

FUTURE MEETINGS

• January:
"Bully-proof your Organization:
Create a Culture Built on Respect"
-Patricia Meglich, PhD., SPHR
(HR Certification Institute -
strategic credits approved)

•February: Talent +

•March: TBA

•April: Diversity Panel



BOARD MEETING RECAP

- Preparing for end of the year reports.
- 81 new members in 2008
- Will have 2009 Board Planning session in January



THANK YOU

- LHRMA members for giving a food or money donation to the Food Bank of Lincoln at the November meeting. Your donation was greatly appreciated.



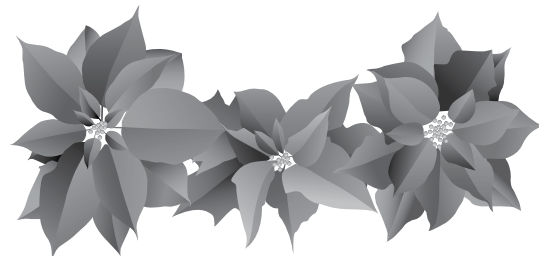
3rd Annual Holiday Social

When: Tuesday, December 9, 2008

Where: Grata Bar & Lounge
2755 Jamie Lane
(27th & PineLake area)

Time: 5:00 - 7:00 p.m.

Food: Free appetizers & cash bar



MEMBERSHIP RENEWAL STATEMENTS

Statements have been mailed out for 2009 Membership Renewal. The cost will remain the same \$50.00 per member. Payments are due by December 31. If you did not receive a statement, contact Kathy Harper at 402-483-4581 x 339 or lhrma0048@yahoo.com.

President's Message

Cathy Maddox, President



This year has really flown by and I can hardly believe the holidays are just around the corner!!

After just being at the SHRM Leadership Conference and hearing how many chapters are struggling, I need to say thank you to each member for helping to make our chapter such a strong and successful chapter. Each of you makes a contribution whether it is being on a committee, filling out a meeting survey, or paying dues.

Our chapter runs so smoothly due to the continuous efforts of all the committees and especially the chair persons of those committees. My position as President is easy to do because of all their hard work. Julie Singh will be going off the board at the end of this year, but has promised to help with the Career Expo that the Workforce Readiness group is sponsoring. When she brought the idea of the Career Expo to the board it sounded like a huge and daunting task. But Julie and the entire committee have been amazing in getting this event organized. Thank you Julie – you will be missed! To the rest of the board my thanks also for all of the time and effort that they dedicate to our chapter.

I hope that you have put the December social on your calendar. I have found that at the monthly meetings we rarely have time to network and spend more than two minutes with each other because there just is not enough time. The social is a fun time to visit and catch up. Hope to see you there!

I love the holidays, but find it one of the most stressful times of the year both at work and home. At work we're doing year-end things, open enrollment, planning a holiday event, and juggling schedules with everyone wanting the same days off! At home I have long ago given up on the vision of my family sitting around the Christmas tree in matching pajamas oohing and aahing as each person opens their gifts. HA! We could never have matching p.j.'s – one would want flannel, one would expect it to be in the pink striped box and one of them would be calculating how much each cost and if they got the short end of the stick!! Ah yes, those wonderful family moments! Thank goodness there really are special times and great memories created that over shadow those less than pleasant times.

It's also a good time to remember that our employees may be going through even tougher issues – family members in the military and not home for the holidays – the expected and hoped for raise and/or bonus was not quite what they were hoping for – they are expected to be at every family event and dinner and they are exhausted just thinking about trying to get it all scheduled! Along with everything HR is trying to accomplish by the end of the year (those 2008 goals must be met and we're running out of time!) we also have our time occupied with listening. And when we're stretched so thin the way it is, how can you possibly give up 10 minutes to listen? This is when I

say to myself – care enough to know, know enough to care. Take a deep breath, slow down and listen, and you'll have an employee who will be able to concentrate better on their job because you gave them your time and attention.

Thank you again for a great 2008 - I look forward to serving as your President in 2009!

-Cathy Maddox



JOBS, JOBS & MORE JOBS!

Do you have one to advertise or are you looking for one?

CHECK OUT OUR WEBSITE:

www.lincolnhhr.org

If you are an employer who has a LHRMA member employee, then you can post your Human Resource job opening on our website by contacting

Kathy Harper at

lhrma0048@yahoo.com or at 402.483.4581 x 339.

If you are looking for a Human Resource job, then you can check out our website at:

www.lincolnhhr.org

★ EXTRA!! ★

EAP CORNER NEWS

We're here to help.

'Tis the Season: Stress Happens!

By Julie Gibson, LMHP • Directions EAP, LLC • Lincoln, Nebraska



With all of our high tech, space –age, visionary thinking, I've been waiting with baited breath for the announcement that someone has figured out how to put more hours of prime time into a day or a way to adjust the calendar to allow extra days during the month of December to get done all the things we want and need to do. It seemed like forever from Thanksgiving to Christmas as a kid. Now it happens in the blink of an eye. Despite frantic efforts to create the perfect holiday season for all, it seems much gets left half done or skipped till next year, or barely survived. Remember last year when you vowed that this year you'd make time and money for the special concerts, you'd plan ahead for all the extra parties and special get-togethers, you'd do your Christmas cards during football games and have all your shopping done before Halloween?

Holidays bring out the best and worst in all of us at times. Maybe more than ever the economy is going to impact all of us this year. Job insecurity, market fluctuations, many are tightening belts when it comes to shopping and all the extra expenses that typically go with the holidays. The times are calling everyone to ask what are the essential core elements of our holiday celebrations that bring meaning and joy to the season? Is it possible to sift out the elements of our celebration that bring on only more stress and leave us feeling empty, financially manipulated, and less hopeful about our future?

Perhaps **companies can address proactively how they do things** and HR folks might be in just the place to raise awareness about **understanding the extra stresses of the season**. Reminders

about stress management might be very timely during the season that typically pushes us to do more, stretch farther and sometimes put ourselves way beyond our means emotionally and financially. This seems to be the year where the responsible thing to do is to cut back on the idea we can make everything perfect, buy everything the heart desires, and pay it all back next year in 12 easy no-interest payments!

Being aware of **the work stresses our employees face** can be an important part of recognizing overall holiday impact. End of year issues – more reports to be finished, year end obligations... Perhaps workload is increased or decreased during these times, hours expanded with mandatory overtime or more folks laid off during this time. Family vacations and travel plans might mean we're working short staffed. What about additional office expectations during the holidays- gift exchanges, continuous stream of goodies, parties – affordable or convenient?

Great companies address the activities they sponsor with sensitivity to **corporate expectations** if someone chooses not to participate, and other possible issues:

- Are we sensitive to differences in religious and holiday calendar differences? Perhaps employees' religious orientations don't follow the traditional Christian calendar of celebration or allow for participation in these types of celebrations.
- Are we sensitive to additional financial expectations of employees at this time of year? Do we ask folks to ante up for unplanned gift exchanges or party expenses?
- Charities of all stripes are driving for end of the year donations and often make

multiple requests. Do we add to that burden with our end of year expectations to meet corporate goals?

- Have we sensitively considered options for food and beverage at company parties that respect common allergies or restrictions- the diabetic or non-drinker for example?

Have we left ample room for folks who choose not to participate for whatever reason to feel OK and non-judged for not doing so?

It seems holidays bring on sometimes hopeless expectations- the media messages are so mixed up. We hear wishes for peace, joy, and good will, but people juggling work expectations and family expectations often can feel stressed, overwhelmed, and sleep-deprived, totally unable to share in the excitement of the season. Becoming sensitive to the increased stress levels experienced by many during the holidays and **encouraging stress and time management and self-care are important gifts** we can give each other at this time. Job insecurity, market instability and the normal rigors of holidays are especially significant to people grieving major losses in their lives. Maybe this year we can reduce the stress around us by simplifying our expectations, doing the things that have real meaning for us and letting go of the things that are superficial and strictly responses to the media telling us what we want and need. Maybe the best gift companies can extend to all of their employees in these tough times is an understanding of the stresses shared by all. A little more patience when folks respond out of stress. A word of appreciation to all for efforts made, and whatever moments of peace, joy and good will we can pass along. Enjoy your holidays!



Coach's Corner 2009-Setting Your Own Personal Strategy

by Jane Weddle, M.A. • Weddle Performance Group

We all know about the concept of strategic planning within organizations; however those same principles and practices can be used to set our own Personal Strategy for 2009.

Personal Strategy is the art of identifying your best possible future, and of mapping out the choices you need to make (and actions you need to take) to reach that future.

Before the clock hits midnight on New Year's Eve—take some time to do your own personal strategic planning.

Step 1: What is your mission statement? A mission statement defines the purpose. So formulate your statement? What gives you meaning? What makes you feel valuable? What defines your purpose for existence? Your statement has continuity throughout your life. Example: My purpose is to live each day positively and to appreciate what each day gives to me.

Step 2: What is my vision for 2009? I am not talking about writing a statement—but looking at your future at least for 2009 and asking yourself if I could go forward to Dec. 31st 2009---what do you want to have achieved in regards to relationships, experiences, joys, contributions, attributes, accomplishments, etc. Get a big sheet of paper out and just IMAGINE what it will look like—use words, pictures, etc.!

Step 3: Self Assessment.

•Part 1: Do your own personal SPOT

Analysis. **List your Strengths:** What are your successes and best qualities. Consider your knowledge, skills and abilities. What do you do well? what are your talents? Where do you get energy?

Next **List your Challenges:** What threats could impact your mission, your vision, your future? What things externally or in the future could impact you! Challenges do not originate with you—but they impact you. Example: The financial market

Moving on—**Identify Problems**—these are current and internal to yourself. What areas are you struggling with? What areas need further developed? What is holding you back from moving forward? Example: Not planning my day, not keeping my commitments, etc.

Lastly, **Identify Opportunities:** Make a list of what is possible in 2009? How can you convert a strength or a problem into an opportunity? Based on your vision work—what are some opportunities?

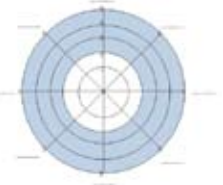
•Part 2: Wheel of Life: We all get busy and when we get busy things get off balance—however until we back up and take some time to take a 'helicopter view' of our life do we see what is in balance and what is not. Not being in balance can cause stress and anxiety. It can impact our goals that we want to achieve.

This is where the Wheel of Life (or Life Wheel) can help. Commonly used by professional coaches like myself, it helps you consider each area of your life and assess what's off balance. It helps you identify areas that need more attention. It helps you quickly and graphically

identify the areas in your life to which you want to devote more energy, and helps you understand where you might want to cut back.

Figure 2 below shows an example wheel of life.

Figure 2: Wheel of Life Template



Start by brainstorming the 6 to 8 dimensions of your life that are important for you. Place them on the wheel: Examples may be Growth/Learning, Health/Fitness, Partners/Love, Career/Work, Money/Finance, Relationships—family/friends, Fun, Spirituality, Community, Home/Physical Space, could be specific roles you play, areas of life that are important to you or your own combination of these (or different) things, reflecting the things that are your priorities in life.

1. Write these dimensions down on the Wheel of Life diagram, one on each spoke of the life wheel.

2. The next step is to assess the amount of attention you're currently devoting to each area. Consider each dimension in turn, and on a scale of 0 (low) to 5 (high), write down the amount of attention you're devoting to that area of your life. Mark each score on the appropriate spoke of your Life Wheel. Now join up the marks around the circle. Does your life wheel look and feel balanced?

3. Next it's time to consider your ideal level in each area of your life. A balanced life does not mean getting 5 in each life area: some areas need more attention

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and focus than others at any time. And inevitably you will need to make choices and compromises, as your time and energy are not in unlimited supply! So the question is, what would the ideal level of attention be for you each life area? Plot the “ideal” scores around your life wheel too.

4. Now you have a visual representation of your current life balance and your ideal life balance. What are the gaps? These are the areas of your life that need attention. There are almost certainly areas that are not getting as much attention as you’d like. However there may also be areas where you’re putting in more effort than you’d ideally like. What do I need to start doing to regain the balance I want? What things do I need to stop doing, reprioritize or delegate?

Step 4: Setting Goals and Creating Your Game Plan: Next from all your information you gathered—develop 2 or 3 goals you want to achieve by the end of 2009. Develop your game plan with clearly defined activities/tasks, target dates for achievement, support/resources needed, ways you will measure success along the way and challenges that could arise. *This Game Plan is what will get you from where you are to where you want to be when the clock hits midnight on Dec. 31st 2009!*

Jane Weddle is the Sr. Performance Consultant and Certified B-Coach for Weddle Performance Group. To find out more about the services and products that WPG offers or for more information on other organizational needs, go to www.partnerinperformance.com or call 402-429-5224. Resource for Wheel of Life: www.mindtools.com.

HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Julie Singh, Workforce Readiness Chair, with any dates that you provide service to local schools or adults in regards to: career days, mock interviews, speaking on the HR profession, provide internships to students to gain HR knowledge, etc.. The following information would be needed: name, date of event, location/school name, hours spent or duration of program. Email your information to julies@tabitha.org throughout the year.



REACH OUT TO THE STUDENTS

LHRMA members can use the LHRMA website to advertise Student Internships or summer jobs. The three Students Chapters will be told that they can look on the LHRMA website, throughout the school year, to find job openings as well as internships. Please use this as another FREE advertising tool to get qualified interested candidates to help fill your open positions. Send job postings to Kathy Harper at: lhrma0048@yahoo.com.

ADVERTISE IN THE 2009 DIRECTORY

It’s hard to believe but the New Year is just around the corner. With that in mind, we are getting ready to print next year’s membership directory and invite you to advertise with us. Half-page advertisements (3”wide by 5.25” high OR 4.5” wide by 3.5” high) can be placed for \$100 and full page advertisements (5”wide by 8” high) can be placed for \$200.

If you are interested in placing an advertisement in the 2009 LHRMA membership directory, send your advertisement in electronic form (PDF file) to lhrma0048@yahoo.com by Friday, January 30, 2009. Payment is required at the time the advertisement is placed and should be sent to:

**LHRMA
PO Box 81066
Lincoln, NE 68501-1066**



LEGAL UPDATE

Sexual Harassment Standards in Nebraska

by Jack L. Shultz • Harding & Shultz, P.C., L.L.O. • Lincoln, Nebraska

Most sexual harassment decisions have been issued under Title VII by federal court judges. However, Nebraska state law also prohibits discrimination based on gender. Sexual harassment is illegal harassment based on gender under Nebraska law just as it is illegal under Title VII. The Nebraska Supreme Court has recently issued a decision in this area which provides important guidance for Nebraska employers on how to comply with the requirements of Nebraska law (and Title VII) and avoid a finding of discrimination.

THE ISSUE:

On August 22, 2008, the Nebraska Supreme Court provided a framework for hostile work environment sexual harassment determinations in Gavin v. Rogers Technical Services, Inc., 276 Neb. 437 (2008). In a less than ideal work environment, Jamie Gavin ("Gavin") routinely reported to work at the apartment of her boss and company president. Gavin was provided a key to the apartment and she routinely came to work at either 7:00 or 8:00 a.m. Part of the day was spent working in the apartment and the remainder at the employer's manufacturing facility in Friend, Nebraska.

Gavin alleged that two or three days after she began working for her employer, she began feeling uncomfortable around the president of the company. Gavin

testified in her deposition that the company president began "making inappropriate sexual comments" and "telling inappropriate sexual stories on a daily basis." The comments made by Gavin's boss included "no one is hornier than he is" (referring to himself). On one occasion, Gavin's boss described a pool party involving oral sex and on another occasion, he told Gavin about swelling in his testicles following deep sea diving. Many other inappropriate comments were made by Gavin's boss. On at least two occasions Gavin voiced her discomfort with the conversations.

On one occasion Gavin came to work at the apartment to find her boss sitting at his computer clothed in what she believed to be only socks and a tee shirt. She left without comment. On her last day of work, Gavin arrived at the apartment at 7:15 a.m. to find her boss asleep in the apartment living room dressed only in boxer shorts. When her boss did not respond to her greeting, she felt awkward and left. Gavin quit her job based on numerous offensive remarks of a sexual nature as well as offensive behavior by the company president over her three-week tenure at the company. Gavin sued her employer alleging sexual harassment and constructive discharge in violation of Title VII of the Civil Rights Act of 1964. The Lancaster County District Court granted summary

judgment for the employer finding Gavin had not plead a *prima facie* case for hostile work environment or constructive discharge. On appeal, the Nebraska Supreme Court reversed and remanded for further proceedings.

THE ELEMENTS:

The Supreme Court set forth the following elements required for a hostile work environment based on sexual harassment:

1. The plaintiff belongs to a **protected** group;
2. The plaintiff was subject to **unwelcome** harassment;
3. The sexual harassment was based on **sex**;
4. The harassment **affected** a term, condition, or privilege of employment; and
5. The employer **knew** or should have known of the harassment and failed to take prompt remedial action.

THE PROOF:

The Supreme Court found Gavin established each of the five elements. First, as a female, she belonged to a protected group. Second, there was evidence that Gavin was subjected to conduct which she did not solicit or invite, and she regarded as offensive. Third, the record established sexual behavior directed at Gavin based on her sex. Fourth, the Court found there was sufficient evidence of improper conduct to present to a trier of fact the question of whether the alleged harassment affected a term, condition, or privilege of employment. As to the final element, there was no dispute that the conduct was known to

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the employer, because the person engaging in the offensive conduct was the employer's president.

CONSTRUCTIVE DISCHARGE:

On the constructive discharge claim, the Court found a trier of fact could find that Gavin was constructively discharged. The Court stated: “[c]onstructive discharge occurs when an employer deliberately renders the employee's working conditions intolerable, thereby forcing her to quit.” The elements required to show constructive discharge according to the Court are as follows:

1. A reasonable person in her situation would find the working conditions **intolerable**; and

2. The employer **intended** to force the employee to quit.

The Court found there was evidence a reasonable person could find the working conditions intolerable. Second, the Court found the element of intending to force the employee to quit is satisfied if the employer could have reasonably foreseen that the employee would quit as a result of the employer's actions. However, the Court pointed out a reasonable employee has an obligation not to assume the worst and not jump to conclusions too quickly. An employee who quits without giving her employer a reasonable chance to work out a problem has not been constructively discharged. The court found the existence of a genuine issue of material fact as to whether the employer could have foreseen that Gavin would quit based on the conduct of her boss.

Therefore, the case was remanded to the District Court so the factual determination could be made.

CONCLUSION:

This decision outlines for Nebraska employers the criteria that the state courts will follow in determining when sexual harassment creates a hostile work environment and when working conditions force an employee to quit. Nebraska employers may be able to avoid liability or limit damages by establishing an affirmative defense as to hostile work environment claims by showing that the employer exercised reasonable care to prevent and correct promptly any harassing behavior, and that the employee unreasonably failed to take advantage of any preventive or corrective opportunities provided by the employer. Such reasonable care requires the employer to: (1) establish, disseminate, and enforce an anti-harassment policy and complaint procedure and (2) ensure that its supervisors (through periodic training) understand their responsibilities under the employer's anti-harassment policy and complaint procedure.

Editor's Note: This article is not intended to provide legal advice to our readers. Rather, this article is intended to alert our readers to new and developing issues and to provide some common sense answers to complex legal questions. Readers are urged to consult their own legal counsel or the author of this article if the reader wishes to obtain a specific legal opinion regarding how these legal standards may apply to their particular circumstances. The author of this article, Jack L. Shultz, can be contacted at 402/434-3000, or at Harding & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, or jshultz@hslegalfirm.com.

ATTENDANCE DRAWING WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to **Wayne Boles** with Telesis, Inc.. Wayne will receive free registration at the January 2009 meeting!



DID YOU KNOW

- The use of a Christmas wreath as a decoration on your front door, mantel or bay window symbolizes a sign of welcome and long life to all who enter.
- For every real Christmas tree harvested, 2 to 3 seedlings are planted in its place.
- In 1836, Alabama was the first state in the USA to declare Christmas a legal holiday.
- In 1907, Oklahoma became the last USA state to declare Christmas a legal holiday.
- The biggest selling Christmas single of all time is Bing Crosby's White Christmas.
- The movie "How the Grinch Stole Christmas" (2000) features more than 52,000 Christmas lights, about 8,200 Christmas ornaments and nearly 2,000 candy canes.



MEMBER SPOTLIGHT

Russ Roberts

**Provide a brief overview of your life:**

I am an active member of the choir at my religious affiliation and a member of the Abendmusik concert choir, enjoying a two week concert tour of Russia in 2006. A big event coming up in my family life is the wedding of my daughter in August 2009.

How long have you been an HR professional and what have you done?

I have been a Human Resources Director since 1995, working that capacity for two employers. For nearly eleven (11) years I have been with Family Service Association of Lincoln, a non-profit human service agency. In addition to the duties of as an HR generalist, my responsibilities include writing agency policies and procedures, strategic planning and serving as the Continuous Quality Improvement Coordinator for the agency. Prior to work in Human Resources I was a Director of Therapeutic Recreation, a Boy Scout Executive, Executive Director of Camp Fire Boys and Girls and a consultant.

What initially attracted you to HR?

My consulting work drew me into the profession as I provided training and coaching for supervisors and employees. The company with whom I consulted asked for part-time assistance and then created their first HR Director position. I still strive to help supervisors hire smart, set expectations, provide resources and support, give feedback and celebrate successes in order to work together to advance the mission and goals of the organization. I've discovered that I'm more service than sales oriented and like the Servant Leadership management model offered by Robert Greenleaf.

What committees are you on or have served on?

Beginning in 2004, I have served as the SHRM Foundation representative, a

position appointed by the LHRMA President. I am a non-voting member of the LHRMA Board of Directors.

What has been your proudest moment in your HR career?

I am proud of leading our agency, its management team and volunteer board of directors in the strategic planning process for the organization. It must have gone well, because my reward was being loaned to another non-profit agency to lead them in their strategic planning process. I am also proud of earning my SPHR certification in 2008, after earning my PHR in 2003, and I'm grateful for our LHRMA chapter's certification study group and classes.

What additional volunteer programs do you participate in and why?

I've been a community volunteer since age ten (10) when a member of the Kennedy family visited my home town and encouraged me to help with Head Start. While I'm certain the person was speaking to the whole crowd and not just me, the idea of making a difference in the world by being of service to others resonated with me. I have been active in Leadership Lincoln and Youth Leadership Lincoln, serve on the Lincoln/Lancaster County United Way Speaker' Bureau, and am active in my religious affiliation serving as a family and youth retreat leader, choir and board member. I have been a member of the Kiwanis service organization since 1979. My involvement in Kiwanis has led to helping with projects; such as, the Food Backpack Project, school bicycle safety rodeos, school carnivals, Cub Scouts, and special days at the Children's Museum and Lincoln Children's Zoo.

What do you do for the holiday season to make it special?

To enjoy the holiday season and avoid the retail madness I try to focus on family and friends, and traditions that are important to me; which include devotionals, caroling and gift giving. I can only hope that those who experience the singing of carols see it as a treat and not an annual endurance test! I'm grateful for a habit at work of giving gifts to persons in need in honor of co-workers instead of trying to give small holiday gifts to so many team mates.

What advice would you give other HR professionals?

Surround yourself with excellent team members and personal mentors to reach for high goals. Volunteering in the community and the profession has provided countless resources and support for my personal and professional development and can help lift us up out of the muck and mire of daily issues to refocus on the higher purpose and practices of our profession.

WELCOME NEW MEMBERS!



Left to Right: Mark Reeson & Craig Willeke

NEW MEMBERS

Craig Willeke

President
Willeke Financial Group LLC
craig@willekefinancialgroup.com

Mark Reeson

Director Of HR
Planned Parenthood of NE &
Council Bluffs
Mark.reeson@ppncb.org

Tonya Wagner

HR Assistant
Nebraska Military Dept.
Tonya.wagner@us.army.mil

Melanie Ways, PHR

HR Manager
Duncan Aviation
Melanie.ways@duncanaviation.com

Amber Artz

Employment Recruiter
TierOne Bank
Amber.artz@tieronebank.com

Joel Scherling

HR Administrator
NE Dept. of Education
Joel.scherling@nebraska.gov

Melissa Carpenter

Staff Development Mgr
Cedar's
Melissa@mkcarpenter.com

Welcome to LHRMA!

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource for accuracy. Please contact Kathy Harper our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kathy at lhrma0048@yahoo.com or by telephone at 402.483-4581 x 339.

Update your 2008 directory with the following changes:

- **Michele Spadt PHR**
HR Director
Lincoln Surgical Hospital
mspadt@lincolnsurgery.com
484-9016

CAREER EXPO – VOLUNTEERS NEEDED

If you would like to help the Workforce Readiness Committee at the Career Expo, for High School students grade 9 -12, on February 22, 2009 from 1 – 3 PM, contact Julie Singh at 486-8556 or julies@tabitha.org.

**CHRISTMAS
JOY**
to you and your family

2009 LHRMA BOARD MEMBERS

President	Cathy Maddox, PHR
Pres. Elect/ Govt. Relations Chair.....	Mark Pankoke, SPHR
Past President	Carmen Wiles, SPHR
Programs Chair.....	Judy Ganoung
Treasurer/Registration Chair.....	Cindy Mefford, PHR
Membership Chair	Lin Blodgett, XMBA
Secretary.....	Elly Hardekopf, PHR
Diversity Chair.....	Barb Benes, PHR
Workforce Readiness Chair	Tara Jennings, CSP
College Relations Chair	Jennifer Monroe, PHR

ANNUAL TREASURER'S REPORT

Nov. 13, 2008

Treasurer's Report

Through Oct. 31, 2008:

Total disbursements =	\$52,862.76
Total receipts =	\$44,732.95
Checkbook balance =	\$10,430.25
Petty cash fund =	\$ 75.00
CDs (3) =	\$10,578.17

Monthly meeting expenditures/receipts through Oct. 2008 (facility and meal expenses only – does not include speaker fees or parking).

\$ 22,837	income
\$ (19, 773)	expenses
\$ 3,064	difference

Other expenditures of significance:

- Law and Legislative Conference, SHRM National Conference, Leadership Conference and Diversity Conference
- Administrative services for the year
- Survey expenses
- Speaker gifts/fees
- New certification textbooks
- Imprinted name tags for all members



HOW MANY KISSES CAN HERSHEY'S WRAP IN ONE MINUTE?



Today's machines can wrap up to 1,300 Hershey's Kisses a minute. Hershey's has the capacity to make approximately 33 million Hershey's Kisses per day, or more than 12 billion per year at their plants in Hershey, Pennsylvania and Oakdale, California.

The Economic Case for Auditing Health Plan Eligibility

By Timothy G. Wiedman • Doane College

What do companies like American Airlines, AT&T, Boeing, Chrysler, Delta Airlines, General Motors, Goodyear Tire & Rubber, McGraw-Hill, Qwest, and UPS all have in common? These firms, like hundreds of others, are now doing dependent eligibility audits “to curb the runaway costs of health coverage” (Epstein & McGregor, 2007, p. 91). And the money saved at a large corporation can be significant: one auditing firm, Budco Health Services Solutions, has found that (on average) 10-15% of subscribers to healthcare plans have coverage for ineligible dependents (Business Wire, 2006).

But where do these ineligible dependents come from? Some occur in the aftermath of a divorce; others may occur when children drop out of college (just for *one* semester, of course) to get some experience living on their own in the real world (Whelan, 2008). In such instances, subscribers may not give much thought to updating their coverage. But in other instances, subscribers may be guilty of fraud. A large California hospital, for example, found employees who had claimed their neighbors as dependents (Epstein & McGregor, 2007).

While the true magnitude of this situation is unknown, its impact on the U.S. economy can be estimated. According to the Bureau of Labor Statistics (BLS), there are approximately 146 million people employed in our civilian labor force (U.S. Department of Labor, 2008a). And according to the BLS National Compensation Survey, 56% of workers in the civilian labor force participate in employer-sponsored medical care benefits (U.S. Department of Labor, 2008b). Thus, there would be approximately 81.8 million workers who receive medical benefits through their employers.

A healthcare report from the University of North Carolina estimates that workers at large employers average 1.34 dependents each (University of North Carolina, 2004). Multiplying the 81.8 million workers identified above by 1.34 dependents each would imply that there could be approximately 109.6 million dependents covered by employer-sponsored plans in the U.S. Since “audits are finding up to 15% of those claimed as dependents aren’t entitled to coverage” (Epstein & McGregor, 2007, p. 91), as many as 16.4 million dependents currently enrolled in employer-sponsored healthcare plans may actually be ineligible.

If, as cited by Epstein and McGregor (2007), the average annual healthcare cost per dependent is approximately \$3000, then the cost of covering 16.4 million ineligible dependents could exceed \$49 billion *per year*. Can employer-sponsored healthcare plans afford to provide coverage to ineligible dependents? Further (and perhaps more to the point), should employees who follow their plans’ eligibility rules be forced to subsidize fellow employees who do not? Somebody ultimately pays the costs associated with ineligible dependents who receive coverage; so auditing eligibility is a sound business practice.

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FMLA CHANGES!

The U.S. Department of Labor (DOL) recently issued a final rule to update the Family and Medical Leave Act (FMLA) regulations. The final rule addresses various issues raised in court cases interpreting the FMLA, as well as implementation of the new military leave law. The text of the final FMLA rule is available at this link, <http://edocket.access.gpo.gov/2008/pdf/E8-26577.pdf>.

The rule marks the first significant overhaul of FMLA regulations and implementation since its enactment over 15 years ago. Additionally, the regulation provides guidance on implementation of the new military leave benefit that was enacted as part of the 2008 National Defense Authorization Act earlier this year.

Examples of some additional changes include:

Employee Notice – The new regulation requires employees to follow the employer’s usual and customary call-in procedures for reporting an absence, absent unusual circumstances.

Medical Certification Process – The final rule recognizes the applicability of the Health Insurance Portability and Accountability Act privacy rule to communication between employers and employees’ health care providers. The new rule specifically allows HR professionals to contact an employee’s health care provider for the sole purpose of clarifying a medical certification.

Employer Notice Requirement – The final rule extends the time for employers to provide various notices under the Act from two business days to five business days.

The final rule is effective January 16, 2009.

Excerpted with slight changes from a SHRM notice. Submitted by Mark Pankoke, Government Affairs Committee Chair



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