

REGISTER TO ATTEND BY: NOON FRIDAY, JULY 6TH

Members that receive e-mail notification of upcoming meetings and workshops can now register by replying to the notice. When replying, put "Registration" in the subject line. The body of the message needs to include the name of the person registering. If more than one person from an organization is attending the meeting, the e-mail can include multiple registrant names. Be sure to indicate if someone is a guest.

For those members that do not receive e-mail notification of upcoming meetings, you can also register via e-mail by sending a message to: lhrma0048@yahoo.com.

The deadline to register for this meeting or to cancel your registration is by noon on Friday, July 6, 2007. Let us know if you plan to attend.

Remember...cancellations need to be emailed at lhrma0048@yahoo.com by noon on Friday, July 6, 2007. Remember...if you registered but do not attend the meeting, you will be charged an extra \$5.00 in addition to the cost of the meeting! Accommodating for late registrations cause a big problem for the restaurant in terms of providing enough food and seating space for late registrants. **Please try your hardest to register by the noon deadline.**



JULY 10TH LUNCHEON MEETING & AFTERNOON DIVERSITY SEMINAR:

- Luncheon Meeting:** Intolerance of Intolerance: Why do I have an accent?
- Afternoon Seminar:** Intolerance of Intolerance: Management v. Employees
- Speaker:** National Speaker Scott Warrick, J.D., MLHR, SPHR
- When:** Tuesday, July 10
- Where:** The Cornhusker Marriott
- Registration:** 11:00 a.m. - 11:30 a.m.
- Meal and Meeting:** 11:30 a.m. - 1:00 p.m. (luncheon)
- Cost:** Member \$15.00, non-member \$25.00
- Meal:** Honey Dijon Chicken Sandwich, Chef's Potatoes, German Chocolate Cake
- Afternoon Seminar:** 1:15 p.m. - 4:30 p.m.
- Cost:** Member \$35.00, non-member \$50.00
- Parking:** *Parking in Cornhusker or Carriage garage will be validated*

*Approved for 3 hours PHR/SPHR for seminar only

ABOUT OUR SPEAKER:

SCOTT WARRICK



Scott Warrick was a presenter at SHRM's 2006 and 2003 National Diversity Conferences. Scott travels the country presenting his "Intolerance of Intolerance: Skill-based Tolerance Program." Scott's clients include The Gap, Skyline Chili, The Ohio Supreme Court, Honeywell, etc. Scott will examine the source of bigotry and what we can do about it in our profession in his unique "rubber hits the road," humorous approach.

Read More About Our Programs on Page 7 of This Month's Issue.

HRESOURCEARTICLES

WE WELCOME YOUR ARTICLES.

IF YOU HAVE SOMETHING THAT IS NEWSWORTHY FOR OUR NEWSLETTER PLEASE SUBMIT A REQUEST TO PUBLISH YOUR INFORMATION.

YOU CAN DO THIS BY SENDING IT E-MAIL TO THE SECRETARY/PUBLICITY CHAIR, ELLY HARDEKOPF AT: ELLY.HARDEKOPF@MOLEX.COM

BOARD MEETING RECAP:

- Used the new lap top and projector at the June meeting. Need to purchase some software.
- Phone service has been cancelled.
- Looking into Survey Monkey for meetings.

FUTURE PROGRAMS

- Aug. 14: Ergonomics - Chris Smith, Harry Koch Company and Dallas Jones, Atty.
- Sept. 20 & 21: NE SHRM State Conference
- Oct. 9: Legal Hot Topics - Bob Evnen, Atty.
- Nov. 13: 360 Degree Feedback - Dave Bracken, Kenexa
- Dec. 11: Social

Reach out to the Students

LHRMA members can use the LHRMA Website to advertise Student Internships or Summer Jobs. The three Student 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.

President's Message

Carmen Wiles, President



Our President, Carmen Wiles, is out on a medical leave so there will not be an article

from her this month, but in case she wanted to tell us something, it might go like this.

Summer is almost here, the kids are out of school - when does school start back up... Maybe I can work on my EQ while I'm out - what a wonderful presentation by Mr. Elliott. I can't wait to learn more about that topic or have Mr. Elliott back as a guest speaker.

The Board took a road trip to an Omaha HRAM chapter meeting. That was an enjoyable experience and we picked up some good ideas to try with LHRMA. Enjoy your summer and hope to see you at the July 10 Diversity lunch meeting and seminar.

DOANE SCHOLARSHIP WINNER

Christina Scheib (Class of 2008) has been selected as the recipient of the Doane David Osterhout Human Resources Scholarship for 2007-08. There were several highly qualified, eligible Business students but Christina's strong participation in Doane's HR Club set her apart. She is the incoming President of the Doane student chapter of SHRM 2007-08.

Congratulations Christina on your scholarship and your future Human Resources career.



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.

LEGAL UPDATE

EEOC Issues Guidance on Discrimination Against Employees With Caregiving Responsibilities

by *BRITT J. EHLERS, ESQ.* • *Rembolt Ludtke LLP*

Employers today are faced with more employees who are the primary caregivers within their families. A new “sandwich generation” of employees struggles to balance work responsibilities with the need to care for both their children and aging parents. As a result, employers constantly face managing a workplace affected by employee absences and performance issues resulting from these increased caregiving obligations. Based upon its belief that employers often perceive such caregivers as being less competent and less committed to their jobs than other workers, the federal Equal Employment Opportunity Commission (“EEOC”) recently issued new enforcement guidance on how it believes disparate treatment of employees who care for children, parents or other family members may violate federal employment laws.

Federal employment laws do not expressly prohibit discrimination based upon caregiver status. However, circumstances arise where an employment action affecting a caregiver may constitute unlawful discrimination on the basis of a class protected under either Title VII of the Civil Rights Act of 1964 or the Americans with Disabilities Act of 1990. The recently issued EEOC guidance provides examples and advice to assist employers in assessing whether their employment actions affecting caregivers are lawful.

The most prevalent type of discrimination relating to caregivers is usually based upon stereotypical assumptions about a mother’s ability or willingness to perform work duties. For example, a new mother who is not offered a promotion because her employer assumes that her caregiver responsibilities will make her less

dependable in the future is the victim of unlawful sex-based discrimination. In addition, an employer who acts benevolently and refuses to give a new client to a working mother because of a belief that mothers should spend less time at work and more time with their families has violated Title VII by applying sex-based stereotypes.

Despite its position, the EEOC specifically stated that the new guidance does not create a new special category entitled to protection. Because Title VII does not prohibit discrimination based solely on caregiver status, an employer does not generally violate the Title VII if it treats both working mothers and working fathers in a similar unfavorable manner. Similarly, employment decisions do not generally violate Title VII if they are based upon an employee’s actual work performance (even if that performance is attributable to caregiving obligations) rather than assumptions or stereotypes.

Male caregivers are also vulnerable to discrimination based on gender stereotypes. For example, employers may deny male caregivers’ requests for leave while granting similar requests made by female caregivers because of the perception that women are (or should be) the primary caregivers in most families. While Title VII allows employers to grant leave specifically to women for limited childbirth and related medical conditions, it does not permit employers to treat men and women differently with regard to other types of leave. In

addition, employers need to be aware of any obligations they may have to employees under the Family and Medical Leave Act or other laws affecting leave for employees.

Lesson: Employers are encouraged to review the EEOC’s new guidance, which may be found at www.remboltludtke.com/asp/legalnews5.asp. Employers need to review their policies and procedures to make sure that all employees have an equal opportunity to balance work and family responsibilities. Though neither Title VII nor the ADA prohibit discrimination against caregivers, employers need to examine their past employment decisions for any such patterns, and take steps to insure that future employment decisions are made with evidence of an employee’s actual work performance or qualifications rather than unlawful assumptions or motives.

Eblers is a partner with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or beblers@remboltludtke.com. This article is provided for general informational purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.



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 jsingh@notes.state.nc.us throughout the year.

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 CALL 402.483-4581 x 339

IF YOU ARE LOOKING FOR A HUMAN RESOURCE JOB THEN YOU CAN CHECK OUT OUR WEBSITE:

www.lincolnhhr.org

THIS WILL BE AN EXCELLENT RESOURCE FOR STUDENTS WHO ARE SEEKING AN HR POSITION. IT IS ALSO AN EXCELLENT FORUM FOR COMPANIES TO ADVERTISE IF THEY HAVE SUMMER INTERNSHIPS AVAILABLE. PLEASE TAKE ADVANTAGE OF THIS GREAT RESOURCE!

BE OUR GUEST AT OUR MONTHLY MEETINGS AND COME AGAIN AND AGAIN!!

The Board made a change to the guest requirement and will now allow guests to attend meetings with no restrictions. If you are not a member of LHRMA you may attend and you don't have to be accompanied by a LHRMA member AND you can come back as a guest as many times as you want. Of course, it would be a better deal if you joined since you will have to pay a non-member rate of \$25 versus our very affordable \$15 member rate. Please tell your co-workers who aren't members about this change and encourage them to attend one or many of our meetings and then encourage them to consider joining LHRMA for only \$50. Guests will still need to register for the meeting by sending a message to lhrma0048@yahoo.com by the registration deadline. They can either pay by credit card through Paypal or by bringing a check to the meeting.

THE BOARD TOOK A TRIP TO OMAHA

On May 15, the LHRMA Board took a trip to Omaha to attend the HRAM Chapter meeting. Usually our meetings are on the same Tuesday, but in May they were not and we took advantage of that. It was nice to visit another Human Resources Chapter and compare how we each cater to our members. Their membership is much larger than LHRMA's but we each have over 100 members in attendance for monthly meetings.

There were several ideas that we liked and will investigate the feasibility of using them in future meetings. Here is a sample of some ideas:

- Put all handouts for meeting on all the chairs
- Pre-Printed nametags for members
- Don't have chairs all the way around table - all face speaker
- Power point on committee information
- LHRMA letterhead note paper to use for meeting notes

If you have an idea for some changes you would like to see at our monthly LHRMA meetings, contact Elly Hardekopf at elly.hardekopf@molex.com 475-1700 ex. 8262 or Mark Pankoke at mpankoke@johnhenrysplumbing.net 435-5555.



★ EXTRA! ★

EAP CORNER NEWS

We're here to help.

INFORMATION AT YOUR FINGER TIPS: HOW MANY FINGERS DO YOU NEED?

Kevin J. Mattran • Continuum EAP

Whether it was Al Gore who invented the Internet or not, the World Wide Web, the Information Super Highway is here and it's big. Just type a couple of keywords into a search engine and you have access to all the information you will ever need...and then some. So why would anyone need an EAP? The Web has information about, well, everything. Why not find the answers yourself?

While there is plenty of great information on the Internet, few of us have the time to sort it out from the "and then some." I took several of the things that we, and most other EAP's, deal with regularly and keyed them into a Web browser. Here is some of what I found:

- **Work/Life Balance-** More than 33 million hits.
- **Enhance Workplace Performance-** Nearly 700,000 hits.
- **Counseling-** Almost 18 million hits.
- **Mental Health-** More than 26 million hits.
- **Stress Management-** Over 33 million hits.
- **Leadership Training-** 8.5 million hits.
- **Management Coaching-** 1.4 million hits.
- **Change Management-** More than 101 million hits.

Granted, there are ways of narrowing these searches for more specific information, even then, how do you know which links contain valuable, credible information and which do not?

There is a website, www.easywhois.com, that can be used to help verify Internet resources. The website will give you the particulars about who owns each domain on the World Wide Web. This information can be used to further investigate the credibility of the resource. However, I don't know many human resources professionals who have that kind of time. Your EAP has the expertise to help with any of these issues and provide good useful information as well. Like you, most EAP professionals spend a good number of hours each year in professional development. It is our business to keep up to date in our field in order to best serve our clients.

Employee assistance professionals are proud of the knowledge we have and the work that we do. We are here to make your jobs easier and help your companies work better. We're at your fingertips too; telephone or email your EAP consultant when you need help or information.

Kevin J. Mattran is the Organizational training and Education Specialist at Continuum EAP. Continuum's EAP professionals may be contacted at eespecialist@4continuum.com and by phoning 402-476-0186 or 800-755-7636.



ATTENDANCE DRAWING WINNER

Who Says There's No Such Thing as a Free Lunch? Congratulations to Jerry Lee Jensen with Department of Environmental Quality. Jerry Lee will receive free registration at the July 2007 meeting!

SUPPORT THE BACK TO SCHOOL SUPPLY DRIVE

The LHRMA Board is partnering with the Center for People in Need for their Back to School Supply Drive. Please bring school supplies or a monetary donation to the August 14th meeting. Suggested items for collection are backpacks, notebooks, binders, markers, pencils, and any popular items (e.g. binders with popular characters on them). The donations will be sent to the Center for People in Need and distributed to elementary, middle school, and high school children in Lincoln, Nebraska.

LHRMA WAGE SURVEY

The survey was sent out in June and is due back by July 20. A final survey report will be sent to everyone that participated by August 31.

New LHRMA Member

Carrie Arehart-Sills, SPHR
Director of HR
MI Industries
csills@miindustries.com

Welcome — you have joined an outstanding organization!

THE HEALTH BENEFITS OF DRINKING WATER

One of the biggest health secrets is the value of drinking water... and drinking enough water each day. Water is truly everywhere; as a result most people take it for granted. Yet a person could live without food for about a month but only about a week without water.

The human brain is composed of 95% water; blood is 82% water the lungs are nearly 90% water. How important is this composition? A mere 2% drop in body water can trigger fuzzy short-term memory, trouble with basic math, difficulty focusing on the computer screen or on a printed page. Mild dehydration is also one of the most common causes of daytime fatigue. How common is this? Estimates are that seventy-five percent of Americans have mild, chronic dehydration.

We have already discussed the benefits of drinking enough water

for dieters those trying to maintain a healthy body weight. But drinking sufficient quantities of water daily can have significant health benefits. For example it is well documented that drinking sufficient amounts of water will help reduce constipation, but most people do not know that drinking eight glasses of water daily decreases the risk of colon cancer by 45%. Drinking enough water can also reduce the risk of bladder cancer (by 50%) and it can potentially reduce the risk of breast cancer.

Preliminary research indicates that 8-10 glasses of water a day could significantly ease back and joint pain for up to 80% of sufferers.

The best news about drinking water for health benefits? It's virtually free. You can drink more than 4,000 glasses of tap water for the price of a six pack of soda.



© Scott Adams, Inc./Dist. by UFS, Inc.

Saint Elizabeth Company Care

Your Work Injury Experts

- Lincoln's only board certified Occupational Medicine Physician
- Prompt injury treatment
- Rapid return to work

1000 W. O St. Lincoln, NE 68528 402.475.6656 companycareonline.com

Taking Business Health To A Higher Level

Saint Elizabeth Physician Network



2007 SHRM Nebraska State Conference

Register today at www.shrm-ne.org

Thurs.-Fri., Sept. 20-21, 2007

Qwest Center-Omaha, NE

**For more information or to register
visit www.shrm-ne.org**

Keynote Speakers:

John Miller is the author of two books, *QBQ! The Question Behind the Question and Personal Accountability*. He is the founder of QBQ, Inc., an organizational development firm.

Max Brown helps create more profitable, focused, and energized businesses through the power of employee recognition. He has taken clients rappelling off the great Wall of China, facilitated at the Parliament of World Religions Conference in Spain, spoken to a cheering crowd in the Netherlands, and even run from a grizzly in Yellowstone Park.

WIN A TRIP FOR TWO TO SAN FRANCISCO AND NAPA VALLEY!

ABOUT OUR LUNCH PROGRAM:

Continued From Page 1.

INTOLERANCE OF TOLERANCE: WHY DO I HAVE AN ACCENT?

- Does most of our bigotry lie in our subconscious...waiting to come out?
- How can you spot bigotry instantly... so you or your employees do not pull a "Mel Gibson" or a "Kramer"?
- Why do some of the smartest people in our society say the most stupid things?
- Emotional Intelligence and why our brain structure may predispose us towards bigotry.
- Can you "de-program" yourself...and what will happen to your career if you don't?

ABOUT OUR AFTERNOON SEMINAR:

INTOLERANCE OF INTOLERANCE: MANAGEMENT V. EMPLOYEES

Scott's skill-based tolerance program takes a practical and in-depth look at tolerance in today's work environment and why it is so critical to any organization's success. You will learn:

- What is the difference between a skill-based and culturally-based diversity/tolerance program...and why do culturally based programs fail?
- What are the four skills that are necessary for any

diversity/tolerance program to succeed?

- What style of communication is most effective in creating a more tolerant workplace?
- What is the difference between "real differences" and "stereotypes"?
- Why is "emotional intelligence" a vital part of any tolerance program?



LHRMA BOARD MEMBERS AND OFFICERS



PRESIDENT
Carmen Wiles, SPHR
483-9275
Carmen.wiles@nreca.org



PAST PRESIDENT
Cindy Mefford
486-2221
Cindym@eastmonttowers.com



PRES.-ELECT - GOVT. RELATIONS
Cathy Maddox, PHR
489-8858
cmaddox@hampton1.com



PROGRAM CHAIR/WORLD AT WORK LIAISON
Mark Pankoke, SPHR
435-5555
mpankoke@johnhenrysplumbing.com



SECRETARY - PUBLICITY
Elly Hardekopf, PHR
475-1700
elly.hardekopf@molex.com



TREAS & REGISTR. CHAIR
Kari Andersen
323-3247
klandersen@speedwaymotors.com



MEMBERSHIP CHAIR
Kara Strong, CPC
464-4488
kstrong@areusgroup.com



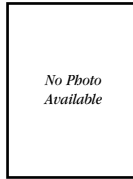
DIVERSITY CHAIR
Joyce Welsch, SPHR
441-3871
jwelsch@ci.lincoln.ne.us



WORKFORCE READINESS CHAIR
Julie Singh
471-4124
jsingh@notes.state.ne.us



**SHRM
FOUNDATION REPRESENTATIVE**
Russ Roberts
441-7949
rroberts@familyservicelincoln.org



*No Photo
Available*

CERTIFICATION DIRECTOR
Darci Spence, SPHR
421-0464
dspence@nebook.com

LHRMA RESOURCE

NEWSLETTER IS PUBLISHED MONTHLY BY THE
PUBLICITY COMMITTEE OF THE LINCOLN
HUMAN RESOURCES MANAGEMENT ASSOC.
IT IS PUBLISHED SOLELY FOR THE USE OF
LHRMA MEMBERS. COST OF PUBLICATION
IS PAID BY MEMBERS' DUES. BULK COPIES FOR
DISTRIBUTION ARE NOT GIVEN OR SOLD.

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

SHRM LOCAL CHAPTER 0048

PLEASE CALL KATHY HARPER AT
402-483-4581 x 339,
WITH ANY CHANGE IN POSITION, COMPANY
OR ADDRESS OR SEND HER AN E-MAIL AT:
LHRMA0048@YAHOO.COM