

REGISTER TO ATTEND BY: NOON FRIDAY, MAY 5TH

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, May 5, 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, May 5, 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.**

MAY 9 LUNCHEON MEETING:

LEGISLATIVE ISSUES AND THEIR IMPACT ON HR AND OUR COMPANIES OPERATIONS

- Speaker:** Bruce Stec, PHR
When: Tuesday, May 9, 2006
Where: Cornhusker Marriott Hotel
333 S. 13th
Registration: 11:00 a.m. - 11:30 a.m.
Meal & Program: 11:30 a.m. - 1:00 p.m.
Cost: \$15.00
Meal: Chicken Chipotle Wrap, Pasta Salad,
Cookies, Coffee/Tea/Milk

** Bring your parking garage ticket to the meeting for validation.*

ABOUT OUR PROGRAM:

Attendees will hear an update on issues that were before the Nebraska Unicameral during the latest session. Hear the latest about the Nebraska Minimum Wage debate, the new Concealed Hand Gun law and other issues that may arise in the future. Federal issues will be discussed and SHRM's position statement will be identified for participants. Hear ideas on how to be involved in legislative issues that effect our workplace and our profession.

ABOUT OUR SPEAKER:

BRUCE STEC, STATE LEGISLATIVE DIRECTOR, SHRM NEBRASKA STATE COUNCIL

Bruce Stec is a consultant for HR Initiatives in Omaha, Nebraska. An exceptional communicator, he is dedicated to actively contributing to his clients by aligning organizational goals and objectives with Human Resource programs and projects. Focused on bottom line results and business success, Bruce uses his background in Human Resources and Operations Management to serve his clients.

Bruce is a Certified Professional in Human Resources. He is an active member of the Society for Human Resource Management (SHRM), serves as the State Legislative Director for the SHRM Nebraska State Council and is an active member of Human Resource Association of the Midlands (HRAM) serving as the Legislative Committee chair.



President's Message

Cindy Mefford, President



Happy May Basket Day!

(For those of you who remember that little tradition.)

Jennifer Graber of Holmes Murphy gave us a great snapshot of the healthcare cost situation. She provided background information on how we got to where we are with healthcare costs, how employers are reacting & some suggestions of what to do in the future. It's a good thing that not everything is increasing in price at the same rate healthcare is. Jennifer gave the example of what some foods might cost today if their prices had increased as fast as health care costs have since the 1930s. Apples would cost \$6.99/lb! Coffee (just plain old coffee, not Starbucks) would cost a whopping \$36.67/lb! That is just incredible! The other scary cost example is a regular prescription versus a specialty prescription. The specialty prescription can cost almost 22 times more than a regular prescription! Even if you are not in charge of benefits for your company, the information was insightful.

The State Council is currently working to get a .jobs domain available for purchase through their website (www.shrm-ne.org). The .jobs domain will provide companies the ability to effectively direct job seekers to the exact online destination of the company's employment opportunities within the company website. This web address is quick & inexpensive, it enhances the company's image, it makes it easier for job seekers to conduct a search & it saves the company advertising dollars. The cost is \$114.95, with a \$35 non-refundable set up fee. The State Council will earn approximately \$14 for every .job extension purchased through the Council's website.

SHRM is rolling out a new initiative - the SHRM Human Capital Leadership Award. The competition will feature

three categories designed to recognize strategies instituted by HR departments & one category to recognize an HR leader who has advanced the profession in a significant way. Winners & two finalists in each category will be announced before more than 500 HR leaders at the Strategic HR Conference in Oct. '06. The winner of the Human Capital Business Leader of the Year Award will also be invited - one month later - to the esteemed CNBC/Wall Street Journal Executive Leadership Awards, which attracts an audience of top CEOs from around the globe! To learn more about the awards & the nomination process, visit www.shrm.org/leadershipawards.

The application deadline for a SHRM scholarship is July 15, 2006! The Regional Scholarship is designed to assist working SHRM members in meeting their professional development goals. SHRM members pursuing a college degree or professional certification are eligible to apply for either a \$1300 education scholarship or a \$600 certification scholarship. Twelve scholarships will be awarded in each of the five domestic regions so applicants compete only with members in their own region. The Barbara Sanchez Scholarship is designed to assist working SHRM members pursuing a college degree in the media field. Five \$1500 scholarships, one in each SHRM domestic region, will be awarded annually through 2009. If you would like an award application or more information, please go to www.shrm.org/foundation/EducationGrants.asp.

As you can see, there is a lot going on with the State Council and SHRM! Don't forget our next meeting with Bruce Stec from the State Council covering legislative issues. Hope to see you on May 9th!

Cindy Mefford

HR TIP

Drug Testing for Drivers

The Omnibus Transportation Employee Testing Act of 1991 requires employers to establish drug-testing requirements for employees who operate commercial vehicles. The intent of the Act is to increase road safety by requiring professional drivers to submit to mandatory drug and alcohol testing. Each employer who requires the operation of commercial vehicles must have a program to conduct six types of testing: (1) pre-employment, (2) post-accident, (3) random, (4) reasonable suspicion, (5) return-to-duty, and (6) follow-up testing of drivers for the use of alcohol or controlled substances.

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.



TIME TO UNWIND

By: Mike Reynolds & Bill Hutto

Americans have the dubious distinction of being among the world leaders in working long hours and taking little leisure time. That's especially true here in the Midwest where we take great pride in our work ethic. We do make good employees and provide well for our families – but we sometimes fail to devote the time and effort needed to restore our personal balance and energy.

Our weekends or shift breaks are packed with home chores, activities for the kids, and often include homework out of a briefcase or a trip back to the office. Annual vacation time is, by design, an opportunity to unwind from the pressure and stress of our jobs AND from the responsibilities that build-up around our daily home and family life. The “vacation getaway” should help restore our energy levels and enthusiasm for life as well as our jobs.

Here are a few suggestions for your next vacation whether you take a day, a week or a month.

- **“Take time to unwind.”** Too often what we call a vacation is really a mad dash to visit relatives or an over planned, action packed agenda to visit in as many attractions or sites as we possibly can. That will probably never change, but at least 10-20 % of your total vacation should be set aside for absolutely the most relaxing activity that works for you. Time to read, meditate, sleep, or just look for “clouds illusions.”
- **“Leave your cares behind.”** Begin your vacation with the understanding that the best thing you can do for your job, your home and family responsibilities is to use this time to regenerate the energy you’ll need to meet those responsibilities in the future. If possible, leave your phones, e-mail, PDAs, behind – or at least lock them away for “emergency use only!”
- **“Do get away.”** The whole idea of a vacation is to get away. That includes not only from your work, but also the multitude of personal and family obligations as well. If you stay at home, you may end up feeling good about the backed up chores you accomplished, but you’ll probably need to go back to work to get some rest. Fly, drive, float, or hike, but get do a change of scenery.
- **“Don’t hurry back.”** Plan your vacation to include at least one day back at home for transition before you return to work. If you’ve done your vacation well, your stress level will be back in the normal range when you return. Savor that for a day before you return to-the-grind.

We humans are marvelous creations with great resilience and awesome capability to regenerate. The stress chemicals we produce each day are largely metabolized during a good night’s sleep. But on another level, stress compounds and gradually builds-up like a back ground noise. It takes more than overnight, a weekend, or three day break to “unwind” this stress build-up.

If you have already had your vacation for this year, we congratulate you and hope that you had a wonderful and stress-free getaway. If you have not yet scheduled your 2006 getaway, we urge you to do so immediately.

What can the EAP do? If this article triggers questions about how you use your leisure time and/or raises concern for the impact of stress on your health and relationships, consider talking to an EAP counselor. They just may have some answers to help. For more information on how an EAP can help you or your employees, call Directions EAP at (402) 481-5998.

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

Please remember that if you would like to hand out flyers, brochures, invitations, etc., it must be approved (preferably in advance) by a LHRMA Board member.

Thank you

ATTENDANCE DRAWING WINNER

Who Says There’s No Such Thing as a Free Lunch? Congratulations to Rhonda McGinnis with Landscaped Unlimited LLC. Rhonda will receive free registration at the May, 2006 meeting!

LEGAL UPDATE

Does Nebraska's New Gun Law Mean Employees Can Now "Pack Heat" at Work?

by **MARK A. FAHLESON, ESQ.** • **Rembolt Ludtke LLP**

On April 5, 2006, Governor Dave Heineman signed the Concealed Handgun Permit Act into law. Known throughout the legislative debate as LB 454, the Act authorizes eligible individuals to obtain a permit to carry a concealed handgun in Nebraska. Since its adoption, many Nebraska employers have inquired about the effect of this new law and its potential impact on Nebraska workplaces. This article attempts to address some of those questions.

• *When does the law go into effect?*

The Act becomes effective January 1, 2007.

• *Does it apply only to handguns?*

Most of the provisions of the Act apply only to "handguns," which is defined in the Act as "any firearm with a barrel less than sixteen inches in length or any firearm designed to be held and fired by the use of a single hand."

• *Does the Act allow employees to bring guns to work?*

Not if employers take appropriate steps under the Act.

The Act contains several exemptions detailing places where concealed handguns cannot be brought, including police stations, courtrooms, polling places, meetings of political subdivisions, schools and political rallies. Another exemption bars concealed handguns from:

a place or premises where the person, persons, entity, or entities in control of the property or employer in control of the property has prohibited permitholders from carrying concealed handguns into or onto the place or premises.

• *Are there any additional steps employers must or should take?*

Yes. One provision of the Act states that no violation of the Act occurs if a person brings a handgun to work unless the employer has **posted conspicuous**

notice that carrying a concealed handgun is prohibited in or on the place or premises or has made a request, directly or through an authorized representative or management personnel, that the permitholder remove the concealed handgun from the place or premises.

Consequently, employers desiring to keep handguns out of the workplace must expressly prohibit firearms and must conspicuously post that notice for all visitors, contractors and employees who might enter onto the employer's property.

• *Does the Act permit employees to have guns in their cars in the company parking lot?*

Maybe. The Act states that no violation of the Act occurs if a permitholder has a concealed handgun in a vehicle "so long as the handgun is not removed from the vehicle while the vehicle is in or on the place or premises." However, the Act expressly states that "[a]n employer may prohibit employees or other persons who are permitholders from carrying concealed handguns in vehicles owned by the employer."

Again, employers desiring to keep guns off of company property must expressly prohibit guns on company property (including in employee vehicles) and are encouraged to conspicuously post that notice for all visitors, contractors and employees who might enter onto the employer's property.

However, barring employees from having guns, such as shotguns for hunting, in their automobiles is not without controversy. In 2002, twelve employees at

Weyerhaeuser's paper mill in southeast Oklahoma were fired after drug-sniffing dogs found firearms in their vehicles in Weyerhaeuser's parking lot. Several of the employees subsequently filed lawsuits against Weyerhaeuser alleging, among other things, wrongful termination in violation of federal and state public policy protecting the rights of individuals to keep and bear arms. This dispute has caused at least thirteen states to consider legislation that would prohibit employers from barring guns on company property, and in 2004 Oklahoma adopted a law barring employers from establishing "any policy or rule that has the effect of prohibiting any person, except a convicted felon, from transporting and storing firearms in a locked vehicle on any property set aside for any vehicle." Since its adoption, several large employers such as ConocoPhillips and Halliburton filed suit to prevent the Oklahoma law from going into effect. In response, the National Rifle Association, which has led the lobbying effort for the pro-gun legislation, has targeted the companies that filed the lawsuit, contending that employer rules barring employees from having guns in their cars effectively deprives employees of their Second Amendment right to keep and bear arms.

See Legal Update on Page 7.

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A HEALTHY YOU AND ME –

Congratulations Mr. Smith, You Just Won \$250,000!

By Lisa Henning, Executive Director • WorkWell, Inc.

Did you know that someone that quits smoking at age forty and puts the savings that he usually spends on his smokes, (1 pack a day), into a 401 (k) plan earning 9% interest in a year, will have \$250,000 by age seventy! The financial consequences of lighting up are not limited to just the cigarettes. Consider this...more and more companies are charging higher premiums to employees that smoke. Smokers may even be legally excluded for getting hired or may be fired. The American Civil Liberties Union estimates that more than 6000 companies nationwide, refuse to hire smokers. While this is just an estimate, the point remains that smokers are losing out on employment opportunities when they would not otherwise if they were a non-smoker. Smokers also have higher costs associated with dry cleaning, dental care, health care, health insurance, and life insurance. In addition, smokers may receive less in pension and Social Security benefits because of a shortened life expectancy. Auto dealers will knock off money from the trade-in value of a car if they detect the smell of smoke. Some studies even suggest that this figure can be up to \$1000. The following concept applies to selling a home as well.

You have all heard the song and dance before, but have you considered that according to the Americans for Non-smokers Rights, smokers, on average, miss 6.16 days of work per year due to sickness (including smoking related acute and chronic conditions), compared to nonsmokers, who miss 3.86 days of work per year. In addition, businesses pay an average of \$2,189 in workers' compensation costs for smokers compared with \$176 for nonsmokers. While the actual loss to American industry is highly disputed, smokers often do cost more than their non-smoking counterparts. The purpose of this article is not to have every company come down on smokers. Some of the best employees may be tobacco users.

What can businesses do about this important issue? A host of smoking cessation opportunities are being offered in Lincoln. Private coaches/instructors are highly successful. Both local hospitals offer smoking cessation programs. Some businesses are having a point person, usually an ex-smoker, lead a support group for co-workers to help them quit. The benefit of having a trained support group facilitator on-site is to have a constant source of support for employees. Whatever resource you choose, helping the employee both psychologically and financially is highly recommended. Many businesses have chosen to offer financial reimbursement on a retroactive basis. This is probably the most recommended form of reimbursement as the success rate for quitting is often low and can take several quit attempts to be successful. Most companies are reimbursing half of the cost of a quit class or pharmaceuticals after six months to one year of tobacco-free living. Some businesses are verifying that their employees, are in fact tobacco free by doing a simple saliva test. Offering a smoke free environment and smoking cessation program shows your employees you care about their health and well-being. Non-smoking employees will appreciate the healthier environment.

Now more than ever, businesses are finding the need to help employees quit smoking. Business smoke-free policies as well as the recently enacted smoke-free ordinance may be reasons why more people are looking for help to quit smoking. The ordinance created a lot of waves in Lincoln while it was being debated, however, the smoking rate in Lincoln has never been lower among adults than in this past first year of the ordinance. The adult smoking rate is now at 19.6%. Even more importantly, the smoking rate among youth is continuing to drop. While it is difficult to say whether or not this is directly related to the new ordinance, the drop

is very encouraging to the health of our community!

The following is a list of tobacco cessation resources in our community:

- St. Elizabeth Regional Medical Center, 219-7000
- BryanLGH Medical Center, 489-0200
- Andy Link (Instructor/Coach), 472-7405
- Chris Headlee (Instructor/Coach), 310-5990

For more information of smoking cessation programs, educational resources, or other employee wellness programs, please contact WorkWell, 441-8049.

LHRMA HAPPENS!

HERE'S WHAT'S HAPPENING ON THE HOME FRONT.

Mark Your Calendars



FUTURE PROGRAMS

Tuesday June 13, 2006:

Diversity topic, to be hosted by the Diversity Committee

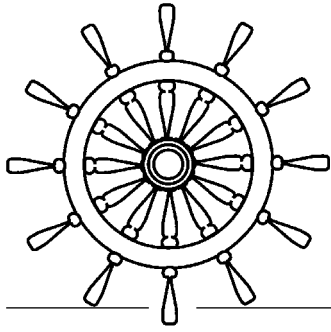
Tuesday July 11, 2006:

Fueling the Talent Machine, Talent Selection, Development and Retention

Tuesday August 8, 2006:

Legal Issues

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

THOUGHTS ON DIVERSITY

by Andrea Chandler

"We all live with the objective of being happy; our lives are all different and yet the same." -Anne Frank

However potentially uncomfortable it may be to discuss diversity in the workplace, organizations that do not address the topic take a big risk. No matter what the business or where it may be located, diversity affects the workplace.

It's easy to say that the workplace has changed, and that understanding these changes will allow us to know and respect each other. Women, minorities, and immigrants now comprise an increasing percentage of our work force. It is said that of those with serious disabilities, only 29% have jobs, but when asked, 70% of those with disabilities want to work. We know that we need to encourage all of this diversity in the workforce in order to be successful and globally competitive. Entire meetings are devoted to the topic of diversity, and we attend workshops and trainings. These opportunities are very important to foster diversity, but the biggest challenge is how to work together every day on the small things that encourage workplace diversity.

Human beings are ethnocentric, meaning that they see the world through their own experiences. However narrow, we view and judge the world by what we are familiar with. Also, it's important to remember that it isn't just the "typical" U.S. born, middle class, Christian American of European ancestry who is ethnocentric. Regardless of our background, we view things based on our life experience because that is the tool or resource we have to understand the world. People are often surprised when I state that during my career of twelve years in human services, many of the refugees and immigrants that I met in a local resettlement agency were some of the most prejudiced. The basic explanation for this is that many of the people in the world come from countries where there is little diversity, and if there are any people different from themselves, interaction certainly isn't encouraged.

One example of this is the negative reactions of both a local restaurant owner and a client from Russia who I brought to the restaurant to apply for a dishwashing

position that had been posted with our agency. The business owner was originally from Japan, and he had incorrectly assumed that he would get a Vietnamese applicant if he advertised with the agency due to the large number of people from Vietnam we resettled. (Apparently, if he could not find someone from Japan, Vietnam would do.) The client from Russia in turn expressed a negative opinion about working for a person who was Asian, and having to be around "that food". Needless to say, I was frustrated with both of these people because the client needed a job, and the business needed a dishwasher!

The simple truth is that these two people were from very different cultures and had limited experience with the other. The good news is, as far as our nation may have to go in understanding diversity, we have a tremendous advantage because we have the opportunity to interact with those who are not the same as we are, if only we choose to do so.

How do we encourage diversity outside formal workshops and trainings and really put what we learn into practice? Over the years, I have observed some opportunities, with a few examples from various companies:

- Make applications, evaluation instruments, benefits, surveys, etc., as inclusive as possible.
- Include diversity in your employee appreciation day/week.
- Offer **non-threatening** opportunities for people to interact.

Steer clear of the error in thinking that because people may appear to be included in a similar minority group, their life experiences are the same. An example of this would be an individual who was adopted from Korea at birth and an individual who emigrated to the U.S. from Korea as an adult. Of course, these individuals will likely have a very similar physical appearance, but completely different life experiences. A former co-worker, who was born in Sudan and had completed a degree at a prominent university there before coming to the U.S., experienced another example of this mistaken thinking. A native of Africa

and a follower of Islam, she chooses to wear the traditional hijab (head covering and full, loose dress.) She was asked to speak to a women's group on the topic of overcoming discrimination as a minority (both as a person of color and a Muslim), to successfully complete an advanced degree of education. In fact, during her college years in northern Sudan, she was in the **majority** as a person of color and follower of Islam, and her family was very progressive about women's education.

Encouraging and welcoming diversity will not eliminate the racism that exists American businesses, nor will it eradicate gender bias, age discrimination or homophobia. But addressing diversity will help those who want to understand others to move forward. Addressing diversity will also help us to understand how to relate to those who seemingly don't want to welcome the rapid changes in the American workplace with open eyes and ears. As the workplace continues to change, issues that arise due to differences between gender, age, religion, lifestyles, beliefs, physical capabilities and cultures should be addressed frankly to bring out the best in all of us. The experience of diversity in the workplace and the knowledge gained from our interactions with other cultures and peoples enriches all of us.

Andrea Chandler is employed as a Community Resource Specialist with the City of Lincoln, Workforce Investment Act Division of Urban Development. Her office is located at the One Stop Career Center, where she assists job seekers in obtaining employment and training services as a case manager for WIA programs. Andrea has worked in human services in the Lincoln community since 1994. Prior to her employment at the One Stop, she was engaged in refugee resettlement for many years. Andrea has extensive experience assisting people from diverse backgrounds with employment and training services. In addition to her professional knowledge, she has also experienced diversity in her personal life, as a member of a family that grew via international adoption. She may be contacted at: achandler@lincoln.ne.gov

LEGAL UPDATE

Continued From Page 4.

LESSON: Objective, empirically-supported reasons exist for employer policies prohibiting firearms at work. At least one study suggests that allowing guns on company property quadruples the chances that someone will be killed.

Nebraska employers desiring to keep firearms out of their workplaces and off of their property should adopt and publish a policy that expressly prohibits firearms on the employer's property (including in employee vehicles) or the possession of firearms while performing work for the employer, and conspicuously post that policy for all visitors, contractors

and employees who might enter onto the employer's property. In addition, before an employer attempts to search for weapons in the workplace or discipline an employee for possessing a firearm, they are strongly encouraged to consult with experienced employment law counsel so as to hopefully avoid any potential liability.

Fableson is a partner with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or mfableson@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.

On behalf of SHRM, please accept our congratulations on your chapter receiving a Superior Award for your scope of work in 2005. Your efforts as a chapter, are testament to your commitment to the SHRM mission to Serve the Professional and Advance the Profession.

Again, congratulations! We are very proud of your chapter's achievements!

Ann

Ann Byrnes, SPHR
Regional Manager, North Central
SHRM
P.O. Box 747
Amelia OH 45102-0747
513-753-3189 or 877-252-9636

BOARD MEETING RECAP:

- Discussion was held on the college scholarships
- Carmen gave an update on the legislative bills. Their committee is going to try and get a senator to sponsor a bill in regards to reference checking.
- Would like to offer more workshops in conjunction with the meetings.

WIN A FREE STATE CONFERENCE REGISTRATION

It's easy and rewarding to nominate an individual or a company for the **HR Professional of the Year** or **HR Employer of the Year** award. If you submit a nomination application for one of these awards and your nominee is selected, you will receive one free registration to the 2006 Nebraska Human Resource State Conference. It's SIMPLE! Answer these questions for your application:

HR Employer of the Year

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

HR Professional of the Year

1. What have they done to advance the HR Profession?
2. What is their HR experience? Provide a summary only.

Email information to Nancy Conway at nancy.conway@cabelas.com and put **HR Nomination** in the subject line. **Nominations are due by July 14.** Nancy can be reached at (402) 323-4447 if you have any questions.

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.



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LHRMA RESOURCE

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SHRM LOCAL CHAPTER 0048

PLEASE CALL KELLY RILEY, PHR, AT 402-781-2054, WITH ANY CHANGE IN POSITION, COMPANY OR ADDRESS OR SEND HER AN E-MAIL AT: KELLY@CLARION-GROUP.NET