

Register to Attend by  
NOON FRIDAY  
MARCH 4TH

### **By E-Mail:**

Members who 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 who do not receive e-mail notification of meetings, you can also register via e-mail to:

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

### **By Voice Mail**

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

### **Deadline**

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 noon **Friday, Mar. 4, 2005**. **Let us know if you plan to attend.**

### **Cancellations**

Remember to call in cancellations to the voice mail system at 434-6554 or e-mail [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com) by noon **Friday, Mar. 4, 2005**. If you register but do not attend the meeting, you will be charged an extra \$5.00 in addition to the cost of the meeting! (= \$25.00) Accommodating for late registrations causes a big problem for the restaurants in terms of providing enough food and seating space for late registrants. *Please be respectful of the noon deadline.*

*March Triad Meeting is Tuesday the 8th:*

## A NEW LOOK AT ORGANIZATIONAL CHANGE

Guest Speaker: Carol Horner

Date: Tuesday, March 8, 2005

Where: Wilderness Ridge, 1800 Wilderness Woods Place

Registration: 11:00 - 11:30 am

Meal: 11:30 - 12:00 pm

Program: 12:00 - 1:00 pm

Cost: \$20.00 (Please note change in cost for this meeting)

Meal: *Fairway Buffet which includes Chopped Salad, Homemade Pasta Salad, California Chicken Wrap, Smoked Salmon Wrap, Brownie and Blondie Platter; Beverage*

### **About Our Program**

ARE YOU FACED WITH CHANGE in your personal and professional life? Do you deal with change as effectively as you wish? A classic statement, "I believe in change but not this way!" explains where most individuals are to some degree. Change has been a hot topic in organizations for a number of years and will continue to be for some time to come. There are a number of clichés we use to explain why this is... "change is inevitable," "change is the only constant." But there is more to dealing with change than explaining it with clichés. What are we really trying to make happen when we use clichés, invest in buttons, slogans, parties, stickers, posters, and rallies? We are trying to understand, accept, cope and actually embrace change. However, what is really needed is to build capacity in our workforce to be more accepting and adaptable when confronted with change. This program will focus on adaptability strategies to the, seemingly increasing, changes in the many facets of our lives.

In this session we will talk about acceptability as a skill set to be developed in ourselves and our organizations. This is a new look at organizational change, where the struggle really begins.

### **About Our Speaker**

CAROL HORNER is President of Synchronicity Training & Development and has been in the organization development field since 1987. Synchronicity Training & Development helps organizations "be in synch" by improving the ways their people work together. Carol believes that in order to affect positive and productive changes in people's attitudes, behaviors, and relationships, you need to actively involve them in their learning and development process.

She has worked extensively in designing and implementing projects in the areas of Organization Development, Performance Improvement, Employee Development, Leadership, and Change Management. Her clients include international companies such as Biocor Animal Health and Shell Oil; local businesses like ConAgra Foods, Hy-Vee Food Stores; as well as non-profit organizations like Council Bluffs Chamber of Commerce, NAACP, Girls Scouts of America, and American Red Cross.

## President's Message

Michele Spadt, President



Our February lunch presenters provided so much great information on consumer driven health care plan designs that my head was spinning at the end of our meeting! If you felt like me, take heart, because the presenters will be sending each LHRMA member who attended the meeting a brochure explaining the different designs they discussed. Look for the brochures in the mail soon. I'd like to thank our presenters for taking time out of their busy workday to not only be speakers at our luncheon, but to also lead the afternoon "Employee Benefits Basics" workshop. The workshop provided an excellent overview of typical employee benefit programs and how they relate to total compensation. Thank you also to Kent Mattson for finding the speakers and working with the program committee to set up the workshop.

I would be remiss if I didn't mention that the SHRM Foundation basket raffle was a huge success! We raised \$164 for the SHRM foundation, twice as much as last year! Russ Roberts did an awesome job in obtaining donations of wonderful relaxation/stress relief baskets for the raffle. Thank you so much to all of the organizations who donated a basket for the raffle. Your generosity is greatly appreciated. The basket donors and the winners are listed in a separate article in the newsletter.

The 2005 membership directories are currently at the printers and we will be mailing them to you as soon as they are completed, hopefully in March. Please remember to send any address changes to [ksriley@alltel.net](mailto:ksriley@alltel.net) so you receive your directory and other mailings as quickly as possible. I would like to remind everyone that LHRMA has a policy against using

the information in the directory to send solicitations to members. This is a matter of importance to us since it is important to you. If you have any questions about appropriate use of the directory, please do not hesitate to ask any member of the Board.

It is once again time for our annual TRIAD meeting which we co-host with the American Society of Training and Development (ASTD) and the Lincoln Management Society (LMS). This year's meeting will be held at Wilderness Lodge. Our speaker is Carol Horner who will be presenting us with "A New Look at Organizational Change." As you are well aware, change is one of the few things you can rely on in our profession and in everyday life. Carol's presentation will help us focus on strategies to assist ourselves and our employees with becoming more accepting and adaptable when confronted with change. I hope you will all be able to take advantage of this opportunity to hear a great speaker in a beautiful location.

I look forward to seeing you all on March 8th!

Sincerely,  
Michele Spadt, President

### LHRMA Member Changes

Check and verify your name and address on this month's LHRResource 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 [ksriley@alltel.net](mailto:ksriley@alltel.net), by telephone at 402.781-2054 or by mail to Kelly Riley, PHR, 1338 South 202nd St., Eagle, NE 68347.

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## HResource Articles

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@bampton1.com](mailto:cmaddox@bampton1.com)

## Attendance Drawing Winner

Who Says There's No Such Thing as a Free Lunch?

Congratulations to MARY CROOK of U.S. Bank. Mary gets to attend our March Triad meeting, on LHRMA.

## New LHRMA Members

### DENA DESCHENE

HR/Payroll Administrator, Work USA Inc.  
[infowork@workusainc.com](mailto:infowork@workusainc.com)

### ROGER MADDEN, CFE

Certified Financial Educator, University of Nebraska-Lincoln  
[rogerm@cfsinc.com](mailto:rogerm@cfsinc.com)

### JILL STABERG

Personnel Officer, State of Nebraska/  
Department of Administrative Services - HR  
[jstaber@notes.state.ne.us](mailto:jstaber@notes.state.ne.us)

Welcome — you have joined an outstanding organization!

## LEGISLATIVE UPDATE

# Reference Checking and More ...

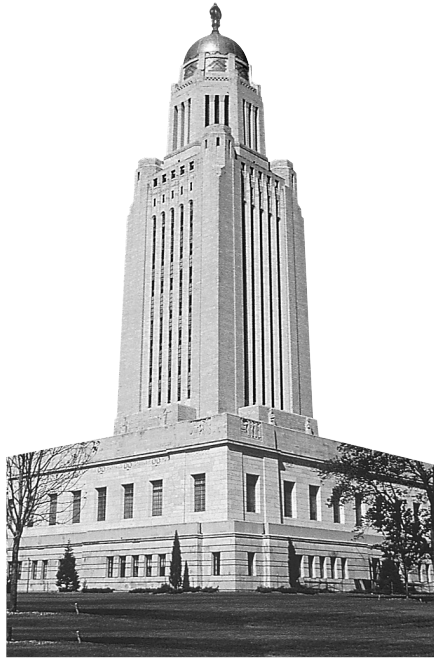
*Cindy Mefford, Government Relations Chair*

**R**eference checking legislation is again a hot topic in the Nebraska Legislature. Two bills have been introduced that relate to the issue. LB 510 introduced by Senator Combs and LB 43 introduced by Senator Redfield have been referred to the Judiciary Committee. LB 43 covers references provided in writing but also requires that the same information be released to the employee upon request.

The State Council and LHRMA have pledged their support for reference checking legislation in general but feel that LB 510 is the stronger bill. LB 510 is based upon the bills previously introduced. It provides civil immunity for employers who disclose information about a current or former employee to a prospective employer unless the employer knew or should have known that the information was false. It also specifically states immunity for civil liability arising from such disclosures to the extent the disclosure reveals: dates of employment, pay level, job description and duties, and wage history.

State Council members have held meetings with the sponsoring senators of these bills in order to offer our support. LHRMA members are asked to become involved in this effort as well. A sample letter will be posted on *SHRM.org* or *lincolnhr.org* for use by Nebraska members asking senators to support this legislation. You will be able to email the letter directly from the SHRM website or copy the letter from the LHRMA site. We are asking members to email or fax your letters to the senators rather than regular mail. Please copy me so I can track the number of letters our membership sends. We can receive points for the CAP (Chapter Achievement Plan) for letters sent.

Members may also track bills on-line at <http://www.unicam.state.ne.us> using the free Bill Tracker.



Other bills the Legislative Committee will be watching this year:

**LB 230** - relating to labor; to change provisions relating to labor organizations; to require reimbursement of a share of legal fees and court costs.

**LB 306** - related to the Uniform Licensing Law - to provide for fingerprinting and criminal background checks; to change requirements for reporting certain occurrences for certain occupations that deal with dispensing drugs; hearing was 02/10

**LB 354** - related to non-union employees paying for union representation.

**LB 413** - related to the Wage Replacement Act; hearing was 02/23

**LB 415** - related to confidentiality of WC records; hearing was 02/07.

**LB 488** - relating to employment security law; to change weekly benefit and combined tax provisions; was before hearing 01/31. State Council is watching.

**LB 554** - to change minimum wage & training wage provisions; hearing is 02/14. State Council is watching.

**LB 661** - relating to employment; to adopt the Advocacy Leave Act (allows for 24 hours of paid leave in a 12 month period for advocacy on behalf of a child, spouse, parent or parent in law). **OPPOSE**

**LB 716** - relating to economic development; to create the Advantage NE Workforce Training Institute as a division of the Dept of Economic Development; hearing is 02/22. State Council is watching.

**LB 759** - prohibits discrimination based on sexual orientation. State Council is watching.

### **JOBS, JOBS & MORE JOBS!**

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

Check out our newly website:

**[www.lincolnhr.org](http://www.lincolnhr.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: [ksriley@alltel.net](mailto:ksriley@alltel.net) or call **402.781.2054**

If you are looking for a Human Resource job then you can check out our website:

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





## New Child Labor Regulations Effective February 14

By Mark A. Fablesen, Esq. Rembolt Ludtke LLP

In December 2004, the U.S. Department of Labor published its final regulations amending the existing regulations for the child labor provisions of the federal Fair Labor Standards Act (FLSA). The new regulations, which go into effect on February 14, 2005, implement statutory changes adopted by Congress in the Compactors and Balers Safety Standards Modernization Act of 1996 and the Drive for Teen Employment Act of 1998, and adopt a number of other significant changes as well.

### A. Background

Generally, the child labor provisions of the FLSA establish a minimum age of 16 for employment in nonagricultural occupations, but the Department of Labor is authorized to provide by regulation for 14- and 15-year olds to work in suitable nonhazardous occupations during periods and under conditions that will not interfere with their schooling or health and well-being. The FLSA permits 16- and 17-year olds to work in nonagricultural occupations, without hours or time limitations, except in occupations deemed "hazardous" by the Secretary of Labor. The new regulations attempt to incorporate recent statutory changes to these provisions and modernize the regulations to account for changes in the workplace and the emergence of new types of businesses where young workers may find employment opportunities.

### B. New Regulations

Highlights from the new regulations include the following:

**Cooking Duties.** Since 1961, the FLSA's child labor provisions have restricted the ability of 14- and 15-year olds to engage in certain cooking activities. While the old regulations clearly barred heavy-duty cooking activities such as working over a hot stove for extended hours, the Department interpreted the regulations so as

to permit lighter-duty types of cooking activities (e.g., grilling a cheese sandwich) that were performed "in plain view" of the customer. The new regulations eliminate the "in plain view" interpretation, and instead ban all cooking by 14- and 15-year olds, except cooking that involves electric or gas grilles (but not open flames or use of automated broilers) and deep fat fryers that are equipped with and use devices to automatically raise and lower the baskets into hot oil. Under the new regulations, 14- and 15-year-olds may also use dishwashers, toasters, popcorn poppers, coffee machines and grinders, devices used to maintain the temperature of prepared foods (such as warmers, steam tables, and heat lamps), and microwave ovens that are used only to warm prepared food and do not have the capacity to warm above 140° F. Also, 14- and 15-year olds are allowed to clean kitchen equipment (not otherwise prohibited), remove oil or grease filters, pour oil or grease through filters, and move receptacles containing hot grease or hot oil, but only when the equipment, surfaces, containers and liquids do not exceed a temperature of 100°F.

**Driving on Public Roads.** For years the Department of Labor's interpretation of its regulations relating to the ability of 16- and 17-year olds to drive on the public roadways pursuant to employment differed between the Department's various regional offices. In 1998, Congress enacted the Drive for Teen Employment Act to adopt a uniform standard on this issue, and these new regulations finally incorporate those statutory changes. Now, all on-the-job driving on public roads by 16 year-olds is prohibited, and "incidental and occasional driving" by 17-year-olds is allowed only if certain conditions are met. These conditions include, among other things, that: (1)

the minor employee must not have a record of moving violations at the time of hire; (2) the minor has successfully completed a state-approved driver's education course; (3) the vehicle is equipped with seat belts and the employer has instructed the minor that the seat belts must be used; (4) the driving to be performed by the minor cannot include route deliveries or route sales, the transportation for hire of property, goods, or passengers, urgent, time-sensitive deliveries, or the transporting at any one time of more than three passengers (including the employees of the minor's employer); (5) the driving cannot involve more than two trips away from the primary place of employment in any single day for the purpose of delivering goods of the minor's employer to a customer or transporting passengers (other than the employees of the employer); and (6) the driving must truly be "occasional and incidental," which is defined as no more than one-third of the employee's work time in any workday and no more than 20 percent of the employee's work time in any workweek.

**Roofing.** Current regulations ban all work by minors in "occupations in roofing operations," but do not ban all work on roofs. The new regulations change this so as to also prohibit 16- and 17-year olds from working "on or about a roof," which includes all work performed upon or in close proximity to a roof. This includes carpentry and metal work, alterations, additions, maintenance and repair (including painting and coating of existing roofs), the construction of the sheathing or base of roofs (wood or metal), including roof trusses or joists, gutter and downspout work, the installation and servicing of television and communication equipment such as cable and satellite dishes, and the

*continued on next page*

## LEGAL UPDATE

**New Child Labor Regulations***continued from previous page*

installation and servicing of heating, ventilation and air conditioning equipment or similar appliances attached to roofs. The new regulations maintain an exemption for apprentices and student learners.

**Paper Balers and Compactors.** Historically, the Department of Labor's hazardous occupation orders have barred minors under 18 years of age from working in occupations involving the operation of paper-products machines, such as scrap paper balers. In 1996, Congress adopted the Compactors and Balers Safety Standards Modernization Act, which, among other things, amended the FLSA so as to permit 16- and 17-year-olds to load, but not operate or unload, scrap paper balers and paper box compactors if certain conditions are met. The new regulations incorporate these conditions, which include such things as mandating that the machine must meet the applicable American National Standard Institute (ANSI) standard and must have an on-off switch incorporating a key-lock or other system, and that on-off switch must be maintained in an off position when the machine is not in operation.

Employers found to be in violation of the FLSA's child labor provisions face significant monetary penalties as well as a public relations nightmare. If you desire more information on these new regulations or want to determine whether your business is in compliance with the FLSA, you are encouraged to contact experienced employment/labor law counsel for more information.

*EDITOR'S NOTE: Fablesen is a partner with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or by e-mailing bim at: [mfablesen@remboltludtke.com](mailto:mfablesen@remboltludtke.com).*

*This article is provided for general informational purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.*

**Please and Thank You***By Mike Reynolds & Bill Hutto*

**“Give me that file.” “Move. You’re in the way.”  
“OK, OK, let’s get going.” I wish you had told me...”**

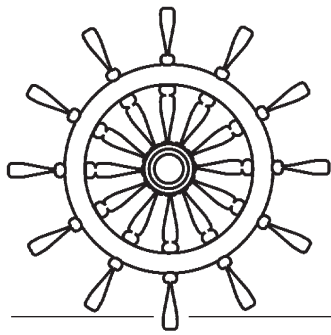
**U**nder the pressure of deadlines, meeting schedules, and last minute changes, we often don't take the time to be civil to one another - opting instead for the shortest, most direct, communication possible.

Uncivil workplaces are less productive, less personally satisfying, and very easy to leave for the possibility of a better work environment. As EAP counselors, we hear it all the time. Even when some other problem brings someone to our office, accounts of rude and insensitive treatment are common. Reflecting on some of the most common complaints, here is a short list of some recommendations we would have for every workplace.

- Do take the time to say “Please” and “Thank You” to the people who contribute, even in small ways. The individual who drops a needed file in your in basket rather than your distribution box down the hall, has saved you time and steps. They deserve a note of thanks!
- When you receive recognition for accomplishments that others contributed to, share the credit. Very few of us have jobs that don't rely on the contributions of others and when “we do well” they deserve some of the kudos.
- Get to know the people you work around and take a sincere interest in their well-being. When there is a crisis in our lives and the people we work with obviously and sincerely care, it helps us through. Conversely, the absence of any interest or concern leaves a deep wound that heals very slowly.
- When you make or contribute to a mistake, be big enough to admit your role in it, and focus on finding solutions.

We spend the better part of our working years in daily relationships with co-workers, subordinates, and managers. When we find ourselves in an organization that has regressed into an uncivil and insensitive culture, it can be difficult to find the will to get up and go to work. If you are feeling that way now, it may be time to visit your EAP. Ask your counselor for strategies to help you deal with the climate and also possibly help to facilitate change. Fortunately, civility is infectious and one or a few people can begin a process that results in a new and better climate.

If Directions EAP is your provider, call (402) 481-5998 or (800) 563-8201 to make an appointment.



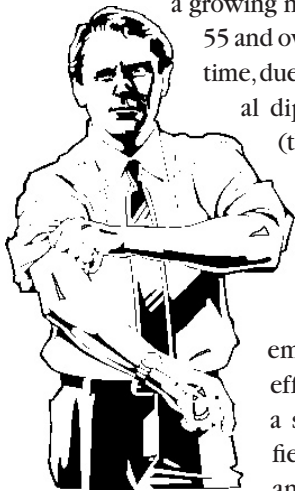
# DIVERSITY HUB

## THE AGING WORKFORCE: Job Demands of the Older Worker

*By Joyce Welsch, J.D., SPHR, LHRMA Diversity Committee Chair*

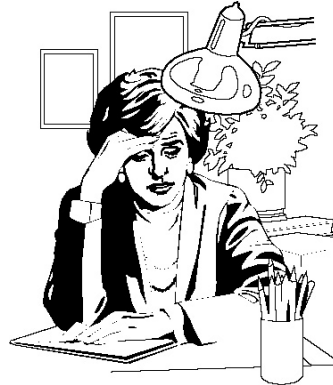
The recent Workplace Forecast for 2004-2005, published by the Society of Human Resources Management (SHRM), lists "Preparing for the Next Wave of Retirement and Labor Shortage," as number seven of the top ten workplace trends for the coming year. In addition, the forecast lists, "the Aging of the Workforce," as the number one key demographic trend that will impact the workplace. Due to the aging of the baby boomers, there will be

a growing number of workers 55 and over and at the same time, due to the generational dip following 1964 (the last year of the boomer births), there will be fewer workers to replace departing older employees. Possible effects may include a shortage of qualified employees and an output decrease which may threaten



standards of living for all Americans.

For employers who fear a scarcity of workers, there are signs that a good share of older workers may choose to remain in the workforce and thus relieve the pressures on employers who would otherwise face shortages. Later retirement could occur due to various factors such as: improvements in health and life expectancy, personal desire to be productive and useful, lack of financial preparation for retirement, and increased age requirements for social security benefits, among other reasons.



Employers who wish to counter the possible labor shortages by tapping the potential of older workers should be mindful of the job demands faced by those workers. In the July 2004 volume of the Monthly Labor Review, a periodical of the Bureau of Labor Statistics, Richard Johnson, Senior Research Associate of the Urban Institute, reflects on the issue of nonphysical demands versus physical demands on older workers.

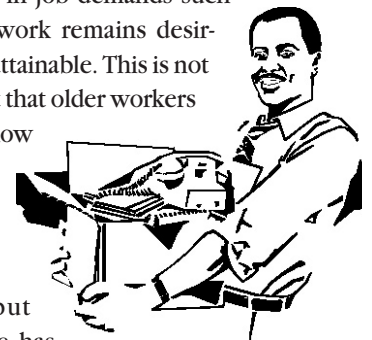
In his analysis, Johnson cites studies that show that workers in blue collar jobs tend to retire before workers in white collar jobs, due to the physical job demands such as heavy lifting or regular stooping or kneeling. In comparison, relatively few older workers in jobs with virtually no physical demands reported health problems that could force them to retire early.

Bureau of Labor Statistics (BLS) data indicates that the share of older workers facing virtually no physical demands on the job increased significantly in the 1990's. Along with general health improvements of older people, this suggests more people are now able to delay retirement and work until older ages than in the past.

The BLS data also shows, however, that the level of *non-physical* demands

faced by older workers has increased significantly. Non-physical demands include more onerous time commitments and a variety of stress factors potentially caused by jobs requiring: intense concentration, interactions with difficult people, advanced computer-use skills, and good eyesight. Johnson concludes in his article that such factors may push otherwise willing older workers to retirement and thus reduce that portion of the workforce which would be available to relieve the demographic pressures of the looming worker shortage.

So while the decline of physical labor in manufacturing jobs, along with the increase in non-manual service jobs and the computerization of the workplace, should encourage older adults to continue working, excessive cognitive demands may lead to early retirement just as the physical demands did previously. Thus an employer must, when planning how to encourage older adults to delay retirement and stay at work, consider ways by which to create a balance in job demands such that the work remains desirable and attainable. This is not to suggest that older workers are somehow less able to surmount challenges, but when one has the option of leaving or staying, attention should be paid to how to encourage the latter choice.



# A HEALTHY YOU AND ME

## Building Fitness Into Your Busy Workday

By Jeremy Bergmeyer, WorkWell Inc.

Many people's perception is that physical activity needs to be long in duration and strenuous in intensity, which is a misconception. Any physical activity is better than no physical activity. Simple movements and activities that last a couple minutes at a time should not be seen as insignificant. The Surgeon General recommends a minimum of 30 minutes of moderate-intensity physical activity per day; however that doesn't mean it needs to be accumulated all at one time. Throughout the course of the day, this standard can be met by breaking activities into intervals of activity, followed by rest, followed by more activity.

There are many options to consider when deciding to become physically active. Your best option should include activities that are enjoyable, challenging and attainable to you. It should not be intimidating nor uncomfortable, but rather something that makes you feel good. In fact, certain exercises and stretches can be quite simple, and there is no limit to how creative you can be.

### *Here are some tips:*

- Schedule in your planner a convenient time to exercise and how long you want to do it. Write down some goals and keep a journal record of your daily activities to track progress. Keep in mind the resources you have available and write activities that can be done indoors and as well as outdoors.
- Get a group of people who would be willing to participate with you and that share similar goals and interests. More support may provide more motivation and less inclination to quit.
- The easiest and most simple exercise that most of us take for granted is walking. Instead of trying to get that great parking spot in the morning, park a little further away. If you ride the bus, get off

a few stops before your workplace and walk the remaining few blocks. Once you enter the building, avoid using the elevators and take the stairs. Walk to lunch and ask a friend or co-worker to go along with you. Eat a balanced meal that includes fruits, vegetables, and carbohydrates that will give you enough energy for the remainder of the day.

- Ride your bike or jog to or from work if the distance is reasonable and safe. Remember to always wear a bike helmet.
- Keep an extra set of clothing and shoes at work to save more time in your schedule, so when you want to workout, you can make a quick change of clothes instead of creating another trip home to change.
- During the day, when you need a drink of water or a snack, go to a different floor or somewhere farther than the nearest location. Remember, everyone should drink eight glasses of water each day.
- If you need to send or receive a message or any other information, walk to a co-worker instead of calling, emailing, or faxing them.

After a few hours in the office make a personal health assessment of how you're feeling. If you feel tight, relieve tension by stretching. Keep each stretch around 20 seconds and do not bounce.

- For your lower back, sit and lean forward slowly, bending at the waist, reaching towards the floor with your hands.
- For your shoulders and upper back, interlock your fingers behind your head and slowly pull the elbows outward and squeeze the shoulder blades together.
- Stand up and reach for your toes to relieve your hamstrings.
- While making copies or standing at your

desk, slowly pull one foot up near your backside keeping both thighs parallel.

If you feel lethargic and are constricted to your office:

- Move your feet and legs while sitting at your desk every hour or so and get out of your chair and move around a few minutes every hour.
- Roll your shoulders forwards then backwards. You can also perform some shoulder shrugs.
- Perform some pushups (do them against the wall if you can't do standard push-ups).
- Interlock your palms and do one arm bicep curl with your top palm as the resistance as if you had a dumbbell in your hand.
- Partially lean on a chair or desk and do some calf raises by using your toes to raise your heels.
- Flex the muscles throughout your body (especially your abdominals).
- Squeeze a ball, or toss it to yourself or with a co-worker.
- Carry a light dumbbell or some sort of elastic band or rope that could be placed at your desk and be easy to use for light lifting and stretching.

Whatever you do, feel free to mix it up and personalize your activity to what you like. Maintain variety and commitment and you will be successful!

For more information regarding balancing work and a healthy lifestyle, call WorkWell Inc., at 441-8049.

### *Feb. Board Recap*

- SHRM is requiring all chapters to sign a charter, which we will do.
- Great attendance at the afternoon benefits workshop.
- Membership directories will be mailed in March.



## 2005 WorldatWork Seminars Schedule

The Human Resources Association of the Midlands (HRAM) is hosting the following WorldatWork certification courses in 2005:

### April 13-15, 2005

C2 – Job Analysis, Documentation and Evaluation

### June 8-10, 2005

B5 – Managing Flexible and Work Life Benefits

### September 21–23, 2005

T12 – Outsourcing and Managing HR Service Partners

### November 9–11, 2005

C11 – Performance Management

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).

You have several easy ways to register for these courses:

**BY PHONE:** Call WorldatWork customer relations at (877) 951-9191 to register.

**BY E-MAIL:** Fill out a registration form ([www.hram.org/certification/world@work](http://www.hram.org/certification/world@work)) and e-mail to: [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org)

**MAIL/FAX:** Fill out the registration form ([www.hram.org/certification/world@work](http://www.hram.org/certification/world@work)) and mail or FAX a copy to WorldatWork. The mailing and FAX information are on the registration form.

**ONLINE:** Visit WorldatWork and register at their website: [www.worldatwork.org](http://www.worldatwork.org)

*LHRMA members can attend these courses at the HRAM member rate so note on the registration form or when calling in that you are an LHRMA/HRAM member to receive the discounted rate of \$715 (compared to the normal rate of \$925). If you are not taking the certification exam, the cost is reduced.*

*If you have questions, contact Doug DenHerder at [doug.denherder@ngc.com](mailto:doug.denherder@ngc.com) or call (402) 682-4539.*

## LHRMA News

### *Upcoming Meetings & Activities*

APRIL MEETING – NEOC Investigations

SEPTEMBER – The Nebraska State Conference will be held Thursday, September 15 and Friday, September 16th. On Thursday a SHRM Academy workshop will be held, and on Friday there are going to be fantastic break out sessions offered. Be sure and get this date on your calendar – you won't want to miss it!

OCTOBER – Past President's & Volunteers Recognition

NOVEMBER – Diversity meeting and workshop – immigration

### *Basket Fundraiser a Success!*

Those who attended the February 8, LHRMA lunch and program were treated to a fun raffle featuring seven festive baskets. The baskets, donated by local HR professionals and their employers, contained items including, but not limited to: gift certificates for massages, music CDs, a large sports duffel, fanny pack, pedometer, aromatherapy candles, coffees, teas, books, chocolates, lotions, Valentine gifts and wellness supplies. The fund raising effort resulted in a total of \$164 to be contributed on behalf of LHRMA members to the Society for the Human Resource Management (SHRM) Foundation. The Lincoln Human Resource Management Association (LHRMA) Board and members truly appreciate the support of the companies and associations listed below who contributed the excellent baskets with prizes. Also listed are the meeting participants who won the baskets. Our thanks go to:

**Lincoln Plating**, "Wellness," won by Georgia Glass; **Kenexa**, "Rejuvenation," won by Colleen Eickmeier; **St. Elizabeth Regional Medical Center**, "Valentine's Day," won by Carlene Hall; **Continuum Employee Assistance, Training and Consulting**, "Stress Reducing Basket," won by Kathie Dragoo; **Madonna Rehabilitation Hospital**, "Relaxation," won by Russ Roberts; members of the **LHRMA Board**, "Pot Pourri Basket for Stress Relief," won by Rebecca Ferguson; and **Bryan/LGH Medical Center**, "Healthy Living Wellness Basket," won by Cathy Dorenbach.



Want to get your team fired up to achieve its goals? Then be at the Lied Center April 28, 10:30 to noon. The presenters, fighter pilots from a group called "Afterburner," show audiences how to transform teams into finely tuned, competitive forces. The cost for the 90-minute session is \$39 per person, or \$35 for groups of five or more. More information can be found at [www.ASTDLincoln.org](http://www.ASTDLincoln.org).



# SHRMNews

**SPECIAL  
OFFER!**

## *SHRM New Member Enrollment Only \$99.00 Through April*

From February 1 through April 30, 2005, you can join SHRM for only \$99!! This is over \$50 less than the normal annual 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 profession at [www.shrm.org](http://www.shrm.org) or e-mail [sbrm@sbrm.org](mailto:sbrm@sbrm.org). SHRM applications may be downloaded from [www.shrm.org](http://www.shrm.org) or may be obtained by contacting [membership@lincolnhr.org](mailto:membership@lincolnhr.org). Complete a SHRM application and mail it with your \$99 check, made payable to SHRM, to:

Carmen Wiles, Membership Chair  
c/o Cooperative Benefit Administrators, Inc.  
7101 A Street, Lincoln, NE 68510

Do not mail the application to SHRM; we will do that for you. We will include the subsidy portion with your application with your check for \$99 to SHRM for you. Enjoy the benefits of SHRM 24/7, 365 days/year online, and stay in the forefront of the HR management profession.

*SHRM ON-LINE NEWS @ WWW.SHRM.ORG*

### ***HR TIP: Soliciting Employee Feedback***

Every human resource professional knows that any is only as good as its employees. That's why it's so important to get their feedback and respond to their needs, their ideas and their suggestions - and fast. Surveys are the most effective way to tap into the thoughts of the workplace.

### ***SHRM Student Chapter Happenings at UNL***

The University of Nebraska- Lincoln chapter of SHRM has planned out a semester of speakers, tours, and activities for its members.

Next week we will bring Ruth Jones to our meeting to speak about how to find a job in Human Resources after graduation. We also have an upcoming tour of Nebraska Workforce Development to learn about their HR department and the services they provide for jobseekers and employers. The UNL chapter is also focusing on recruiting new student members with class announcement, posters, and informational sessions.

We are working hard to increase our membership and interest in the field of HR.

*Rachel Mobatt, Chapter President*

57TH ANNUAL  
**SHRM CONFERENCE & EXPOSITION**  
June 19-22, 2005 San Diego, CA

## SCORE Seeks Talent to Assist Small Businesses

SCORE, "Counselors to America's Small Businesses," is seeking business experts, managers and owners to join the ranks of its nationwide association to provide small business counseling and mentoring.

SCORE (Service Corp Of Retired Executives) is a nonprofit association. It works by matching business management counselors with current and prospective small business owners in need of expert advice. With more than 10,500 working or retired volunteers in 389 chapters nationwide, SCORE has experts in virtually every area of business management. SCORE counselors are ready to assist small business owners or would-be entrepreneurs with business plans, loan applications, marketing tactics and much more. All counseling services are free and confidential.

The local chapter has 40 members and serves about 240 persons (prospective new business owners) a year through our workshops in conjunction with Southeast Community College and about 210 other persons through our individual client conferences.

How can you help? If you have business management experience and would like to volunteer to help others succeed in business, SCORE may be the volunteer opportunity for you. You can also make others in your organization aware of this volunteer opportunity. One great resource are individuals who plan to retire soon or have retired from your organization. Information about SCORE could be included with any pre-retirement materials you provide to employees or, since SCORE is open to anyone, it could be included with information regarding volunteerism.

If you are interested in this volunteer opportunity for yourself or for others in your organization, please contact Sally Schneider, Recruiting Chair at 488-9511, or e-mail: [Score39@Alltel.net](mailto:Score39@Alltel.net).

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## LHRMA RESOURCE

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### AFFILIATE OF



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### SHRM LOCAL CHAPTER 0048

Please call Kelly Riley at 402-781-2054, PHR with any change in position, company or address or send her an e-mail at: [ksriley@alltel.net](mailto:ksriley@alltel.net)

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