

## ABOUT OUR MORNING PROGRAM

The economy has created an enormous loss of jobs in our state and as the community representative we are offering our services which would help those employers who are being affected by layoffs or closure.

The State of Nebraska offers a Rapid Response meeting to employers and its employees. This meeting is often the first step in informing workers of the many resources that are available in their community. The meetings provide workers with reemployment information about benefits and training programs. Agencies participating in Rapid Response meetings are dedicated to helping minimize the effects of a layoff for workers.

Early intervention has a significant, positive impact on the success of a readjustment effort. Employees who attend Rapid Response meetings have a quicker re-entry rate into the workforce, often with better and higher paying jobs than if they did not participate in these services.

The Rapid Response team will include the Nebraska Workforce Offices, Career Services, Unemployment Insurance and the Workforce Investment programs (re-training).

If interested in a Rapid Response session at your workplace, contact Jan Sovereign at 402-471-9878. Employee meetings generally last 1.5 hours. Ideally, Rapid Response meetings are held before layoffs occur, at the work site and during working hours but we can offer meetings before or after working hours.



## About our Luncheon Program

Tom and Nancy Osborne founded the TeamMates Mentoring Program in 1991 in an effort to provide support and encouragement to school aged youth. The goal of the program is to see youth graduate from high school and pursue post-secondary education. To reach this goal, youth meet one hour per week with a caring adult who serves as a mentor. Mentors are volunteers from the community who have dedicated themselves to making a difference in the life of a young person. Mentors give youth a sense of hope, purpose and vision. The TeamMates Mentoring Program is a one-to-one school based mentoring program. Mentors volunteer one hour per week to youth in grades three through twelve to make what is called the "one hour difference". Mentors are asked to commit to a minimum of one school year with the goal of following their mentee through high school graduation.

The National Mentoring Partnership has identified a "mentoring gap" and has issued a nationwide call to action. The partnership estimates 15 million youth are currently in need of a mentor. The need is great for caring adults in the lives of youth and with your help we can make a difference, one youth at a time. Regardless of your background or your professional position, you have a role to play in the future of mentoring. By supporting the TeamMates Mentoring Program, you can change the future for an entire generation of young people.

The TeamMates Mentoring Program currently provides a mentor for over 3,000 youth across Nebraska and Iowa.

*"Our young people face different challenges today that affect them personally. If we are going to make a difference, we have to get involved with them as one-to-one mentors. We thank you for your support and we know that one student at a time, we can make a difference, not only in this generation, but*

## July 2009 Program & Workshop

### MORNING PROGRAM TOPIC 10AM

*Come early to learn more about Rapid Response - especially during these tough economic times. Program is FREE.*

**Morning Presenter:** Ruth Liedle, Department of Labor

### LUNCHEON PROGRAM TOPIC TOM OSBORNE FOR TEAMMATES

### AFTERNOON WORKSHOP TOPIC BEHAVIOR-BASED SELECTION & INTERVIEWING (APPROVED FOR 2 HRCI CREDITS)

**Presenters:** Tom Osborne- UNL Athletic Director  
Kevin Mattran- Continuum EAP

**When:** Tuesday, July 14, 2009

**Where:** Firefighter's Hall  
241 Victory Lane

**Registration:** 11:00 a.m. – 11:30 a.m.

**Meal & Program:** 11:30 a.m. – 1:00 p.m.

**Workshop:** 1:15 p.m. – 3:15 p.m.

**Cost:** \$15.00 Luncheon Meeting  
\$35.00 Workshop only

**Meal:** Variety of sandwiches, salads and desserts  
Catered by Tastefully Yours

**Meeting Sponsor:** Concordia University

**Program/Workshop Info continued on pg. 7 ....**

# President's Message

Cathy Maddox, President



I think so many times people think the grass is always greener on the other side. And we have all experienced this in HR – people come into our offices and give their resignation because they have a better offer, or somebody pays more of the health insurance costs. Numerous times I have also heard how much better Kansas City or Omaha is than Lincoln. Again – the grass is greener. But sitting at Jazz in June on Tuesday night, with beautiful weather, wonderful music, a Dairy Store ice cream cone in hand I thought – you know sometimes it really does not get much better than this. Parents were able to let their kids run around a little bit, people had picnics, it was just really a great atmosphere. So those people who think that Lincoln has nothing to offer really need to go to events such as this, and appreciate that our city has a heck of a lot more to offer than they thought! As much as I love football, and you all have heard plenty about that, I also love that there is a lot to do in Lincoln if you just look a little harder. Jazz in June will be over by the time you read this, so if you have never been before, be sure and put it on your calendar for next year!

I will be leaving for the National Conference in just a couple of weeks, and I am very much looking forward to it. We have been able to find wonderful presenters for our own state conference after having heard them at the National Conference. I've never been to New Orleans – but I guarantee you I will not be eating crawfish or crawdaddy's

or whatever they are called! Something that has beady little eyes looking at you while you are consuming it just does not go over too well for me! I'll give you all a report when I get back!

I have had the privilege of being on the LHRMA board for a number of years, and I have enjoyed it a great deal. It really does not take all that much more time and you get to work with a group of people that you develop a great relationship with. We are still looking for a Membership Chairperson, so if you are at all interested, please let one of us know and we can give you more information about the position.

I hope you are having a great summer! Only 84 more days!!

*-Cathy Maddox*

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## 2009 Salary & Benefits Survey Currently in Progress

Invitations to participant in the 2009 LHRMA Salary & Benefits Survey were sent out on Thursday, June 18. If you did not receive an invitation to participate in the survey, please contact Kelly Riley (Kelly@clarion-group.net or 402-540-7130). Completed surveys are due Friday, July 17.

### ATTENDANCE DRAWING WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to Tammy Weatherly with Nelnet. Tammy will receive free lunch registration at the July 2009 meeting!

### BOARD MEETING RECAP

- Have an open position for Membership Chair on the board.
- Compare pricing for a new CPA for LHRMA books.
- 2009 basket raffle exceeded 2008 – great accomplishment thanks to our members.

### FUTURE MEETINGS

- August: Benefits, Silverstone – Country Inn & Suites /afternoon workshop
- September: State Conference
- October: ASTD Duad Meeting Country Inn & Suites
- November: The Isles–Brad Black, President HUMANeX -afternoon workshop
- December: Social - TBA

### YOU CAN DO IT!

Plan now for the Fall PHR/SPHR/GPHR Study Group – August 24<sup>th</sup> thru November 16<sup>th</sup>. Visit the LHRMA website [www.lincolnhr.org](http://www.lincolnhr.org) for more information and to fill out the registration form. If you have any questions please contact Melissa Price at [mprice@nebook.com](mailto:mprice@nebook.com).

# LEGAL UPDATE

## Don't Delay! Are Your Employees Correctly Classified for Overtime Purposes?

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

In this difficult economic climate could your business afford an unexpected expense of \$11.7 million? Likely not. As one business recently learned the hard way, it is far better to have your employment policies in order rather than waiting for a large judgment that may be on the horizon.

On May 8, 2009, Casey's General Store, Inc. (Casey's) a well known Midwest convenience store chain, announced that it settled two separate class action lawsuits for \$11.7 million. These two lawsuits were filed by current and former employees alleging various wage and hour violations under the federal Fair Labor Standards Act (the "FLSA").

The first class action was filed against Casey's in 2007 by current and former assistant managers alleging that Casey's violated the FLSA and state laws by failing to pay approximately 7,800 current and former assistant managers overtime. The Plaintiffs alleged that they were not exempt under the FLSA "executive" or "administrative" classifications. As a result of this first class action suit, Casey's agreed to settle these claims for \$5 million.

The second class action was filed against Casey's in 2008 alleging the company violated the FLSA and state labor laws by failing to pay approximately 76,000 non-management employees overtime and minimum wage. As a result of this second class action suit, Casey's agreed to pay \$6.7 million to settle these claims. Neither settlement includes Casey's attorneys' fees to defend these lawsuits.

**LESSON:** The FLSA requires covered employees to be paid at least the federal minimum wage (currently \$6.55 per hour, and rising to \$7.25 per hour, effective July 24, 2009) for all hours worked. The FLSA also requires covered employees be paid overtime at time and one-half their regular rate of pay for all hours worked exceeding 40 hours in a workweek. However, the FLSA does provide employers with a minimum wage and overtime exemption if an employee can be classified as one of the following: executive, administrative, professional, or outside sales employee. To qualify for one of the exemptions, an employee generally must meet certain tests regarding their job duties and be paid on a salary basis at not less than \$455 per week. It is imperative that employers realize that job titles alone do not determine exempt status. Rather, employers must examine each employee's specific job duties for each position.

In the Casey's lawsuits, the plaintiffs, all assistant managers, alleged that they were incorrectly classified under the "executive" and "administrative" exemptions. In order to qualify for the "administrative exemption," all of the following criteria must be fulfilled:

- Employee must be compensated on a salary or fee basis at a rate not less than \$455 per week;
- Employee's **primary duty** must be the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers; and
- Employee's primary duty

includes the exercise of discretion and independent judgment with respect to matters of significance.

Another means of being exempt under the FLSA is to qualify under the "executive exemption." In order to qualify for the "executive exemption" all of the following criteria must be fulfilled:

- Employee must be compensated on a salary basis at a rate not less than \$455 per week;
- The employee's primary duty must be managing the enterprise, or managing a customarily recognized department or subdivision of the enterprise;
- Employee must customarily and regularly direct the work of at least two or more full-time employees or their equivalent; and
- Employee must have the authority to hire or fire other employees, or the employee's suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees must be given particular weight.

Unless your organization has \$11.7 million laying around that it doesn't need, it is imperative that you take proactive measures to ensure your "FLSA house" is in order. Employers should make a definitive determination for each position, in accordance with FLSA regulations, as to whether each position is exempt or non-exempt in accordance with the FLSA.

*Sarah Pillen is an associate with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or <mailto:spillen@remboltludtke.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.*

# Slate of Officers for the 2010 LHRMA Board of Directors

The Nominating Committee has selected the following nominees for 2010.

In addition to these nominees, nominations will be accepted from the floor at our regular membership meeting on August 11th. Please be prepared to vote on this slate of officers.

*Past President*

**CATHY MADDOX SPHR**



HR Coordinator  
Speedway Motors

Past President.....2010  
President.....2008-2009  
President-Elect.....2007  
Secretary.....2004-2006  
Membership Comm.....2002  
Certification Facilitator.....2001-2002  
Calling Committee.....1997-1998  
State Conference Comm.....2004-2006

*President*

**MARK PANKOKE, SPHR**



HR Manager  
Madonna Rehabilitation  
Hospital

President.....2010  
President-Elect.....2008-2009  
Programs Chair.....2005-2007  
Programs Comm.....2004-2005

*President-Elect /  
Government Relations Chair*

**JUDY GANOUNG**



HR Manager  
Madonna Rehabilitation  
Hospital

President-Elect.....2010  
Programs Comm. Chair.....2008-2009  
Program Comm.....2004-2008

*Programs Chair*

**KELLY WHITE**



HR Manager  
Lincoln Composites

Programs Comm.....2007-2009

*Treasurer/Registration Chair*

**KAREN VOGEL PHR**



Employment Coord.  
Bryan LGH Medical  
Center

Registration.....1995-1996  
Programs.....1997  
State Conference Comm.....1999  
Govt. Relations Comm.....2002

*Membership Chair*

**OPEN**



*College Relations Chair*

**JENNIFER MONROE PHR**



Personnel Analyst  
State of Nebraska

LHRMA member.....2005  
Workforce Readiness.....2008-2009  
College Relations Chair.....2009

*Secretary*

**JUDY FISCHER**



HR Manager II  
Cabela's

Registration.....2008-2009  
State Conference Comm.....2002-2008

*Diversity Chair*

**BARB BENES, PHR**



HRIS Analyst  
Novartis Consumer  
Health Inc.

Diversity Chair.....2008-2009  
Diversity Comm.....2006-2008

*Workforce Readiness Chair*

**TARA JENNINGS, CSP**



Professional Staffing  
Consultant  
Oasis Staffing

Legislative Comm.....2003  
Registration Comm.....2004-2006  
Workforce Readiness Comm.....2008-2009  
Workforce Readiness Chair.....2009

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**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 Friday, July 10, 2009. If your nominee is selected to win the award, you will receive a free registration for the 2009 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 recommended)
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. Please contact Scott with questions at (402) 562-3368.

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**.... Program/Workshop Info  
continued from pg. 1**

*for the generations to come."*

- Dr. Tom & Nancy Osborne

**ABOUT THE SPEAKER:**

**DR. TOM OSBORNE**

Dr. Tom Osborne is the Athletic Director at the University of Nebraska. He was the head coach of the Cornhuskers football team for 25 years (1973-97), succeeding Bob Devaney. After coaching, Osborne was elected to Congress in 2000 and served six years in the United States House of Representatives as a Republican from Nebraska's 3rd congressional district.

Just a few of his awards include:

- ESPN Coach of the Decade (1999)
- National Coach of the Year (1994)
- Jim Thorpe Lifetime Achievement Award
- Big 8 Coach of Year (1975, 76, 80, 88, 92, 93, 94)
- Big 12 Coach of the Year (1996)
- Nebraska's College Athlete of the Year (1958, 1959)
- Nebraska High School Sports Hall of Fame (1994)
- Nebraska's High School Athlete of the Year (1955)

Being the co-founder of the TeamMates Mentoring Program will be among Dr. Tom Osborne's greatest legacies

**ABOUT OUR AFTERNOON PROGRAM:**

**BEHAVIOR-BASED SELECTION & INTERVIEWING**

*Who would gain from this presentation:*

- Front-line managers and supervisors responsible for interviewing.
- New supervisors and HR staff.
- HR professionals wanting a refresher.
- Companies looking to make better hires.

Managers have to walk a very fine line when interviewing candidates for a position. They want to make the best hire they can but cannot stray into illegal questioning. This workshop focuses on the best way to gain quality information from a candidate...behavior-based interviewing.

Behavior-based interviewing is built on the notion that past behavior is the best predictor of future performance. In this workshop participants will look at and discuss where some traditional selection methods fall short, look at the role testing plays in the selection and interview process and how to begin to build a behavior-based selection system.

Some issues that will be presented are:

- Effective job descriptions.
- Legal vs. illegal questions.
- Conducting a good interview.
- Preparing for candidate's questions and more.

Attendees will be provided with tools and resources so that they may continue to develop their understanding of this very effective method of interviewing.

**What people are saying about Behavior-Based Selection and Interviewing:**

- "I liked the specific examples given by the instructor to add to the booklet."*
- "I like the sample forms."*
- "I appreciate the information on legal vs. illegal questions and the list of resources."*
- "I'm inexperienced at interviewing because I'm a new supervisor; this really helps with generating questions and format."*
- "I enjoyed the information about the dimension matrix and focus on behavior-based questions."*
- "In my next round of interviews I plan to focus on behavior-based questions."*
- "I will be re-writing most of my scripted interview questions."*
- "It's always great to hear other participants' experiences and practices."*
- "I will look at job descriptions regularly and revise interview questions."*

**ABOUT OUR AFTERNOON PRESENTER**

**KEVIN MATTRAN, Organizational Training and Education Specialist**

Continuum EAP is committed to providing training programs that address the needs of the business community in Lincoln and throughout the region. Kevin works to maintain one of the most comprehensive catalogs of training topics in the area. When not presenting, he is researching and creating new programs, exploring innovative methods of delivering training and working to keep existing programs up to date.

Kevin is a member of the American Society for Training and Development (ASTD) and on the board of directors of the ASTD-Lincoln chapter. Kevin was recognized by ASTD-Lincoln

with the 2007 Community Impact Award. He is a qualified user of the Myers-Briggs Type Indicator®, an adjunct instructor in speech communication and theatre at Doane College and a graduate of the University of Nebraska-Lincoln. After a brief tenure teaching in the public schools, Kevin enjoyed a career in the entertainment field touring first, as a member of *Class Acts* (an improvisational comedy troupe) then nationally as a stand-up comedian highlighted by taped appearances on HBO and Comedy Central. Kevin developed his training skills as a Staffing Specialist for Manpower, a Fortune 500 employment service. He trained employees in tangible skills like computer software as well as helping employees develop the intangible skills like leadership, problem-solving, teamwork, workplace safety and customer service. He has also served as an Admissions Representative and Student Advisor at Lincoln School of Commerce (now Kaplan University) helping adult students find degree programs to meet their career goals.

Kevin's sense of humor, academic roots, business experience, and communication skills combine for workshops that are fun but have substance.

**Open LHRMA Board position for 2010**

If you are interested in the following position contact the current board member.

Will need to have all interested candidate names turned in by June 2. Candidates will be announced at July LHRMA monthly meeting and voting will take place at the August monthly meeting.

Membership contact Lin Blodgett 434-1743 linb@nebcoinc.com





## When Pigs Fly: Time to Revisit Your Pandemic Flu Plan

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

Three years ago, I wrote an article for this newsletter about pandemic flu planning. At that time we were all keeping a very close eye on the H5N1 virus or Avian (Bird) Flu. Many companies made plans, scientists tested migratory birds and we prepared for the inevitable. We were as ready as we could be for an Avian Flu pandemic. Then, our confidence turned into complacency. The H5N1 virus wasn't really doing anything and we had more important things to work on. While Avian Flu stayed somewhat grounded, the H1N1 (Swine Flu) virus took flight. We watched in amazement how quickly this flu spread, how many countries were affected and the number of deaths attributed to H1N1. Flu season has passed, and the Swine Flu is no longer front page news. However, the threat remains very real.

Many of the people infected with H1N1 became no more ill than they would have with more a common strain of influenza, but, these viruses change, adapt and can become stronger. So, while we can breath a little sigh of relief, a larger more widespread outbreak could be in the cards next flu season; or sooner.

So, now is the time to take a look at all of the work we did in preparation for the Avian Flu and make sure we are ready for the upcoming flu season.

### **What is a pandemic?**

A pandemic is a wide spread outbreak of a disease involving a large number of people over a large geographical area. A pandemic can start when three conditions have been met:

- A new influenza virus subtype emerges.
  - The virus infects humans causing serious illness.
  - It spreads easily among humans.
- The World Health Organization (WHO)

defines pandemic flu in six phases:

**Phase 1-** No viruses circulating among animals have been reported to cause infection in humans.

**Phase 2-** An animal influenza virus circulating among wild or domesticated animals is known to have caused infection in humans, and is therefore considered a pandemic threat.

**Phase 3-** An animal or animal-human influenza reassortant virus (a virus that is a mix of segments of different influenza strains) has caused sporadic cases in people. But only very limited human to human transmission occurs.

**Phase 4-** Verified human-to-human transmission causing community-level outbreaks.

**Phase 5-** Characterized by human-to-human spread of the virus into at least two countries in one WHO region. While most countries will not be affected at this stage, the declaration of Phase 5 is a strong signal that a pandemic is imminent. *(At the time this article was written (mid-June), we were in Phase 5.)*

**Phase 6-** The pandemic phase. Phase 6 is characterized by community level outbreaks in at least one other country in a different WHO region in addition to the criteria defined in Phase 5. Designation of this phase will indicate that a global pandemic is under way. *(The day this*

*article was submitted for publication, June 11, 2009, WHO declared a Phase 6 pandemic.)*

### **Why have a pandemic flu plan?**

The principle objective of a pandemic flu plan should be to maintain the continuity of operations. A good plan will identify which services and positions are essential to business operations. Organizations should consider how to replace essential services and personnel in times of high absenteeism, and what non-essential services could be cancelled or suspended. Management could also look at what sorts of flexibility is possible by cross-training, using flextime, telecommuting etc. Companies should also be familiar with state and federal pandemic flu plans. Federal and state plans can be found at [www.pandemicflu.gov](http://www.pandemicflu.gov).

An important issue for human resources professionals to consider is that many employees may require more sick time than is offered in there benefits package. Will your current attendance policy discourage employees from staying at home when they are ill? Do you have part-time employees who will come to work regardless of their health as not to miss a paycheck?

### **The Role of EAP**

Your EAP can assist you with your pandemic flu plan in a number of ways:

EAP consultants can assist in the establishment of a pandemic plan. Your EAP can point you to resources with up-to-date information about H5N1 and H1N1.

EAP can help with counseling for employees who might be unusually

***EAP continued on pg. 9 ...***



... **EAP continued from pg. 8**

anxious about the possibility of a pandemic flu.

EAP can also provide counseling for employees and their families impacted by a flu pandemic.

EAP professionals can work together with your wellness program to communicate best practices for the prevention of the spread viruses to your employees.

Your EAP's wellness coach can work with employees and family members to help them achieve their wellness goals and build their natural immunity.

The viruses H1N1 and H5N1 are here and pose a threat. We have had a taste of how quickly these types of illnesses can spread. Now is the time to review your disaster and pandemic plans to make sure they are up-to-date. We all hope that widespread influenza event does not happen, but being aware and prepared can certainly lessen the impact of such an event. The websites listed below can be valuable sources of information to assist with the development of your plan:

[www.who.int](http://www.who.int) -The World Health Organization

[www.cdc.gov](http://www.cdc.gov) -United States Centers for Disease Control and Prevention

[www.fluwiki.com](http://www.fluwiki.com) - Flu Wiki (an independent collaborative effort helping communities prepare for pandemic influenza)

*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 [easpecialist@4continuum.com](mailto:easpecialist@4continuum.com)*

## 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](mailto:lhrma0048@yahoo.com) or by telephone at 402.483-4581 x 339.

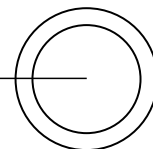
**Save the Date!**  
**2009 SHRM Nebraska State Conference**  
 Thursday, September 24 & Friday, September 25, 2009  
 Embassy Suites ~ LaVista, NE



Learn how you too can "go for the gold" at this fun and educational conference. Hear first hand the winning strategies used by motivational keynote speaker and Olympic Gold Medalist, John Naber.

For more information on the 2009 Nebraska State Human Resource Conference, or to register, visit: <http://www.shrm-ne.org/conference.htm>

## You and your co-workers can move ahead with Concordia University, Nebraska!



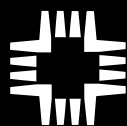
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**PAST-PRESIDENT**  
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483-9275

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