

REGISTER TO ATTEND BY: NOON FRIDAY, APR. 7TH

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.

Members can still register for meetings by calling LHRMA's automated voice mail system at 434-6554.

The same registration deadlines, late and no-show fees still apply if you register by e-mail or voice mail. The deadline to register for this meeting or to cancel your registration is by **noon on Friday, April 7, 2006**. Let us know if you plan to attend.

Remember... cancellations need to be called in to the voice mail system at 434-6554 or by email at lhrma0048@yahoo.com by noon on Friday, April 7, 2006. 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.***

APRIL 11 LUNCHEON MEETING:

CONTROLLING YOUR HEALTHCARE COSTS, TODAY AND IN THE FUTURE

Speaker: Jennifer Graber, CEBS
When: Tuesday, April 11, 2006
Where: Misty's in Havelock
6325 Havelock Ave.
Registration: 11:00 a.m. - 11:30 a.m.
Meal & Program: 11:30 a.m. - 1:00 p.m.
Cost: \$15.00
Meal: Club Croissant, Potato Salad
and Carrot Cake

ABOUT OUR PROGRAM:

Healthcare costs employers nearly \$7,000 per year per employee and has been increasing at double digit rates for 10 years. This pace cannot continue without major effects on employers. Prescription drug trend is increasing at double digit rates. What actions can employers take to assess healthcare costs and trends? What types of goals are you setting for your benefit plans? How can we get employees engaged and how can we modify employee behavior to assist in maintaining healthcare costs? Join our April meeting where Jennifer Graber, a Vice President with Holmes Murphy, will discuss increasing healthcare costs and your employer plan. The discussion will touch on the factors contributing to the state of the current health care situation along with some ideas for managing your healthcare costs in the future.

ABOUT OUR SPEAKER:

JENNIFER GRABER, CEBS, VICE PRESIDENT EMPLOYEE BENEFITS
HOLMES MURPHY / OMAHA, NEBRASKA

Jennifer is a Vice President in Holmes Murphy's Employee Benefit department. Her professional expertise includes 15 years in the field of employee benefits including experience in group underwriting medical, dental, life and disability coverages. In addition, she has worked as a benefit manager on the employer side managing health and welfare and retirement plans. Jennifer combines these skills when working with clients to evaluate benefit plan designs, funding arrangements and contract competitiveness. Jennifer holds the Certified Employee Benefit Specialist (CEBS) designation from the Wharton College of Business.



Jennifer is a member of the Omaha Metro Chapter of the International Society of Certified Employee Benefit Specialists and the Human Resource Association of the Midlands.

President's Message

Cindy Mefford, President



Happy Spring everyone!

Looking back on our March meeting for a moment, I'd like to thank everyone who was involved in arranging such a wonderful DUAD event - Mark Pankoke (LHRMA) for arranging for the speaker, Amy Edie (ASTD) for coordinating the location and food, and the attendees from ASTD and LHRMA for participating. This was certainly a dynamic meeting!

Talking about business & lifestyle changes on a personal level, I've had to adjust quite a bit in the last two years. In 2004 I was laid off from a company I was employed with for 16 years! I had to completely change my mindset after I was hired by Eastmont Towers. I went from a "for profit" to a "not for profit" organization. That alone was a totally foreign philosophy to me! It's a lot different when you are working to improve the quality of life for people as opposed to working to show a profit for someone else. I had to adapt from having a full-time assistant to doing all the tasks myself; everything from writing policies to filing. I also went from reporting to one boss to reporting to a boss and being accountable to a Board of Directors. My fellow management team members also had to adjust to quite a bit of change as I had my own ideas on how things should be done. So we all had to change our mindsets and adjust our way of thinking over the past two years in order to move forward.

The other big lifestyle change is an impending move. First of all, I do not like to move (whether it's jobs or houses). When I moved into our current house, it was with the intention of retiring there. The good news is my husband got a promotion; the bad news is that because of that promotion we have to move close to Omaha. So with a house on the market, we are deep into the house hunting frenzy with the hope that we will move during the summer. Once again, I have to change my mindset. If my husband did not accept this promotion, he would not be able to move forward with his career. So, I just have to change my thinking about commuting. Forget that I

hate to drive and that I have a hard time staying awake! Instead, the commute can be my "unwinding" time (since I never get any of that at home!) I plan to get books on tape which will be nice to catch up on my "reading". With a little change in my thought process, perhaps this commute will be a positive shift in my life! I still wish I had a direct line to Cy Wakeman for assistance now and then!

Our legislative committee is working diligently to present senators with information on LHRMA's position on a variety of bills currently before them. Bruce Stec, on the State Council reported they are watching a priority bill on changing the minimum wage. He is asking members to go to the SHRM website (www.shrm.org) to generate a letter stating your position on this bill. More information on specific bills being monitored by LHRMA can be found on our website at www.lincolnh.org. Please keep in mind that senators rely on experts in the field (YOU) to help them form opinions and solidify their positions on proposed legislation. The more information we can provide them with on relevant bills, the better they will be able to understand the effect bills will have if they are enacted. Various ways you can help: write letters, call your senators, testify before committees, be present at hearings, etc. YOU can really make a difference!

Join us in April to hear Jennifer Graber, a Vice President with Holmes Murphy and 15 years of experience in the field of employee benefits, discuss increasing healthcare costs and your employer plan. The discussion will touch on the factors contributing to the state of the current health care situation along with some ideas for managing your healthcare costs in the future. You won't want to miss this important topic!

I look forward to seeing you on April 11th!

Cindy Mefford, President

HR Tip A New Look at HR Trends.

A new report from SHRM summarizes the findings of its Special Expertise Panels on future developments that will affect employers. Among the trends cited: added responsibilities for HR in the area of safety, health and security; greater demand for multilingual training; and a major emphasis on workforce optimization and productivity. Check out the SHRM website for more information!

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, CATHY MADDOX AT: CMADDOX@HAMPTON1.COM

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource for accuracy. Please contact Kelly Riley, PHR our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kelly at kelly@clarion-group.net, by telephone at 402.781-2054 or by mail to Kelly Riley, PHR, 1338 South 202nd St., Eagle, NE 68347.



ON COPING WITH CHANGE

By: the Directions EAP Staff

For more than two decades, the counselors at Directions EAP have helped managers and their employees find positive paths through mergers, downsizing, upsizing, rightsizing, reorganization, and all the other nice terms used to describe “life changing, stress causing, downright frightening, major upheavals in our source of income, family security, and self esteem.”

We want you to know that over the past few weeks we have had an opportunity to put all the good advice we’ve been giving you for years, to work for ourselves. If you have not heard, here it is – Directions EAP (a Service of BryanLGH Medical Center) effective May, 31 will become Directions EAP, LLC. The professional counseling staff you know, and have worked with before will be the member-owners of a Professional Limited Liability Company. After about 15 years of service to the community through Lincoln General Hospital and the last nine years as a Service of BryanLGH Medical Center, we are making the bold move into the private sector.

Many of the concerns and emotions our clients have described over the years as they faced the uncertainty of major changes have surfaced for us as we worked our way through the process of making business decisions, consulting with attorneys and CPAs, analyzing complex contracts, etc. It’s been said that “you learn what you teach.” To those of you we’ve helped in the past we say “Thank you.”

We made an effort to frame our reorganization actions into smaller and more manageable tasks and kept a written journal of our progress and decisions. That helped us proceed more confidently and avoid rehashing issues that we had already addressed. We also worked hard to maintain good interpersonal relationships and effective communication. That way we could enjoy being part of a working team rather than feel alone and personally responsible for all the daunting tasks that we faced.

The good news is we are still located at 4915 Old Cheney Rd. and our phone numbers & e-mail address will remain unchanged through the end of May, 2006. Our new phone numbers and e-mail address will be announced soon. We will continue providing timely, professional, and confidential assistance to the employers who contract for our services and their employees.

Directions EAP, LLC will remain the employee assistance provider for BryanLGH Medical Center employees in addition to the several thousand employees of the nearly 100 other employers we serve coast to coast. We look forward to this challenge, and our new opportunity to continue to provide the best, most responsive, and most complete EAP services in the years ahead.

If you have any questions about this change and how it may impact you or your organization, give us a call at (402) 481-5998. If you have been considering an EAP for your employees and want to get in on our fresh new start, we would love an opportunity to serve you.

HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Elly Hardekopf, 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 elly.hardekopf@molex.com throughout the year. We are getting close to the end of the year, and all volunteer efforts need to be recorded in order to qualify for the award.

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 KELLY RILEY AT: KELLY@CLARION-GROUP.NET OR CALL **402.781.2054**

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

www.lincolnhhr.org

ATTENDANCE DRAWING WINNER

Who Says There’s No Such Thing as a Free Lunch? Congratulations to Erin Ruff, Business Development Manager with Excel Personnel. Erin will receive free registration at the April, 2006 meeting!

LEGAL UPDATE

Payment of Vacation Time Upon Separation from Employment

by *HARDING, SHULTZ & DOWNS* • *Lincoln, Nebraska*

Many employers often wonder whether they are obligated to pay employees for vacation time when employment comes to an end. Does an employer have to pay vacation time for someone who voluntarily quits? Is an employee who quits without giving a two-week notice entitled to payment of accrued vacation? Is an employer required to pay vacation pay to an employee who gets fired? Does an employer's policy matter? Given a recent Nebraska Court of Appeals decision, the answer to these questions depends on the wording of the employee handbook. *s.*, 14 Neb. App. 434 (2006).

In *Roseland*, four employees resigned from their jobs and were not paid for their earned but unused vacation time. They brought a lawsuit in Douglas County District Court against their former employer, claiming that the Nebraska Wage Payment and Collection Act, NEB. REV. STAT. §§ 48-1228 to 48-1232 (Reissue 2004), requires employers to pay employees for their accrued vacation time. Under the Act, any unpaid wages shall become due when the employer "separates an employee from the payroll." § 48-1230. The Act defines "wages" to include fringe benefits such as vacation leave. However, an employee is not entitled to the payment of vacation leave unless "previously agreed to and conditions stipulated have been met by the employee." § 48-1229(4).

The four employees prevailed on their claim in state district court and were awarded \$8,788.29 for their unused vacation time and an attorney's fee award of not less than 25% of the unpaid wages, or \$2,197.07. The employer appealed the decision to the Nebraska Court of Appeals.

The employees in *Roseland* argued

on appeal that they had met the conditions necessary to obtaining vacation pay because the only condition was continuous service for a certain period of time. The Court of Appeals rejected this argument on the basis that there were "no conditions in [the employer's] handbook that would allow for payment of unused vacation time upon an employee's resignation or termination of employment." The handbook specifically stated: "Accrued but unused vacation time will not be carried over from year to year. Upon resignation or termination, employees will not be paid for vacation time available." Because of this language in the employee handbook, the Court of Appeals found the former employees were not entitled to vacation pay and also reversed the district court's attorney fees award.

This decision indicates that Nebraska courts will look at employee handbooks in determining the "conditions" for payment of vacation time under the Nebraska Wage Payment and Collection Act. Given the Court of Appeals' interpretation of the Act, employers have a great deal of flexibility in whether employees who quit or are fired will be given vacation pay. If an employee does not meet the conditions provided for in the employee handbook, the employee is not entitled to compensation for accrued vacation time. This means that an employer can make payment of vacation time dependent upon: (1) whether the employee gives two weeks' notice; (2) whether the employee voluntarily quits;

(3) whether the employee is fired; or (4) whether the employer provides for payment for accrued vacation time at all. **However, these conditions must be clearly stated in the employee handbook.**

The dissenting opinion of Judge Inbody of the Court of Appeals indicated he would find the provisions of an employer's handbook in direct violation of the Nebraska Wage Payment and Collection Act. The dissent argued the language which provided for the forfeiture of earned but unused vacation time upon resignation or termination is void. It is important to remember the *Roseland* case is a 2 to 1 decision of the Nebraska Court of Appeals and the Nebraska Supreme Court has yet to decide the same precise issue. Stay tuned!

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

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Taking Business Health To A Higher Level

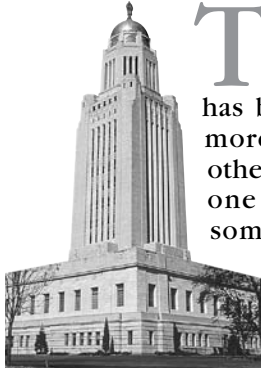
Saint Elizabeth Health Systems

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LEGISLATIVE UPDATE

The 2006 NE Legislative Session Is Plugging Along

By Carmen Wiles, President-Elect and Government Relations Chair



There have been several bills that LHRMA has been following more closely than others and there is one that requires some action from each of you. LHRMA opposes LB 554 and we need you to

also voice your opposition by writing your Senator and Congressmen. It's simple to do it electronically, so do it today!

1. Login to www.shrm.org and go to the Governmental Affairs link.
2. HR Voice link.
3. Write Your Elected Officials link.
4. Oppose LB 554, Minimum Wage Increase in Nebraska link.
5. Submit.

It's that quick and easy. If you do send an email please notify me so I can track the number of letters that are sent. Right now the Bill has gone to general file. If we need to make another effort to contact our Senators and Congressmen LHRMA will notify you via an email blast.

Members of the Legislative Committee have already sent email letters to each of the Business and Labor Committee members and I have emailed a letter on behalf of LHRMA to each of the Senators and Congressmen. Remember grassroots efforts are most effective and a wonderful way to make our voices be heard.

LB1237 & LB1238 – Workers Compensation Reform & Workers Compensation – Medical Fee Schedule

This bill has advanced to General File with Amendments. It is a priority bill

of the Business and Labor Committee. The bill changes the provisions of the NE Workers Compensation Act and the Workplace Safety Consultation Program. The NE Chamber of Commerce supports this bill.

LB 984 – The Employee Freedom Act.

This bill was introduced by Senator Howards. As was predicted, this bill has not gone anywhere since the last update in the March letter.

LB 661 – The Advocacy Leave Act.

This bill was first introduced by Senator Price. This bill has not gone anywhere also. LHRMA opposes this bill.

There are also pieces of Human Resource legislation in front of the House and Senate on Capitol Hill. I just returned from attending the SHRM Employment and Legislative Conference in Washington D.C. and was afforded the opportunity to visit Senator Hagel's, Senator Nelson's, Congressman Fortenberry's, and Congressman Terry's offices. I had a chance to talk to Senator Nelson's Aide, Senator Hagel's General Counsel, and Congressman Fortenberry's Aide. A couple of members from Omaha's chapter, HRAM, were also attending the Conference so I had a chance to accompany them and speak directly to Congressman Lee Terry, who represents Omaha's district. SHRM provided everyone with some lobbyist training and an update on each of the pieces of legislation that impacts the Human Resource profession. Those legislative pieces are:

- Support Workforce Health Improvement Program (WHIP) Act
- Support H.R. 2830, the Pension Protection Act of 2005 and S. 1783, the Pension Security and

Transparency Act of 2005.

- Regulatory Alert! Please urge the DOL to repeal the Equal Opportunity Survey.
- Support Health Information Technology in the House

LHRMA urges each of you who are SHRM members to also contact your Senator and Congressmen about these 4 pieces of important legislation.

If you have already taken the time to write to your senators and congressmen, thank you! If you haven't done so, please do so today. It really does matter and that is what we heard over and over again while on Capitol Hill.

LHRMA HAPPENS! HERE'S WHAT'S HAPPENING ON THE HOME FRONT.

Mark Your Calendars



FUTURE PROGRAMS

Tuesday, May 9, 2006:

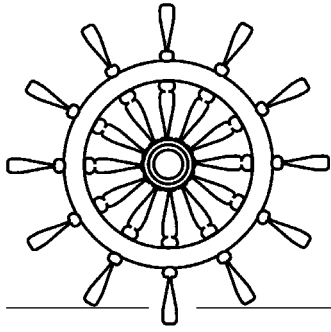
Legislative Issues with Bruce Stec, Nebraska State SHRM, Legislative Director

Tuesday June 13, 2006:

Diversity topic, to be hosted by the Diversity Committee

July: Talent Management

Mark your calendars now for the 2006 SHRM Nebraska State Conference, September 21 and 22 at the Qwest Center in Omaha. The theme this year is "Navigating the HR Waters", so plan on "cruising" to Omaha for outstanding sessions! Watch your mail for more information.



DIVERSITY HUB

OBESITY PRESENTS DIVERSITY, AS WELL AS HEALTH, CHALLENGES

By: Rebecca R. Hastings

For some HR professionals, the word “obesity” leads to thoughts of gastric bypass claims, fitness subsidies and health fairs. For others, it may call forth concerns about workplace safety and disability accommodations. But, in fact, one way for employers to think of obesity is as an element of diversity.

The Centers for Disease Control (CDC) reports that, in the United States, “an estimated 65 percent of adults are either overweight or obese,” as measured by the Body Mass Index. However, despite the majority status, being overweight or obese is not generally acceptable in many work environments.

“Recent research commissioned by the American Obesity Association (AOA) reveals that a large number of morbidly obese workers feel they have been discriminated against because of their weight,” says Morgan Downey, the AOA’s executive director and CEO. “In situations where a job involves dealing with the public or clients, some obese workers feel their weight has excluded them from consideration,” he says.

A recent survey from TheLadders.com reinforces this perception. Their survey revealed that 75 percent of executives said that being overweight is a “serious career impediment.”

Obese workers are not usually legally protected from discrimination. EEOC guidance on the definition of a disability contains only a passing reference: “Severe obesity, which has been defined as body weight more than 100 percent over the norm ... is clearly an impairment,” the guidance states. In such cases, protection from discrimination would be available.

Some employer interactions with obese workers focus on the need for accommodations, or on issues of dress and grooming. There are a variety of accommodations suggested by the Job Accommodation Network (JAN), such as larger chairs, seat belt extenders and reinforced ladders and harnesses, for

example. However, “Obese workers are not usually in need of accommodations,” Downey says. “They are in need of acceptance and equal opportunities.

“Weight is something people feel free to comment on,” he says. He uses the example of a co-worker patting an overweight colleague’s stomach and saying “you need to work that off.” Downey says this type of rudeness should not be condoned in the workplace.

Some may argue that weight is a result of personal choice and that it is therefore different than discrimination on the basis of race or sex, factors that are out of an individual’s control. But such assumptions may be too simplistic. The AOA reports that there are many causes of obesity. “It’s hard to generalize a reason for obesity,” Downey says. “People tend to assume it’s an issue related to willpower or depression, for example, but people actually accumulate excess body weight in a number of ways. We’re just beginning to understand how complicated obesity is and what the body does to protect its weight.”

With added awareness and sensitivity employers can explore strategies to address excess weight in their own workplaces. However, obesity is not a problem that can be resolved quickly and easily. According to a recent survey from the nonprofit Calorie Control Council, 33 percent of Americans or 71 million people are currently on a diet—the highest number of dieters in the past 15 years. The typical dieter tries to lose weight an average of three times per year, the Council reports.

Reversing the trend involves significant environmental and social change. Since the workplace is where most Americans spend a third or more of their time each day, it’s a logical place to start.

Downey says the workplace is a difficult place for those struggling with their weight. “Some co-workers sabotage efforts of those trying to lose weight by bringing in sweets, and managers hosting office functions usually expect employees to participate

regardless of weight loss efforts.”

Coordinated workplace efforts where everyone is encouraged to participate are recommended by Downey. “People don’t have to be overweight themselves to benefit from guidance about healthy eating and exercise,” he says. “Obese workers just don’t want to be singled out,” he adds.

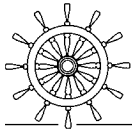
Hewitt Associates reports that 72 percent of U.S. companies are now offering programs to help employees lose weight and live healthier lifestyles. According to the SHRM 2005 Benefits Survey Report, methods used include subsidies or reimbursements for fitness center memberships (31 percent), weight loss programs (25 percent) and on-site fitness centers (24 percent).

Employers may unwittingly contribute to employee weight problems. “From meetings to vending machines to our cafeteria—we were not doing a good job providing healthy food options for employees at work,” says Michelle Kirby, senior vice president of people and culture at exas Health Resources (THR), a hospital system in the Dallas-Fort Worth area. Kirby says the “Be Healthy THR” program was launched as a result of out-of-control health care costs. “We realized it was up to us as the employer to do something about our employees’ health habits,” Kirby says. “After all, you can keep waiting and waiting but the evidence shows that employees won’t take control of their own health,” she adds.

Cost is indeed a strong motivator for employer action. Obesity costs employers approximately \$12.7 billion each year in health care costs (which are 36 percent higher for obese employees), medications, paid sick leave and life insurance policies, according to the Washington Business Group on Health.

In 2005, kitchen and bath products supplier Moen conducted a formal study of the impact on the bottom line and found that for every dollar spent on wellness initiatives, the company saved three to four

Continued on Page 7.



DIVERSITY HUB

Continued From Page 6.

dollars. The savings arose from reduced time away from work and health care cost savings. For example, the study showed that while non-participants spent about \$46 for inpatient visits per \$100 spent, wellness program participants spent less than \$5.

Cost alone should not be the primary focus of such a program, however. Sensitivity is very important when employers are considering a workplace obesity program. "Approach employees in a way that they won't feel you're calling them fat," says Rosemary Burke, RN, MS, of MediCorp Health System, based in Fredericksburg, Va. "Doing something at your workplace is very intimidating," adds Burke, who is responsible for the health maintenance of over 3,800 employees.

"One employee had gastric bypass surgery years before, lost their weight and then gained it all back. After participating in our program they are close to maintaining their goal weight. We believe the constant reinforcement and support of other employees makes the difference," says Michelle Reyna, director of wellness for Texas Health Resources.

For others, the nature of their job can be a good motivator for both employers and employees. "Most of our employees are responsible for direct patient care. When they are obviously unhealthy, it doesn't look good," says Kirby. "Employees knew that it was important for them to be the epitome

of good health," she adds. "We encourage personal responsibility and offer incentives. If they are ready, then we are there with all the tools they need to make that happen."

Willing participation in wellness opportunities is critical. When a program is well structured, with convenience and incentives, employees will be more likely to join in. According to Kirby, the "Be Healthy THR" program "took off like wildfire." "Though there may be people out there who say they are happy being overweight, that's probably a defense mechanism," Downey says. "It's more likely that they are ashamed, sensitive about it and hiding behind such an attitude," he adds.

Downey suggests that employers:

- Educate all employees about obesity and its risks.
- Reinforce good interpersonal relationships such as avoiding rudeness and offense.
- Approach obese workers in a non-judgmental and supportive way.
- Recognize that everyone has their own personal experience.

Body weight is "such a sensitive area," Downey says. "Employers need to recognize that and approach all workers with caution."

Rebecca R. Hastings, SPHR is online writer/editor for SHRM.

2006 WORLDATWORK CERTIFICATION COURSES

World at Work is a professional association dedicated to knowledge leadership in compensation, benefits, and total rewards. Certification can be achieved for a Certified Compensation Professional (CCP), Certified Benefits Professional (CBP), and Global Remuneration Professional (GRP).

For more information on WorldatWork or the certification program visit www.worldatwork.org.

The Human Resources Association of the Midlands (HRAM) is hosting the following WorldatWork certification courses in 2006:

May 10-12, 2006

T2 - Accounting and Finance

September 13-15, 2006

T3 - Quantitative Methods

November 15-17, 2006

T6 - Mergers and Acquisitions

LHRMA members can attend these courses at the HRAM member rate so when registering indicate that you are an LHRMA/HRAM member to receive the discounted registration fee of \$800 (compared to the normal rate of \$985 for a WorldatWork member or \$1,485 for a non-member). For registration information visit the LHRMA website at www.lhrma.org or the HRAM website at www.bram.org under Committees/Professional Development/Certification/WorldatWork Courses.



New LHRMA Members

Merry Coffey,
Payroll & Benefits Specialist
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Merry.coffey@exmark.com

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Kathy Spence, Administrative
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Susan Merwick, Organizational
Specialist
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Nick Anderson, HR Director
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We welcome all of you to our organization and hope that you will enjoy all the benefits of membership in this great group!

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LHRMA RESOURCE

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SHRM LOCAL CHAPTER 0048

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