

## ABOUT OUR SPEAKER:



David and Susan are the Chair and Vice-chair of the Employment and Labor Law Section at Cline, Williams, Wright, Johnson & Oldfather, LLP a

regional law firm with offices in Lincoln, Omaha, Aurora, Scottsbluff, and Fort Collins, CO. They advise private and public employers about the full range of employment issues and regularly represent clients in employment litigation of all types.



## July 2008 Meeting

### TOPIC: HOT TOPICS IN EMPLOYMENT LAW

- Speaker:** *David R. Buntain and Susan Sapp*  
*Cline, Williams, Wright, Johnson & Oldfather, LLP*
- When:** Tuesday, July 8, 2008
- Where:** Prairie Suite - Nebraska East Campus Union  
37th & Fair Streets
- Registration:** 11:00 a.m. – 11:30 a.m.
- Meal & Program:** 11:30 a.m. – 1:00 p.m.
- Cost:** \$15.00 Luncheon Meeting
- Meal:** Chicken salad sandwiches, fruit salad, fresh vegetables, Brownies for dessert, coffee, tea, and water.
- Parking:** Parking permits will be available – map and directions will be provided later by email.

## FUTURE PROGRAMS

**August** – Pending:  
What's new in HR Technology or  
“Bully-proof your Organization: Create a Culture Built on Respect”

**September**- State Conference

**October:** Employee Retention Panel

**November:** HR Scenario Planning: Preparing for the Next Decade – SHRM

**December:** Social

## SUMMER NEW MEMBER SOCIAL

It's time to have a relaxing, networking event to welcome our new members that have joined LHRMA this year. (It may also be a good chance to catch up with people that you haven't seen in awhile.) This is an excellent opportunity to meet some new people and introduce them to some of your favorite people. We are always encouraging networking, and this opportunity allows a little extra breathing room to get to know other HR professionals.

We plan on meeting 7/17/08 at Brewsky's, 2662 Cornhusker Hwy (27<sup>th</sup> & Cornhusker, the Super Saver mall area). We will have an informal gathering from 5-7 pm. Join in welcoming our new members. See you there!

## LHRMA SCHOLARSHIP WINNER

Sarah Whittington will be awarded the M. David Osterhout Human Relations \$500 Scholarship in the Fall at Doane.. Sarah will be a Senior in the 2008-2009 school year and will also be the Doane Student Chapter President for the upcoming academic year.

# President's Message

Cathy Maddox, President



We generally begin our monthly meetings with 3 minutes of something good. During those 3 minutes each person at the table shares something good – it could be work related, or personal – really anything that person feels is simply that – something good.

I got this idea from a speaker that I heard at a SHRM Leadership Conference. I soon signed up for his monthly newsletter and every month it has been very thought provoking. This past month he wrote about going into a store to shop and he noticed two employees were talking to each other, laughing and enjoying each other's company while they were arranging display shelves. He was greeted by the employees and asked if he needed any help. When he said no, they went back to their conversation. About a minute later a supervisor approached the employees and said "We don't pay you to stand around and laugh. We have customers who need to be helped, so wipe the smile off your face and get back to work. You can laugh on your own time". Not only did it ruin their mood, it also ruined his, and he left the store. These employees then had a scowl on their face instead of a smile, and their attitude had turned very negative. The point Clint was making was – is this the way things have become and this is the culture we want our employees to be a part of? Why do some people assume

that if you're laughing then there's no way you're working? Do we squash our employee's enthusiasm, yet expect them to perform to high standards? Are we so focused on the bottom line that we've lost sight of what our employees need? And how that affects their attitude and productivity? Yes, we all have to produce results and profits. It's how we stay in business, and business has become very competitive pushing all of us to do more with less.

But have we lost sight of how the little things make a difference? Just taking the time to greet an employee and then really listening when you ask them – "How are you". Can 30 seconds of personal touch result in hours of loyalty? It really gives you something to think about!

The other point that he made that I thought was interesting was if you sustain a belly-laugh for one full hour you could laugh off as many as 500 calories!!! I can have that other piece of chocolate now! If you want to read more of his articles his web site is [www.verbalocity.com](http://www.verbalocity.com). Enjoy!

The diversity meeting received very good feedback on the content of the presentation. Many thanks to Barb Benes and her committee on bringing Mark Butler to LHRMA. Too often we think of diversity as a black and white issue and forget how wide of a span diversity covers.

I hope you all are having a great summer so far! And if you go on vacation – Be Safe!

And just in case you're counting – it's now (as of June 13<sup>th</sup>) 78 days until Lincoln again becomes a Sea of Red. I do apologize if anyone is offended by this. I'm not assuming each of you is a Big Red fan, or likes football! This is just a part of who I am. About this time of year I resort to watching Husker clips on YouTube just to get my "fix" until the fall! Crazy – I know. I've already instructed my family that Hail Varsity is to be played at my funeral, and don't even think about playing something like Amazing Grace. Again – it's just who I am!

Are you smiling now?

*Cathy Maddox*

## ATTENDANCE DRAWING WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to Tami Ahrendt with CenterPointe, Inc.. Tami will receive free registration at the July 2008 meeting!

## BOARD MEETING RECAP:

- Name badges will be handed out at the July meeting.
- Have 51 new members so far for 2008.
- Regional SHRM Scholarship deadline July 15.

★ EXTRA!! ★

## EAP CORNER NEWS

*We're here to help.*

### As we approach \$4 per Gallon: Think EAP as well as EPA

By Kevin J. Mattran • Continuum EAP • Lincoln, Nebraska

I, like most Americans, love cars. My pulse quickens when a '57 Chevy drives by, I remember vividly the day that my grandfather bought a brand new 1964½ Mustang, I learned to drive in a '67 Mustang convertible, and I have a CD filled with car songs; everything from Little Deuce Coupe to GTO to Hot Rod Lincoln. America's love affair with the automobile makes the rising cost of gasoline hurt both financially and emotionally.

There is no denying that the price of gas has put a strain on the household budget but it is taking an emotional toll as well. Not only are Sunday drives and cruising things of the past, many Americans are being forced to make difficult choices.

#### What do you give up?

It is difficult for many to find places to cut back. Many of us have either eliminated annual vacation trips or replaced them with activities close to home. For a lot of people, the skyrocketing energy costs have taken a greater toll. A family cannot cut a vacation from the budget when there hasn't been one in the budget for several years. Imagine having to choose between filling the tank and feeding your family. A great number of people are being forced to trim the basics of food, clothing and healthcare.

#### What can employers do?

Employers can help their employees deal with the high cost of fuel and still maintain their bottom line. Many companies are considering or have implemented some of the following:

Provide bulletin boards (either online or in an employee break room) so people can set up their own carpools.

Install bicycle racks for workers who ride to work.

Install charging stations so that employees may charge electric bikes and scooters at work.

Provide information about public transportation.

Offer 10 hour shifts and a four day week to eliminate one day per week of commuting.

Provide a telecommuting option for certain positions.

Provide energy saving information in newsletters or through the company's Intranet along with links to websites like [www.gasbuddy.com](http://www.gasbuddy.com) so people can find the lowest gas prices in the local area.

#### What can EAP do?

Employee assistance programs can provide a great deal of support to employees who are struggling with the high cost of fuel and rising prices in other areas being driven by record high oil prices. EAP counselors can provide emotional

support for the people who just need a sympathetic ear. They can also help employees facing the stress of tough decisions because of the cost of gasoline, even those who might need more serious intervention because they have tried to ease the pain by turning to drugs and alcohol.

EAP can also provide guidance and information regarding managing one's finances, assistance programs available for people in need, and help for employers who wish to implement programs to help their employees deal with the cost of living.

Our love affair with the automobile is a long term committed relationship, as with any relationship we have to work through the difficult times. People often think of EAP when coping with change in their personal and family relationships, but employee assistance can also be a valuable resource when dealing with the financial and emotional strain brought on by the price at the pump. Count on your EAP to help your people stay productive and happy during these stressful times.

*Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP. For more information on this and other workplace issues, call us at (402) 476-0186 or email at [consultant@4continuum.com](mailto:consultant@4continuum.com).*

## LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHRResource 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 [lhurma0048.yahoo.com](mailto:lhurma0048.yahoo.com) or by telephone at 402.483-4581 x 339.

*Update your 2008 directory with the following changes:*

### **Mark Pankoke**

Manager Human Resources  
Madonna Rehabilitation  
Hospital  
5401 South St.  
Lincoln, NE 68506  
Ph. (402) 483-9595  
Fax (402) 483-9589  
[mpankoke@madonna.org](mailto:mpankoke@madonna.org)

## 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](mailto:julies@tabitha.org) throughout the year.

## NEW MEMBERS

### **Misty Lauer**

HR Coordinator  
Willmar Electric Service  
[mlauer@willmar-electric.com](mailto:mlauer@willmar-electric.com)

### **Dave Wesely**

Corporate Education  
University of Phoenix  
[David.wesely@phoenix.edu](mailto:David.wesely@phoenix.edu)

Welcome to LHRMA!

### **Penny Keller**

Office Manager  
Kepler Family  
Chiropractic  
[pennykeller@hotmail.com](mailto:pennykeller@hotmail.com)



### **John Oestreich**

Managing Principal  
Waddell & Reed  
[oestreich@wradvisors.com](mailto:oestreich@wradvisors.com)

### **Sherri Toohey**

Office Manager  
Woods & Aitken LLP  
[stoohy@woodsaitken.com](mailto:stoohy@woodsaitken.com)

## Welcome New Members!



*Scott Daniell--Gallup, Willie Dove--Wagey Drug Health Mart Pharmacy, Lisa Sliva--Concentra Medical Center and James Klar--NE Safety Council.*



## LEGAL UPDATE

### Summer has arrived!

#### What are your legal obligations to your youth work force?

by Sarah S. Pillen, Esq. • Rembolt Ludtke LLP • Lincoln, Nebraska

Consider this: A well-known drugstore chain allowed its youth workers to load and unload cardboard compactors and balers. In addition, the drugstore scheduled several of its youth employees under the age of 16 to work past 11:00 p.m., and work more than five hours on a school night. If the facts of this case do cause you to be alarmed, perhaps the thought of paying over \$275,000 in penalties for violations of the Fair Labor Standards Act (the "FLSA") will cause you to think about policies and procedures for your youth work force. (U.S. Labor Dept. New Release, December 12, 2007).

Child labor is regulated at both the state and federal levels. If state law and federal law overlap, the law which is more protective of the employee will apply. The Department of Labor is the sole federal agency that monitors child labor and enforces child labor laws. The Department of Labor authorizes only a few jobs for 14 and 15 year olds, and outlaws hazardous work for any youth up to the age of 18. The most sweeping federal law that restricts the employment and abuse of child workers is the FLSA. Child labor provisions under the FLSA are designed to prohibit youth employment in jobs that are detrimental to their health and safety. FLSA also restricts the hours that youth under 16 years of age can work and lists hazardous occupations too dangerous for young workers to perform. The FLSA sets 14 years of age as the minimum age for most

non-agriculture employment.

Youths 14 and 15 years old may work outside school hours in various non-hazardous jobs only under the following conditions: no more than 3 hours on a school day, 18 hours in a school week, 8 hours on a non-school day, or 40 hours in a non-school week. Work may not begin before 7:00a.m., nor end after 7:00 p.m., except from June 1 through Labor Day (not "the summer" as some employers believe). Permitted occupations for 14 and 15 year old employees include those such as cashier, office/clerical work, bagging orders, cleanup work, hand-cleaning vegetables, and other similar type jobs. Cooking and baking cannot generally be performed by minors under the age of 16.

Youths 16 and 17 years old may perform any non-hazardous job, for unlimited hours. Examples of equipment declared hazardous in many summer jobs at restaurants include power-driven meat processing machines (saw, patty forming machines, grinding, chopping, or slicing machines), commercial mixers, and certain power-driven bakery machines. Employees under 18 years of age are not permitted to operate, feed, set-up, adjust, repair, or clean such machines.

Generally, no employee under 18 years of age may drive or serve as an outside-helper on a motor vehicle on a public road. However, 17 year olds who meet a number of specific requirements may drive automobiles and trucks that do not exceed 6,000 pounds gross vehicle

weight for limited amounts of time as part of their job. Minors are prohibited from making time sensitive deliveries (such as pizza deliveries or other trips where time is of the essence) and from driving at night.

The federal minimum wage for covered nonexempt employees, which are most youth workers, is \$5.85 per hour effective July 24, 2007, increasing to \$6.55 per hour effective July 24, 2008. Occupations such as babysitting are not subject to the minimum wage law. The FLSA requires a minimum of not less than \$4.25 per hour for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer. After 90 days of employment, or when the worker reaches 20 (whichever comes first), the worker must receive the minimum wage. Employers are prohibited from taking any action to displace employees in order to hire employees at the youth minimum wage. Also prohibited are partial displacements such as reducing employees' hours, wages, or employment benefits. Employers must remember that deductions made from wages for items such as cash shortages, required uniforms, or customer walk-outs are illegal if the deduction reduces the employee's wages below the minimum wage or cuts into overtime pay.

The vast majority of youth workers receive the majority of their wages through tips. However, an employer must pay not less than \$2.13 an hour in direct wages and

*Legal continued on pg. 6 ....*

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make sure that the amount of tips received is enough to meet the remainder of the minimum wage. Employees must retain all of their tips, except to the extent that they participate in a valid tip pooling or sharing arrangement. Tipped employees who receive \$2.13 per hour in direct wages are also subject to overtime at one and one-half times the applicable minimum wage, not one and one-half times \$2.13.

Although wages and hours for youth workers should be of paramount concern, business owners should also be aware that young people are frequently targets of sexual harassment in the workplace. It is important that teenagers are trained, as well as those they work for, regarding your harassment policy, including the avenues for complaining without fear of retaliation. The United States Equal Employ-

ment Opportunity Commission has offered some of the following suggestions for businesses that employ youth workers:

- Establish a strong corporate policy for handling complaints;
- Post policies on discrimination and complaint processing in visible locations, such as near the time clock, or include the information in a young worker's first paycheck;
- Provide early training to managers and employees, especially front-line supervisors; and
- Provide alternate avenues to report complaints and identify appropriate staff to contact.

Not only are teens more susceptible to sexual harassment, but teens are also more likely to incur unique and substantial work-related injuries and illnesses because of their inexperience at work and their

physical, cognitive, and emotional developmental characteristics. It is estimated that approximately 157,000 youth sustain work-related injuries and illnesses each year. As always, make sure your youth employees are familiar with your policies regarding work-related injuries and illnesses.

*Sarah Pillen is an associate with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or [spillen@rembolt-ludtke.com](mailto:spillen@rembolt-ludtke.com). This article 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.*

## 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](mailto:lhrma0048@yahoo.com).

## YOU CAN DO IT!

Plan now for the Fall PHR/SPHR/GPHR Study Group – August 25 – November 17. Watch the newsletter for the application to apply for the Study Group.

## WIN A FREE STATE CONFERENCE REGISTRATION

It's easy and rewarding to nominate an individual or a company for the HR Professional of the Year or HR Employer of the Year award. If you submit a nomination application for one of these awards and your nominee is selected, you will receive one free registration to the 2008 Nebraska State SHRM Conference. It's SIMPLE! Answer these questions for your application:

### ***HR Employer of the Year***

How is the company advancing the HR Profession?  
What are the best HR practices of this company?

### ***HR Professional of the Year***

What have they done to advance the HR Profession?  
What is their HR experience?

Please submit your nomination to Scott Messersmith, PHR, CCH, 4600 38<sup>th</sup> Street, Columbus, NE 68601. If you have any questions, please contact Scott at [semessersmith@columbushosp.org](mailto:semessersmith@columbushosp.org) or 402-562-3368. Nomination forms can be found on pages 7 & 8 in this newsletter.

**NOMINATIONS ARE DUE JULY 11TH**

**SHRM NEBRASKA STATE COUNCIL***Society for Human Resource Management***EMPLOYER OF THE YEAR AWARD**

This highly prestigious award recognizes a Nebraska employer for outstanding contributions to the Human Resources (HR) profession and to their employees or community, in keeping with the principals of the Society of Human Resource Management (SHRM). Each year the SHRM Nebraska State Council selects the worthy recipient and presents the award at the SHRM Nebraska State Conference.

Nominees should meet the following criteria:

**HR EMPLOYER OF THE YEAR AWARD CRITERIA:**

- Actively supports and/or promotes the HR profession through SHRM membership
- Demonstrated contributions to their employees and/or community
- HR is seen as a strategic partner with Management

Company: \_\_\_\_\_ # of Employees: \_\_\_\_\_

Address: \_\_\_\_\_ City, Zip: \_\_\_\_\_

Company Contact: \_\_\_\_\_ Title: \_\_\_\_\_

Company Phone #: \_\_\_\_\_ Years in Business: \_\_\_\_\_

Type of Business (Industry): \_\_\_\_\_ Profit/Not for Profit: \_\_\_\_\_

Highest Ranking HR Professional: \_\_\_\_\_ Title: \_\_\_\_\_

Who does this person report to: \_\_\_\_\_ Title: \_\_\_\_\_

# of HR employees: \_\_\_\_\_ Of the total HR department, how many are:

SHRM members: \_\_\_\_\_ or Nebraska SHRM Chapter members: \_\_\_\_\_

Nominator's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company (if different than above): \_\_\_\_\_ Phone #: \_\_\_\_\_

**On a separate sheet of paper, please describe in detail the following:**

**HR Employer of the Year**

1. How is the company advancing the HR Profession?
2. How many members of SHRM are employed by your facility?
3. Give examples of programs/practices implemented in the previous year that directly supported organizational goals or demonstrated sound HR practices?
4. What contributions were made in the previous year that directly benefited the employees and/or community?
5. Describe how HR is involved as a strategic partner with management?

Mail Nomination Form to: Scott E. Messersmith, PHR, CCH, 4600 38th Street, Columbus, NE 68601  
or via e-mail to: [semessersmith@columbushosp.org](mailto:semessersmith@columbushosp.org). Please contact Scott with questions at (402) 562-3368.

*All nomination forms are due by Monday, July 11, 2008. If your nominee is selected to win the award, you will receive a free registration for the 2007 SHRM Nebraska State Conference.*



**SHRM NEBRASKA STATE COUNCIL**  
*Society for Human Resource Management*

**HR PROFESSIONAL  
OF THE YEAR AWARD**

This highly prestigious award recognizes a member of the Society for Human Resource Management (SHRM) for outstanding contributions to the Human Resources (HR) profession and to his or her employer or community. Each year the SHRM Nebraska State Council selects the worthy recipient and presents the award at the SHRM Nebraska State Conference.

Nominees should meet the following criteria:

HR PROFESSIONAL OF THE YEAR AWARD CRITERIA:

- Current member of SHRM
- Current member of an affiliated Nebraska SHRM Chapter or the NE SHRM State Council
- Demonstrated contributions to their company, community and profession

Nominee's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ # of Employees: \_\_\_\_\_

Address: \_\_\_\_\_ City, Zip: \_\_\_\_\_

Immediate Supervisor or Company Contact: \_\_\_\_\_

Company Phone #: \_\_\_\_\_ Years in HR: \_\_\_\_\_

SHRM member: Y or N Nebraska SHRM Chapter: \_\_\_\_\_

Nominator's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ Phone #: \_\_\_\_\_

SHRM member: Y or N Nebraska SHRM Chapter: \_\_\_\_\_

Have you told the nominee you are submitting this nomination: Y or N

**On a separate sheet of paper, please describe in detail the following:**

1. Why should this person receive the HR Professional of the Year Award?
2. What did they do to advance the HR Profession in the past year?
3. What is their HR experience? (resume strongly encouraged)
4. What contributions were made in the previous year that directly benefited his/her employer and employees?
5. What leadership roles have they held with SHRM, their local SHRM chapter, their company, their professional associations or their community?

Mail Nomination Form to: Scott E. Messersmith, PHR, CCH, 4600 38th Street, Columbus, NE 68601  
or via e-mail to: [semessersmith@columbushosp.org](mailto:semessersmith@columbushosp.org). Please contact Scott with questions at (402) 562-3368.  
*All nomination forms are due by Monday, July 11, 2008. If your nominee is selected to win the award, you will receive a free registration for the 2007 SHRM Nebraska State Conference.*



**SAVE THE DATE FOR THE 2008 SHRM  
NEBRASKA STATE HR CONFERENCE**

**September 18 - 19, 2008  
Qwest Center - Omaha Convention Center**

Learn what's at "the heart of HR" at this fun and educational conference. Learn leadership and motivational skills for your workplace from featured speakers Steve Gilliland, author and certified speaking professional, and Barbara Glanz, best-selling author and certified speaking professional.

Plus, win a trip for two in the Grand Prize trip giveaway! The exhilaration of New York City or the serenity of Martha's Vineyard... if you win the SHRM Grand Prize trip giveaway, it's your choice!

For more information on the 2008 Nebraska State Human Resource Conference, visit: [www.shrm-ne.org/conference.htm](http://www.shrm-ne.org/conference.htm).



**JOBS, JOBS & MORE JOBS!**

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

**CHECK OUT OUR WEBSITE:**

**[www.lincolnhhr.org](http://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](http://www.lincolnhhr.org)**



# MEMBER SPOTLIGHT

## Government Relations Committee

**Mark Pankoke, SPHR**, the President Elect of LHRMA and the Government Relations Committee Chair, explains that the group provides the membership a much clearer picture of legislation and the processes involved. It also gives new insight into how we as members might help shape and influence legislation that affects us as HR professionals. Additionally, it has been a great way to network with other professionals.

The members of the Government Relations Committee explain why they enjoy being a member of the committee.

-I joined the Government Relations Committee for the opportunity to discuss pending legislative and regulatory changes with other LHRMA members.

Participation in this committee results in an increased understanding the legislative process and actions needed by HR. Committee members share information and learn from each other. It results in maintaining current knowledge of pending legislation and the possible impacts to the organizations we serve. It is a great opportunity to network.

**Jerry Lee Jensen, SPHR**

-Do you know how a bill becomes a law in Nebraska? I joined the Legislative Committee to gain a greater understanding and appreciation of the lawmaking process. I also felt a desire within myself to be more pro-active in monitoring proposed bills that would have an impact on employees, employers and how I do my job. To top it off, it has given me opportunity to spend more time with other HR professionals as we work together to share our viewpoints as to why or why not we feel a proposed bill should or should not be supported for passing into law. Of course, who could resist joining a committee who holds their morning meetings at Scooters!

**Jane Goertzen**

-Labor legislation obviously has a direct impact on our role as HR managers and the committee gives us an opportunity to stay informed about pending legislation and to voice our concerns to the legislators.

**Shawna Hilbert, SPHR**

-I have been a member of the Government Relations committee, on and off, for the past 20 plus years. I have always felt that this committee



*LHRMA Government Relations Committee:  
Left to Right: Jerry Lee Jensen, Mark Pankoke, Jane Goertzen  
Not Pictured: Shawna Hilbert, Sheryl Wright, Angela Hogan and  
Elizabeth Meyer*

helps to keep our membership informed of issues that will most likely affect our businesses in years to come. This committee and the other members of LHRMA who are willing to speak up at legislative hearings, help our member companies have a voice in local government.

**Sheryl Wright**

-I've been on the committee for 5 years and have enjoyed the learning process. Understanding and influencing legislative issues is important to keeping frivolous laws from being enacted and additional restrictions being placed on employers and HR as a consequence of that.

**Angela Hogan**

# MEMBER SPOTLIGHT



## Wayne Boles

### What is your current title and where do you work?

Director of Corporate Relations, Telesis, Inc., parent corporation of Lazlo's Brewery & Grill restaurants and FireWorks Restaurant and Empyrean Brewing Co.

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

Since 1994. Orientations, enrollments, interpretations, safety, security, former cafeteria plan administrator, former workers compensation administrator, premium negotiation, member of wellness committee.

### What initially attracted you to Human Resources?

Past lives: Graduate, USAF Personnel School; Prudential Insurance Agent

### What LHRMA committees are you on or have served on?

None. Not enough time yet.

### What have been your most satisfying moments in your HR career?

When crises occur in teammates' lives, it is very satisfying to be able to remind them about the availability of the employee assistance program, their balances in the Cafeteria Plan, the maternity benefits and the possibility of short term and long term disability benefits.

### Tell us about your family?

I have four adult sons, all of whom live in Lincoln. One of them is a Lincoln Police Officer and the other three are my employers. I have two grandsons, 13 and 11, and two granddaughters, 3 and 2. My good friend and former spouse, Reba Schafer, and I share these descendents. We have three beloved daughters-in-law. Blessed are the patriarch and matriarch, whose descendents grow up to be philosophical and inclusive.

### Where have you lived?

I grew up and was educated in Oklahoma and can drawl if I have to. After college graduation, we lived at Kansas Bible Camp, near Hutchinson, where I was assistant director and a sixth grade teacher in Hutchinson. Lincoln has been our home since 1966.

### What do you do for fun?

Thinking and writing philosophy are my favorite pastimes. Family get-togethers, reading historical biographies, movies, helping in political campaigns, chairing the 2009 Abraham Lincoln Bicentennial Celebration steering committee, serving on the Lincoln Arts Council board and being out and about are all fun for this extroverted ENTJ (Myers Briggs profile).

### What is your biggest vice?

I try to eat an almond Snickers bar every day, rain or shine. My favorite beer is root.

### What advice would you give other HR professionals?

Try to always be in a state of benign detachment, in order to serve best, without being devastated by the problems of others. HR professionals and emergency room staff both need to be in a caring mode, but concentrating on solutions, rather than becoming incapacitated by sympathy. Empathy in moderation is important. And keep up on labor law!!!



## LHRMA RESOURCE

NEWSLETTER IS PUBLISHED MONTHLY BY THE  
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HUMAN RESOURCES MANAGEMENT ASSOC.  
IT IS PUBLISHED SOLELY FOR THE USE OF  
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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



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