standard. Additionally, a wellness program which simply shifts costs from the employer to employees based on their health or is used by the employer only to predict its future health costs will not meet the reasonable design standard. A wellness program also will not meet the standard if it requires a time commitment that is overly burdensome, involves unreasonably intrusive procedures, requires employees to incur significant costs for medical examinations, or functions as a cover for violating the ADA. Employers sponsoring wellness programs should consider the goals of the program and use of the information its collects in order to ensure compliance with the reasonable design standard.

B. Voluntary Program. Second, in order for a wellness program to meet the voluntary requirement, the program must meet several requirements. These include:

- The employer may not require any employee to participate.

(Continued on page 5)

- The employer may not deny any employee who does not participate access to health coverage or prohibit any employee from choosing a particular plan.
- The employer may not take any other adverse action or retaliate against, interfere with, coerce, intimidate, or threaten any employee who chooses not to participate in a wellness program or fails to achieve certain health outcomes.
- The employer must also provide a notice to employees that clearly explains what medical information will be obtained under the program, how it will be used, who will receive it, and the restrictions on disclosure. The EEOC will provide a sample notice that will meet the necessary requirements. If an employer already provides this detailed information to its employees, a new notice does not necessarily need to be drafted and distributed.

In addition, the new rules limit the incentives employers may offer to encourage participation in a wellness program. This limit is meant to ensure that incentives do not become coercive, rendering participation involuntary under the ADA. Unlike HIPAA's regulations, these new ADA rules limit incentives on all wellness programs that make disability-related inquiries and medical examinations, regardless of whether the program qualifies as a "health contingent" program or a "participatory" program. However, these rules do not apply to wellness programs that are limited to requiring an employee to engage in a certain activity such as attending a weight loss class or a fitness class, and do not involve answering disability-related questions or undergoing a physical or medical examination.

Under the new rules, if an employer offers an incentive for participation or for achieving certain health outcomes as part of a wellness program offered as part of a group health plan, the incentive cannot exceed 30% of the total cost for self-only coverage of the group health plan in which the employee is enrolled.

If an employer allows participation in the wellness program regardless of whether the employee participates in the employer's group health plan, the incentive cannot exceed 30% of the total cost of self-only coverage under the employer's group health plan. Similarly, if an employer offers more than one group health plan and allows participation in the wellness program regardless of whether the employee participates in any of the group health plans, the incentive cannot exceed 30% of the lowest cost self-only coverage under a major medical group health plan the employer offers.

If an employer does not offer its employees group health plan coverage, the incentive for participation or for achieving certain health outcomes cannot exceed 30% of the cost that a 40 year old non-smoker would pay for self-only coverage under the second lowest cost Silver Plan on the state or federal health care Exchange in the state where the employer's principal place of business is located.

Notably, a wellness program that asks whether an employee uses tobacco, but does not test the employee for nicotine or tobacco use, does not qualify as a program requesting disability-related information and would not be subject to the new ADA rules. Thus, an employer could offer an incentive up to 50% of the cost of self-only coverage, consistent with HIPAA, as amended by the ACA.

C. Confidentiality. The new rules implement two additional confidentiality requirements. First, an employer may only receive information from a wellness program in aggregate form that does not disclose the identity of specific individuals except as necessary to administer the health plan. In addition, an employer may not require an employee to agree to the sale, exchange, sharing, transfer or other disclosure of medical information, or to waive confidentiality protections under the ADA as a condition for participating in the wellness program or receiving an incentive for participating. Notably, for wellness programs that are subject to HIPAA, compliance with HIPAA should meet these confidentiality requirements under the ADA.

D. Applicability Date. The new rules, relating to (1) the requirement to provide a notice explaining to employees what medical information will be obtained and how that information will be used as well as (2) the limits on employer-provided incentives, will apply to wellness programs as of the first day of the first plan year that begins on or after January 1, 2017. The EEOC has taken the position that all other aspects of the new rules simply clarify existing obligations and, thus, apply both before and after publication of the final rules.

GINA Regulations - Final Rules

GINA generally prohibits employers from using genetic information in making employment decisions and from

(Continued on page 6)

requesting, requiring, or purchasing employees' genetic information, unless a specific exception applies. One of these exceptions permits employers that offer health or genetic services, including services offered as part of a voluntary wellness program, to request genetic information as part of the program as long as certain requirements are met. One of the requirements is that the employer cannot condition employee incentives on whether the employee will provide genetic information.

The EEOC's new rules clarify that an employer may offer an employee limited incentives for the employee's spouse to provide information about the spouse's current or past health status as part of a health risk assessment under an employer-sponsored wellness program. Usually, this information is provided as part of a questionnaire or medical examination, such as a blood pressure test or blood test for high cholesterol or high glucose levels. However, the new rules prohibit employers from denying an employee and his or her spouse and/or dependents access to health insurance or any package of benefits or retaliating against an employee if the employee's spouse refuses to provide information about his or her current or past health status as part of a health risk assessment under an employer-sponsored wellness program.

A. Reasonable Design. Under the new rules, a wellness program that collects genetic information must be reasonably designed to promote health or prevent disease. Similar to the requirements under the ADA, the program cannot be overly burdensome or a cover for violating GINA. A wellness program will not meet this standard if it penalizes an employee because of a spouse's current or past health status prevents the spouse from participating or achieving a specific health outcome. A program that does not provide follow-up information, advice or results to participants will not meet this standard.

B. Incentives. The maximum incentive an employer can offer an employee for his or her spouse providing information about the spouse's current or past health status as part of a health risk assessment is 30% of the total cost of self-only coverage under the group health plan in which the employee is enrolled.

If an employer allows participation in the wellness program regardless of whether the employee or spouse participates in the employer's group health plan, the incentive cannot exceed 30% of the total cost of self-only coverage under the employer's group health plan. Similarly, if an employer offers more than one group health plan and allows participation in the wellness program regardless of whether the employee participates in any of the group health plans, the maximum incentive is 30% of the lowest cost self-only coverage under a major medical group health plan the employer offers.

If an employer does not offer a group health plan, the maximum incentive is 30% of the total cost to a 40-year-old non-smoker purchasing coverage under the second lowest cost Silver Plan through the Exchange in the state where the employer's principal place of business is located.

Notably, an employer may not offer incentives in return for the spouse providing his or her own genetic information, information on the current or past health status of an employee's children, or information on the genetic information of an employee's children.

C. Confidentiality. Similar to the requirements under the ADA's regulations, the new rules clarify that an employer may not require an employee or his or her spouse to agree to the sale, exchange, sharing, transfer or other disclosure of medical information as a condition for participating in the wellness program or receiving an incentive for participation. The requirement that genetic information be disclosed to employers only in aggregate terms under the current regulations was not altered by the new rules.

D. Applicability Date. The new rules relating to employer-provided incentives will apply to wellness programs as of the first day of the first plan year that begins on or after January 1, 2017.

This legal update is provided for general information purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.

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Wellness News

Preventing Text Neck

Dr. Randy McCracken

McCracken Chiropractic Clinic

Modern technology is great, however the use of a cell phone can be a real pain in the neck or what is now being referred to as “text neck”. A patient information sheet provided by the American Chiropractic Association hopefully will help you avoid this painful situation.

Some 83% of American adults own cell phones, and three-quarters of them (73%) send and receive text messages. Text messaging users send or receive an average of 41.5 messages per day, with the median user sending or receiving 10 texts daily. As technology advances, allowing us to do more tasks on smaller equipment, our bodies often pay the price. With a growing potential for injuries from tools we rely on, it’s a good time to learn how to minimize the risks. One problem that is becoming more and more prevalent is neck strain from the overuse of these mobile devices, or “text neck.”

How to Avoid Text Neck

- Sit up straight with your chest out and your shoulders back.
- Bring your arms up in front of your eyes so that you don’t need to look down to see the screen.
- Tuck your chin into your chest to look down rather than dropping your head forward.
- If you must use your mobile device for lengthy typing, invest in an external keyboard.
- Rest your forearms on a pillow while typing to help minimize neck tension.
- Avoid using mobile devices while in bright sunlight. Straining to see the screen leads to jutting the chin forward, shifting work from the spine to the muscles that hold up the head.
- Avoid texting for long periods of time while traveling in the car.

The best way to avoid text neck is to limit the use of your mobile device. If you need to send an e-mail, wait until you have access to a computer. If you need to share some information, call the person rather than texting.

Should you have “Text Neck”, give Dr. McCracken a call. Improved health, decreased health costs and increased productivity have been noted with on-site chiropractic treatment. For more information, you may reach him at drmccchiro@gmail.com.



Drawing Winner

Who Says There’s No Such Thing
as a Free Lunch?

Congratulations to
Kaitlyn Betz with the
NE Dept. of Health & Human Services.
Kaitlyn will receive free registration
for the June program.

EAP Corner

Are There Bullies in Your Workplace?

Valerie Williams, LMHP

Continuum

“Making someone else look bad is never going to make you look good.”

- Unknown

Recent research has confirmed that bullying is not just child’s play. In fact, according to researchers looking at the issue in both the United States and Europe, workplace bullying could be more prevalent and cause more harm than sexual harassment. Workplace bullying refers to repeated, unreasonable actions of individuals (or a group) directed toward an employee (or group of employees), intended to intimidate and create a risk to the health and safety of the employee(s). One standard often applied is the misuse of power to intimidate, degrade, offend or humiliate a worker, often in front of other employees. It can happen in person or in cyberspace. Best-guess estimates say that nearly 40 percent of U.S. workers have experienced bullying in the workplace. In some industries (i.e., health care), the estimates are even higher.

Bad for the Bottom Line Bullying can take many forms in the workplace. Some of the most visible indicators include:

- Excessive monitoring or “nitpicking”
- Shouting or humiliation
- Out-of-control practical joking
- Isolation of individuals from information, outings or other opportunities
- Blaming without justification
- Impossible deadlines, assignments or expectations
- Undermining by not giving credit to an individual, constant negative criticism
- Too much power given to certain individuals or groups because of position or tenure

The message from the research is clear. If you see bullying in your workplace, this is not only unhealthy for you, but unhealthy for the bottom line. Being a target of workplace bullying can cause depression, sleeplessness, increased risk of cardiovascular disease, posttraumatic stress and financial problems from missing work. Targets of workplace bullying also have reported an increase in stress at home and in their family lives. Although the research hasn’t caught up to the workplace, we know children who are bystanders to bullying sometimes experience harmful effects, such as stress, depression and anxiety. The same, we can assume, may be true of workplace bystanders.

There are many negative consequences for employers. Bullying in a workplace often leads to increased absenteeism, lost productivity, decreased employee loyalty, decreased morale, higher turnover rates and an increase in employee grievances. Bullying is not necessarily illegal in the U.S. Many other countries have passed strict antibullying laws targeting both workplaces and schools. In general, a U.S. employee must prove that “harassment” occurred in order to get recourse from bullying. So it is up to organizations to control its spread. It is in the best interest of employers to pay attention to this growing phenomenon. One of the first steps to take is to educate yourself and your coworkers about workplace bullying. Many businesses have chosen to create zero-tolerance policies for workplace bullying. Others have created effective education campaigns against workplace bullying. One of the most effective anti-bullying measures is to create an organizational culture of treating people with respect. In doing so, you will be protecting your most important organizational asset — your people.

At Continuum EAP, we believe educating employees is a healthy and supportive endeavor toward halting workplace bullying. Our EAP professionals can help your employees outline the difference between playfulness and interactions that can turn harmful. Contact us for more information at:



• EMPLOYEE ASSISTANCE
• TRAINING
• CONSULTING

☎ 402.476.0186 / 800.755.7636 / ✉ gsutter@4continuum.com

Thank you.....

1st Job-Lincoln is proud to serve in a role that is helping to enrich our community's workforce. High school students are given an extraordinary opportunity that may not otherwise be afforded to them, and local employers have tapped into up-and-coming talent from which to draw upon in the future.

*Thank you to the following **Champion Employers** who gave of their time to participate in our Job Fair on May 6.*

Ameritas

Assurity Life Insurance Co.

Cabela's

Nebraska Department of Corrections

Nebraska Department of Labor

Republic Parking System

Tabitha Healthcare

UNL – College of Business Administration

UNL – Office of Information Technology Services

To see pictures of the Job Fair, be sure to check out 1st Job-Lincoln's Facebook page at <https://www.facebook.com/1stJobLincoln>

Kim Michael, PHR, SHRM-CP

LHRMA Board of Directors

Workforce Readiness Committee Director



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LHRMA Board Member Profile

Community Outreach: Shannon Rowen

How would those who know you well describe you?

Rule-follower, organized, never says “no” when asked to be involved, constantly looking for ways to be more efficient (drives my husband crazy).

Tell us about your family.

I've been married to my husband for seven years. We have two daughters – Adelynn (3 years old) and Charlotte (1 year old). Adelynn loves Frozen (as every other girl her age does) and singing. Charlotte is extremely active and curious about everything.

Outside of work, what do you enjoy doing?

Most things in my life revolve around the kids at this point, which I love. When I have some free time for that I enjoy reading, trashy TV (Keeping Up with Kardashians, Real Housewives), online shopping via Etsy.

What are your favorites?

- Meal –The Oven’s Chicken Tikka Korma
- Candy – Peanut Butter M&Ms, Swedish Fish, Hot Tamales (I can’t pick just one)
- Cookies – Sugar or shortbread cookies
- Book – The Girl with the Dragon Tattoo trilogy by Stieg Larson and Gone Girl by Gillian Flynn (I love most intense mystery books)
- Music genre/song – popular indie rock music (e.g., Foster the People, Fun)
- TV show – I love Criminal Minds, however, I fast-forward through the scary parts :)

What’s your educational background?

I received my Bachelor’s degree from Kansas State University where I majored in Psychology with a minor in Business. I also received my Master’s degree from Doane College in Management.

What kind of work did you do to get through college?

I did some administrative work for K-State’s ROTC and then worked at a nursery (plants, not kids).

What certifications do you hold?

SHRM-CP and PHR.

How did you come to a position in the field of HR?

I was just applying for full-time positions after college and happened to apply for a job in HR at Nebraska Book Company.

How long have you worked in the field of HR?

Ten years

Tell us about your current position.

I am the HR Director at Pen-Link, which provides law enforcement and intelligence agencies with software and systems for the collection, storage, and analysis of telephone and internet based communications. We have about 90 employees. I work with all things people and culture related: Talent acquisition, talent development, engagement, succession planning, compensation strategies, performance management, etc.



Melissa Price

In what area of HR do you consider yourself an expert?

Performance Management and Employee Relations.

What is your biggest HR challenge right now?

Continuing to cultivate the culture at Pen-Link and recruiting new talent in a very competitive technology industry.

Tell us about the funniest thing that has ever happened to you at work.

We had an Ugly Sweater Competition for the holidays. Another HR employee and I went around the office taking pictures of everyone who participated by wearing an ugly sweater so that we could post them on the intranet and employees could vote on winners. I went up to an employee and said, “Let me take your picture for the ugly sweater competition.” She responded, “I’m not wearing an ugly sweater.” Whoops! We could not stop laughing and still talk about it today.

Tell us something about yourself that we would never guess.

I eat graham crackers crunched up with milk with a spoon. They get all soggy and delicious!

If you could retire tomorrow, and money was no issue, what would you do?

Lots and lots of travel!

What I know now that I didn’t know when I was younger is:

Don’t sweat the small stuff.

What advice would you give to those new to the HR field?

Do lots of networking with other HR professionals. No reason to reinvent the wheel or stress over a problem that you don’t know how to handle when you can utilize others as resources.

(Continued on page 12)

(Continued from page 11)

What I'm into right now is...

Finding apps on my iPhone that make my life easier. :)

The thing I think has most influenced the field of HR of late is...

Healthcare Reform. Probably soon to be FLSA changes and parental leave.

One thing I would do, given more time is...

Work: dive into developing a tailored leadership development plan for the leaders in my company. Personal: do-it-yourself (DIY) projects.

The thing I enjoy most about being on the board is...

Networking with other board members.

I joined LHRMA because...

I was told to by my boss when I first got a job in HR. I had no idea what it was about. :) I'm so thankful that I joined as I have met and networked with so many great professionals.

What I learned by being on the LHRMA board that I didn't know as a member is...

The structure of chapters, state councils, regional councils, SHRM...who knew it was so all interrelated.

Board Member Responsibilities—Past President

- Advise the current President
- Report activities from the year to SHRM through the SHRM Affiliate Program for Excellence (SHAPE) and SHRM Excel Awards
- Coordinate LHRMA's sponsorship of Best Places to Work
- Projects as they arise (keeping bylaws current, updating policies and procedures, etc.)

NEW MEMBERS

Katie Lechner

VP Talent & Culture

Tabitha

katie.lechner@tabitha.org

Welcome! You've joined an outstanding organization!





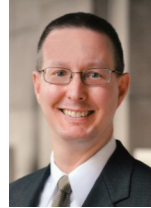
Lincoln Human Resource Management Association
PO Box 81066
Lincoln, NE 68501-1066

www.lincolnhr.org

SHRM local chapter #0048



We're on the web!
lincolnhr.org



PRESIDENT
Joel Scherling, SHRM-CP, PHR
HR Administrator
NE Dept. of Education
402.471.4736
president@lincolnhr.org



PAST PRESIDENT
Melissa Price, SHRM-CP, PHR
Director of Human Resources
PenLink
402.421.8857
pastpresident@lincolnhr.org



PRESIDENT ELECT/ GOV'T RELATIONS
Lindsay Selig, SHRM-SCP, SPHR
HR Coordinator
Complete Children's Health
402.327.6002
govt.relations@lincolnhr.org



PROGRAMS
Judy Ganoung
Fiscal & HR Director
Disability Rights Nebraska
402.474.3183
programs@lincolnhr.org



PROGRAMS
Michele Spadt, SHRM-CP, PHR
Chief HR Officer
Lincoln Surgical Hospital
402.484.9016
programs@lincolnhr.org



MEMBERSHIP
Jamie Mohrman, PHR
HR Generalist
Kidwell
402.817.3494
membership@lincolnhr.org



MARKETING/SOCIAL MEDIA
Kelly White, SPHR
Asst. Director of Employee
Relations/Sr. HR Facilitator
University of Nebraska - Lincoln
marketing.sm@lincolnhr.org



CERTIFICATION
Amy Spellman, SHRM-CP, PHR
HR Assistant Director
NE Dept. of Education
402.471.5027
certification@lincolnhr.org



COMMUNITY OUTREACH
Shannon Rowen
Asst. Professor of Practice
University of Nebraska—Lincoln
402.472.3097
diversity@lincolnhr.org



SECRETARY
Kellie Graham, SPHR, SHRM-SCP
Director of Human Resources
Integrated Life Choices
402.742.0311
secretary@lincolnhr.org



COLLEGE RELATIONS
Jenessa Keiser, SHRM-CP, PHR
Human Resources Coordinator
Lincoln Surgical Hospital
402.484.0823
college.relations@lincolnhr.org



WORKFORCE READINESS
Kim Michael, SHRM-CP, PHR
Director of Operations & HR
Region V Systems
402.441.4350
workforce.readiness@lincolnhr.org



TREASURER
Laurie Gyhra, SHRM-CP, PHR
HR Representative
State Farm Insurance
402.327-5341
treasurer@lincolnhr.org



SHRM FOUNDATION
Jessica Reay, PHR, SHRM-CP
Senior HR Generalist
Crete Carrier Corp.
402.479.7074
shrmfoundation@lincolnhr.org