

ABOUT OUR PROGRAM

LOW COST WELLNESS IDEAS

How do you develop or keep up the momentum on your wellness program when incentive budgets have been slashed and you need to operate on a shoestring? It can be done. We've brought together a talented panel of Wellness experts who will provide tips and ideas for LOW COST wellness programs. The focus includes general wellness ideas, fitness and nutrition. Come just to listen to the panel and bring your questions.



ABOUT THE PRESENTERS

Panel will include:

Lisa Henning will be the panel moderator. Lisa Henning is Executive Director of Workwell, Inc.

WorkWell is southeastern Nebraska's worksite wellness council and has been co-sponsored by the Lincoln-Lancaster County Health Department since 1986. Currently, we have 99 member companies and organizations employing more than 60,000 individuals. An additional 60,000 family members are potentially reached through our services.

Michelle Welch, RD/LMNT is the corporate wellness developer of Madonna Fit for Work. Her primary focus is to create initiatives for Lincoln businesses that help "make wellness real". Welch has been a registered dietitian for 16 years and has an extensive background in creation of successful wellness programming, leading to over 10,000 pounds of weight loss through her initiatives. She developed initiatives that have been touted as "Exemplary programs that work" by the Centers for Disease Control (CDC), US Department of Health and Human services and American Hospital Association while working as a dietitian and public relations manager for Avera Holy Family Health in Estherville Iowa. A Nebraska native, Michelle returned to the Husker state in 2006. She loves adding fun twists to nutrition and health programming for Madonna Fit for Work. She has received certifications in pediatric and adult weight management through the Commission on Dietetic Registration as well as certification in lifestyle coaching through the Cooper Health Institute.

Craig Johnson is the Wellness and Safety Manager of Duncan Aviation in Lincoln, NE, where he works to secure a healthy, safe, and supportive culture for the company's 2,100 employees.

While at Duncan Aviation, some of Craig's most significant initiatives include the implementation of an annual onsite health screening for employees and spouses, quarterly on-the-job health education for all employees, comprehensive fitness and nutrition services, a culture audit, a company-wide stretching program, and a medical self-care program. These efforts have earned Duncan Aviation the Wellness Councils of America Platinum Well Workplace designation, the American Heart Association's Platinum and Innovative awards, and the Nebraska Governor's Excellence in Wellness award. Craig is also a part-time faculty member at the University of Nebraska at Omaha, where he teaches Worksite Wellness Program Planning. Prior to joining Duncan Aviation, Craig was a Health Promotion Consultant and Managing Editor for the Wellness Councils of America.

March 2009 Meeting

TOPIC: WELLNESS PROGRAMS

Speaker Panel: *Lisa Henning*, Executive Dir. Workwell, Inc. – Moderator
Michelle Well, RD/LMNT – Madonna Fit for Work
Craig Johnson, Wellness and Safety Manager – Duncan Aviation
Colleen Volcek, Student Intern – Duncan Aviation
Nikki Ford, MA, RD, LMNT – HyVee

When: Tuesday, March 10, 2009

Where: The Lincoln Firefighter Hall
241 Victory Lane

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: Sandwich and Salad Buffet by Tastefully Yours

Wellness continued on pg. 7

President's Message

Cathy Maddox, President



I know not all of you are football fans, and probably groan every time I mention football, but I thought I would give you some background so you will understand where I am coming from.

I grew up in Fairbury, the youngest of 8 children, and let me reassure you I was not a tomboy! My parents were in their 40's when they had me and as with most "traditional" families then, my mom stayed at home and my dad was the "bread winner". My dad was a very intense person and it was understood that when he came home from work you either disappeared or were very quiet. The old "kids should be seen and not heard" was MOA.

On Sundays my dad would watch football (after doing the crossword puzzle!) and generally he and I would always choose opposing teams. So, other than golf and football my dad and I really did not have much interaction. It could have had something to do with the fact that he and mom were wore out by the time I came, but I think he was just one of the persons who thought that his role as a father was to provide for his family. He would always take my mom, sister and I to at least one Husker game a year and what a treat that was! If we were really lucky we would arrive about the time the band was marching to the stadium. And, we would almost always stop in Wilber to pick up some polish sausage on the way home! Great memories!

So football is the one thing that created memories of times with my dad, and that has stayed with me and one of the reasons why I love football so much. My dad died in 1985 so he's been gone for quite awhile, but I still hang on to that one thread that held us together.

I'm saying all this not to get maudlin about it, but to explain why I refer to it a lot.

I wonder sometimes what memories my kids will talk about to their children. Will they say that I was always at work, or working at home? Or will they remember all the fun times? The work/life balance thing is very tough sometimes, but I have always felt that if it was truly quality time, then that would overshadow the hours spent working. So tonite when I go home, I will ask myself like I do so many times - what memories are you creating? And what does all this have to do with HR you're asking? Everybody else struggles with this same thing, and when employees are asked to work overtime or extra, there are occasionally some grumblings. And I can certainly understand and relate to how they feel, but if business is not taken care of, then the jobs may not even exist. I think our job title should really be Chief Tight Rope Walker! What do you think?

Oh, and by the way, it is 63 days until the Spring Game!

-Cathy Maddox

FUTURE MEETINGS

- April: Diversity Panel – DelRay Ballroom
Afternoon workshop:
Behavior Based Interviewing
- May: Succession Planning – DelRay Ballroom
- June: Economic Engagement in Bare Market–DelRay
- July: Workforce Readiness – Country Inn & Suites

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

ATTENDANCE DRAWING WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to Tammie Lang with West Gate Bank Bank. Tammie will receive free registration at the March 2009 meeting!

BOARD MEETING RECAP

- No Feb. Board meeting – did 2009 Planning instead

LEGAL UPDATE

Supreme Court Expands the Scope of Title VII Retaliation Claims

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

On January 26, 2009, the United States Supreme Court found that employees are protected from being fired or demoted if they cooperate with an employer's internal investigation of a supervisor who is accused of sexual harassment. *Crawford v. Metro. Gov't of Nashville and Davidson County, Tennessee*, No. 06-1595, U.S. Supreme Court (January 26, 2009). This case is significant in that the Court's ruling expands the scope of the anti-retaliation provision and should cause employers to reassess their procedures with regard to internal investigations. As a result of this decision, employees may now claim that they engaged in legally protected activity, even when they made no complaint, but merely answered questions as part of an internal company investigation into another employee's discrimination complaint.

In *Crawford*, school officials contacted the Plaintiff employee payroll supervisor as part of their investigation into charges of sexual misconduct against the school district's director of employee relations ("Hughes"). The Plaintiff had worked for the school district for over 30 years and did not file any complaint against Hughes. In an investigative interview, the Plaintiff told officials that she had seen the Director grab his crotch in her presence, that he had asked to see her breasts and that, on one occasion, he grabbed her head and tried to force it into his groin.

The internal investigation of Hughes did not result in any disciplinary action against Hughes. Shortly after the investigation, the Plaintiff was accused of embezzlement and drug use. Subsequently, the Plaintiff, as well as two other female employees who agreed to take part in the investigation, were

dismissed. The charges of embezzlement and drug use were later proven to be false. As a result, the Plaintiff filed suit alleging that she was terminated in retaliation for what she told the internal investigators about Hughes in violation of section 704(a) of Title VII of the Civil Rights Act.

The district court initially concluded that participation in an employer's internal investigation is not protected under section 704(a). This opinion was affirmed by the 6th Circuit of the U.S. Court of Appeals. A unanimous United States Supreme Court reversed the trial court and 6th Circuit holding that employees are protected from being fired or demoted if they cooperate with an internal investigation of a supervisor. This decision allows employees to sue if they can prove a link between their participating in the internal investigation and any adverse act by their employer. The *Crawford* decision continues the Court's broad interpretation of Title VII retaliation rights.

As a backdrop to *Crawford*, Title VII of the Civil Rights Act of 1964 provides two avenues for asserting a retaliation claim: the opposition clause and the participation clause. The opposition clause states that if an employee has opposed any unlawful employee practice, then that employee is protected from discrimination by the employer based on that opposition. Similarly, the participation clause protects an employee who participates in any manner in an investigation, proceeding, or hearing into any unlawful employment practice. This includes making a charge, testifying, or assisting in that investigation. In order to prove a retaliation claim, the Plaintiff has to establish that the employee engaged in a protected activity, that the employer knew that the employee engaged in this

protected activity, that the employer's action against the employee was an unlawful employment practice, and that there was a causal connection between the employee's protected activity and the employer's unlawful employment practice.

In *Crawford*, the Supreme Court held that the Plaintiff's conduct was covered by the statute's opposition clause, thereby allowing her to sue under Title VII. According to the court, "The statement Crawford [the Plaintiff] says she gave to [the human resources officer] is . . . covered by the opposition clause, as an ostensibly disapproving account of sexually obnoxious behavior toward her by a fellow employee, an answer she says antagonized her employer to the point of sacking her on a false pretense." The court specifically rejected the employer's argument that if employees, such as the Plaintiff, are covered under Title VII's anti-retaliation provision, employers will be unlikely to conduct internal investigations.

In light of this opinion, employers should think twice before terminating or disciplining employees who recently participated in an internal investigation even if the grounds for discharge or discipline are not related to the internal investigation. Employers must be even more vigilant about recognizing, and promptly and thoroughly investigating, discrimination complaints. Regardless of whether complaints are written or verbal, made actively or passively, or made in the context of a formal agency charge or simply as an internal company matter, the most efficient means to minimize the risk of liability is to conduct a prompt and thorough investigation. In addition, employers should examine their current investigation procedures.

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Employers should inform all employees that engage in an internal investigative interview that they will not be retaliated against based on any information revealed through the investigation. You can be sure that aggressive plaintiffs' attorneys will try to extrapolate this ruling to protect other forms of conduct that as of now are insufficient to establish a retaliation claim.

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@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.

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 lhrma0048@yahoo.com or by telephone at 402.483-4581 x 339.



*Happy
St. Patrick's
Day!*

WELCOME NEW MEMBERS!



Katie Rhone - Talent Plus



*Debro Lebo - Reha Financial Services
Jody Keslar - Union Bank & Trust*

NEW MEMBERS

Steve Narans
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snarans@ssgi.com

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May You Live Long Enough to Be a Burden on Your Children

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

The other day I did one of those online surveys that estimates life expectancy based on one's current health and lifestyle. It told me that I could expect to live to the ripe old age of 86. I then looked at the state of my wife's and my retirement accounts and realized I have two choices: start drinking more, smoking and eating fatty foods; or plan on working until I'm at least 80.

With many employers' focus on employee health and wellness combined with the state of the economy, employees are getting a mixed message, "We want you to be healthy and live a good long life; but, you may outlive your money." Turn to your EAP for ways to support your employees in this dilemma.

Wellness Services- Ask your EAP how they might support your company's wellness program. Many EAP's offer training programs on work/life balance, stress management and other wellness related topics. Invite your EAP to participate in your company's health and wellness fair. Also, some EAP's are now offering individual wellness coaching to help people set and achieve their healthy lifestyle goals.

Legal/Financial Services- EAP can provide information, resources and counseling for your employees in areas like: home ownership, planning for college, legal separation, divorce, estate planning etc. Some EAP's offer services like free initial consultations with attorneys, online legal and financial resources including articles and printable legal/financial forms. EAP counseling can also support employees and their families emotionally as they deal with these tough economic times.

Professional Development Services- Your EAP can be a great source for training. Whether you are developing employees to move into supervisory roles or keeping managers up-to-date with relevant issues, ask your EAP for support. Training can be offered in a number of different formats from live stand-up training to webinars.

Self-Improvement/Self-Help- Employees understand the reality of the economic situation and are looking for way to improve their knowledge and skills to increase their employability to your company or others when difficult times cause tough decisions. EAP can support them with self-help resources such as articles, books and links to Web resources; as well as online work/life training programs. These sorts of services not only provide valuable information and knowledge but can support the emotional well-being of your employees too.

Employee assistance programs are wonderfully adaptive. Our business is addressing the needs of our client companies and their employees. We are well aware of issues affecting employers and employees and update our services to best serve our clients. Even if we all have to put off our retirement a few years, we can feel confident that EAP will be there to support us.

I'm not going to worry about any of that right now as I have more pressing issues. A friend loaned me this little game that will tell me the age of my brain!

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@continuum.com



MAY BASKETS

The May 12th lunch meeting of the Lincoln Human Resources Management Association (LHRMA) will be abloom with prize baskets donated by area employers and associations. These festive and value-packed May Baskets are our association's annual fund raising effort for the Society for Human Resource Management (SHRM) Foundation. The SHRM Foundation is the non-profit organization that funds Human Resource (HR) research, publications, certification scholarships and education efforts to benefit all HR professionals.

Last year LHRMA members supported the SHRM Foundation with contributions of \$543 through the basket raffle, and eleven (11) lucky participants went home with baskets packed with high-end items, treats and supplies. Each basket had a theme; such as, *Health and Wellness, Stress Reduction, Margaritaville, Care for the Whole Family, Dinner and a Movie and Relaxation.*

Raffle tickets for this year's "garden" of baskets will be on sale at the May 12th meeting, one (1) ticket for one dollar, six (6) tickets for five dollars and 13 tickets for ten dollars. Plan now to bring your wallet and join in the fun of a May Basket Raffle on behalf of the SHRM Foundation and all HR professionals.

CONGRATULATIONS ON HR CERTIFICATION

Congratulations to the newly certified LHRMA members. The following people attained their HR certification in Winter 2008/2009:

Tami Ahrendt, PHR
Kathleen Cook, PHR
Doug Masat, PHR
Doug Moore, PHR
Melissa Price, PHR
Joel Scherling, PHR
Amy Spellman, PHR

Director Human Resources
Office Administrator
Sr. Manager, Warehouse Ops
Assistant Manager
HR Assistant Manager
Administrator
HR Specialist II

Center Pointe Inc
Wolfe, Snowden Law Firm
FedEx Express
Nebraska Book Company
Nebraska Book Company
Nebraska Department of Education
Nebraska Department of Education

Please take time to congratulate those who passed. The certification exam is a fairly difficult exam because it covers a wide variety of human resource issues. The pass rates for the exams are generally 65% for those taking the PHR (Professional in Human Resources) and 55% for those taking the SPHR (Senior Professional in Human Resources). Human Resource Certification is the symbol of professional achievement. Beyond experience and education, the PHR or SPHR designation signifies that you have mastered the HR body of knowledge. Certification also provides: • National recognition of your professional achievement • An aid for career advancement • A reminder to peers and co-workers of your professional achievement through the use of your certification designation on business correspondence and by displaying the certificate.

Certification exams are administered via computer during two testing windows each year, May 1st thru June 30th and December 1st thru January 31st. There is a Lincoln location to take the computerized exam. To request a certification handbook or find out more about the exam, visit www.hrci.org. If you would like to enroll in the Spring Certification course, see www.lincolnh.org for more information or contact Melissa Price at mprice@nebook.com or 402.421.0402.



Succession planning in the workforce.

Learn how your organization can prepare for retiring baby boomers.

American Society for Training & Development in partnership with Southeast Community College

announces

ED COHEN

MIND THE GAP: CLOSING RESOURCE GAPS FROM THE OUTSIDE-IN

Wednesday, March 18, 2009

Embassy Suites

1040 P Street, Lincoln, NE

We are in a very unique time where organizations are expanding globally and economies are drastically changing. We are faced with the convergence of gaps that have the potential to derail organizations around the world. Globally, demand for entry level professional workers will exceed supply. At the same time, baby boomer retirements will see large scores of leaders and tenured professionals exiting the workforce in North America, Europe and parts of Asia. To thrive during these adventurous times organizations must close the gap; working from the outside in (both ends of the spectrum – entry / tenured). Join Ed Cohen for a dialogue that is sure to expand your global thinking and spur innovation as we mind the gap. Ed Cohen is a Chief Learning Officer and author of Leadership Without Borders.

Executive Breakfast	Workshop
Tuition: \$39	Tuition: \$79
Time: 8:30-9:30 a.m.	Time: 1-4 p.m.

To for more information or to register for the breakfast and/or workshop, contact Glenda Hinz at 402-438-2253 or www.astdlincoln.org.

Southeast community college



international speakers bureau

SHRM New Member Enrollment Only \$99.00 Through April

From February 1 through April 30, 2009, you can join SHRM for only \$99!! This is a \$70 savings from the normal rate. This special rate applies to LHRMA members who have NEVER been members of SHRM or who have let their membership lapse for longer than one year. (This special rate does NOT include regular renewals.) Check out all the advantages to help you grow in your professions at www.shrm.org or email shrm@shrm.org. SHRM applications may be downloaded from www.shrm.org or may be obtained by contacting membership@lincolnhr.org. Complete a SHRM application and mail it with your \$99 check made payable to SHRM to:

Lin Blodgett
Membership Chair
PO Box 81068
Lincoln, NE 68501

Do not mail the application to SHRM; we will do that for you.

We will include the subsidy portion with your application and your check for \$99. Enjoy the benefits of SHRM 24/7, 365 days/year on line and stay in the forefront of the HR management profession.

.....
: **SURPRISING CANCER FIGHTER -** :
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: If you're getting just six hours of :
: sleep nightly, adding an hour of :
: zzz's could lower your breast can- :
: cer risk as much as 30%. Sleep is :
: your brain's prime time for produc- :
: ing cancer-fighting hormone mela- :
: tonin. :
:.....

HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Tara Jennings, 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 tjennings@oasisadvantage.com 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.



.... Wellness continued from pg. 1

Colleen Volcek is a Health and Fitness Studies major from Nebraska Wesleyan University, and she has completed a Wellness Internship at Duncan Aviation.

Nikki Ford, MA, RD, LMNT represents Hy-Vee as a nutrition expert working throughout the community to promote healthy eating and nutrition. Nikki is a Registered Dietitian and member of the American Dietetic Association. A Lincoln, NE native, Ford graduated from Lincoln Southeast High School, graduated in 2000 from the University of Nebraska - Lincoln with a major in Nutritional Science and Dietetics. She then completed a Master's Degree program at Ball State University in Muncie, IN. Ford majored in Wellness Management with a business minor as part of this degree. She finished her schooling with an internship at BryanLGH in Health Enhancement Services creating a process for their employee wellness program. Ford completed her dietetic internship through Ball State University completing rotations at sites in Indianapolis, IN. Ford's career with Hy-Vee began in 2002 as the Health Market Manager/Dietitian. She switched to a fulltime dietitian in July 2006 as the company as a whole was seeing the need for dietitians in the stores. She enjoys presenting nutrition information to individuals, groups and families through presentations, consultations and the media. Nikki is also past president of the Lincoln District Dietetic Association and public relations chair for the Nebraska Dietetic Association.





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LHRMA RESOURCE

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LOCAL CHAPTER 0048**

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WITH ANY CHANGE IN POSITION, COMPANY
OR ADDRESS OR SEND HER AN E-MAIL AT:
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