

REGISTER TO ATTEND BY: NOON FRIDAY, OCT. 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, October 7, 2005. 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, October 7, 2005. 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.**

OCTOBER 11 LUNCHEON MEETING:

When:	Tuesday, October 11, 2005
Guest Speakers:	Kristen Schroeder Simpson and Mark Fahleson
Topic:	"HR Horror Stories"
Where:	Country Inn & Suites 5353 N 27th Street Lincoln, NE 68521
Registration:	11:00 a.m. - 11:30 a.m.
Meal & Program:	11:30 a.m. - 1:00 p.m.
Cost:	\$15.00
Meal:	Sandwich Masterpiece Buffet - Chicken Salad, Egg Salad, Tuna Salad, Roast Beef, Turkey, Ham Sandwiches with condiments, Fresh Fruit Salad, Pasta Salad, Tossed Green Salad, Veggie Tray, Brownies, Iced Tea, Coffee and Soda.

ABOUT OUR LUNCHEON MEETING SPEAKERS:

KRISTIN SCHROEDER SIMPSON

Kristin practices in the areas of Commercial & Corporate Litigation and Creditors' Rights.

She graduated from Texas Christian University, *cum laude*, with a B.A. in English in 1996. She earned her Juris Doctor, also *cum laude* from Southern Methodist University in 2002.

She has been involved in the Lincoln Bar Association, Nebraska Bar Association and the American Bar Association

Among her many accomplishments are the following:

Judicial Clerk (2002-2003), the Honorable Barbara J. Houser, United States Bankruptcy Court

Order of the Coif

Articles Editor, SMU Law Review

Student Comment, *Failing to Prevent the Tragedy, but Facing the*

Read More About our Speakers on Page 9 of This Month's Issue.

President's Message

Michele Spadt, President



I hope that this newsletter finds you all hard at work utilizing the great HR information and skills you gained at the State Conference in September! Unfortunately, work commitments prevented me from attending the conference (don't you hate it when work gets in the way??), however, I have heard from many participants that I missed an excellent educational and networking opportunity. The SHRM Academy was a sell-out with rave reviews, keynote speaker; Margaret Morford, was up and "running with the big dogs", and the opening reception was a successful addition. I'm not missing next year's conference for anything (shhhh, don't share that with my boss!).

Our October meeting is going to be full of great events. Besides our program, "HR Horror Stories", we will also be recognizing the many volunteers that have assisted our chapter in various ways throughout the year. I would like to thank everyone that has helped make 2005 another successful year. LHRMA would not be as strong as it is today without our talented volunteers, many of whom fill multiple roles and give up their free time to do so. Each volunteer fills a vital role in our association, from working at the registration table, to facilitating certification study groups, to writing letters to legislators, etc. The Board sincerely appreciates the time and effort that each volunteer gives to LHRMA. Please take the time to look at the long list of volunteers in this issue, and take a moment to thank them as well.

October has traditionally also been the meeting where LHRMA recognizes our Past Presidents. Combining these two events can make for a very hectic meeting, so the Board made a decision earlier this year to have the Past Presidents recognition in November. We

will, therefore, have ample time at both meetings to recognize and say "Thank you!" to all the people who have helped to shape and grow our association into what it is today.

In this issue of the LHRMA Resource, you will find the 2006 slate of officers. October signifies the start of the change in leadership for LHRMA. We work hard to set a slate by October so that LHRMA can send our 2006 President and President-Elect to the SHRM leadership conference in November, as well as prepare transition duties in December. Preparing new board members early will assist LHRMA in maintaining quality programs and activities. Please take time to review the 2006 slate and be ready to vote at our November meeting. I'm sure you will agree that we have some experienced and outstanding volunteers ready to step into the Executive Board positions.

Please join us for a great October meeting and get the fall season off to a fantastic start! I hope to see everyone there.

Sincerely,

Michele Spadt

Michele Spadt, PHR
President

New LHRMA Members

Deborah Marshall,
Employment Specialist
Department of Labor - OWS
debbmarshall@yahoo.com

Welcome — you have joined an outstanding organization!

HR Tip Methamphetamine Abuse in the Workplace

Methamphetamines are a growing problem. They can readily be manufactured from substances found in many over-the-counter cold medications and it's a highly addictive drug. Employers who test for illegal substances may find that meth use is frequently responsible for positive results. Pre-hire and random drug tests reveal meth usage. For testing based upon reasonable suspicion, employers need to be aware of the prevalence of methamphetamine, the effects its usage may have on an employee's performance and typical symptoms.

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.

Slate of Officers for the 2006 LHRMA Board of Directors

The Nominating Committee has selected the following nominees for 2006.

In addition to these nominees, nominations will be accepted from the floor at our regular membership meeting on November 8th. Please be prepared to vote on this slate of officers:

Past-President

MICHELE SPADT, PHR



Human Resources
Manager
Lincoln Housing
Authority

President.....2005
President-Elect.....2004
Membership Chair.....2002-2003
Membership Committee.....1999-2001
State Conference Committee2000

President

CINDY MEFFORD, PHR



Director of Human
Resources
Eastmont Towers

President-Elect.....2005
Treasurer/Registration2002-2004
Membership Committee2001
State Conference Comm. ..2000, 2002
Job Fair Co-Chair1999

President-Elect/ Government Relations Chair

CARMEN WILES, PHR



Human Resources
Manager
Cooperative Benefit
Administrators, Inc.

Membership Chair.....2004-2005
Secretary/Publicity Chair.....2002-2003
State Conference Committee2000

Programs Chair

MARK PANKOKE, PHR



Director of Operations
John Henry's Plumbing,
Heating & AC

Programs Committee.....2004-2005

Treasurer/Registration Chair

KARI ANDERSEN



Human Resources
Director
Security Financial Life
Insurance

Treasurer/Registration2005
State Conference Comm. ...2001-2004

Membership Chair

MIKE BODEN, CGBA



Public Sector
Consultant
Colonial Insurance

Programs Committee.....2004

Secretary

CATHY MADDOX, PHR



Human Resources
Coordinator
Hampton Enterprises,
Inc.

Secretary.....2004-2005
Membership Committee2002
Certification Facilitator.....2001-2002
Calling Committee.....1997-1998
State Conference Comm. ...2004-2005

Diversity Chair

JOYCE WELSCH, JD, SPHR



Affirmative Action
Director
Lincoln/Lancaster/LES

Diversity Chair.....2005
Diversity Committee2001-2004

Workforce Readiness Chair

ELLY HARDEKOPF, PHR



Senior Human
Resources Generalist
Molex

Workforce Readiness Chair2005
Certification Facilitator.....2001-2004
State Conference Comm. ..1998, 2002



CLIMATE SURVEYS & EMPLOYEE SATISFACTION SURVEYS: DO THEY HELP?

By: Georgette Kingkade, Continuum EAP

Increasingly, employers are surveying their employees to find out what's on their minds. This certainly seems consistent with the message that nearly all workplace experts advise—don't "assume" what employees think or want. A job satisfaction survey conducted by SHRM recently shows that what HR identified as the most important job satisfaction aspects were different factors than what employees chose supporting the idea of doing employee surveys. **WHY** and **HOW** organizations are asking the questions and what they plan to do with the feedback after it is collected are the keys to a successful outcome. An employee survey can be a very helpful tool **if** employees receive feedback on their answers and see that their comments have contributed to actions steps that influence company policy. If however, the company just gathers the information and files it away, it can do more harm than good.

Whether you have done surveys in the past or are considering conducting a survey for the first time, start by asking "why" are we doing this? Common reasons workplaces cite for gathering feedback from employees are: employee turnover, safety concerns, benefits selection, measuring employee engagement or overall employee satisfaction. All of these reasons are tied to important business issues that can benefit from getting input from employees and then setting up an action plan.

The next question to be answered is "how". A sophisticated computer driven system to gather information may not be the best tool to use if the employees completing the surveys aren't comfortable or familiar with technology. On the flip side, asking savvy computer oriented employees to answer questions in a paper-pencil format may appear outdated. Important considerations in the "how" are: 1) what medium should be used to gather the information, 2) who should gather the information and 3) what questions should be asked. If you have ever been asked to complete a "quick" survey via telephone that has resulted in spending the next 15-20 minutes answering what seems like endless questions—you probably know that "less" is better when it comes to surveys.

The most important factor for survey success is having a plan for action following receipt of the information. Reporting the results of the survey and "what" the organization plans to do with this information to all employees that participated is critical. Getting employee involvement in solving key problems identified in the survey by establishing focus groups, committees, etc. is a great way to move employees from "critic" to "problem solver".

EAP's can be helpful partners in conducting employee satisfaction or climate surveys. If you currently have an EAP don't hesitate to contact them for assistance. If you would like more information about how Continuum EAP might assist you, please contact Georgette Kingkade @ gkingkade@4continuum.com or at 476-0186.

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.

ATTENDANCE DRAWING WINNER

Who Says There's No Such Thing as a Free Lunch? Congratulations to Laura Sears, Human Resource Specialist, Union Bank & Trust. Laura will receive free registration at the October meeting!

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

BOARD MEETING RECAP:

- LHRMA brochures will be available at the state conference
- Board meeting will be September 21st
- Received \$840 from SHRM for LHRMA members who are also SHRM members

LEGAL UPDATE

Complying with ADA Requirements for Employees with Cancer

by **HARDING, SHULTZ & DOWNS** • *Lincoln, Nebraska and Denver, Colorado*

Employers are often confused about their obligations under the Americans with Disabilities Act (ADA) when they are faced with employees who have cancer. The Equal Employment Opportunity Commission (EEOC) recently issued a fact sheet to address common questions on the subject. To comply with ADA requirements, employers must be aware of when cancer is considered a disability, whether employers can obtain and disclose medical information, what types of accommodations need to be made, and what they can do about safety concerns.

Cancer as a Disability Under the ADA

Cancer is considered to be a disability under the ADA “when it or its side effects substantially limit(s) one or more of a person’s major life activities.” Side effects can include nausea and fatigue from treatment and can also include emotional effects, such as depression. If these side effects substantially impair one or more of the person’s major life activities, cancer is a disability for the purposes of the ADA. For example, following a lumpectomy and radiation for aggressive breast cancer, a computer sales representative experienced extreme nausea and constant fatigue for six months. She continued to work during her treatment, although she frequently had to come in later in the morning, work later in the evening to make up the time, and take breaks when she experienced nausea and vomiting. She was too exhausted when she came home to cook, shop, or do household chores and had to rely almost exclusively on her husband and children to do these tasks. This individual’s cancer is a

disability because it substantially limits her ability to care for herself.

Even if the disease does not substantially affect a person’s life activities, it is a disability if the employer treats the individual as if it does. For example, an individual with a facial scar from surgery to treat skin cancer applies to be an airline customer service representative. The interviewer refuses to consider him for the position because she fears that his scar will make customers uncomfortable. In basing her decision not to hire on the presumed negative reactions of customers, the interviewer is regarding the applicant as substantially limited in working in any job that involves interacting with the public.

Obtaining and Disclosing Medical Information

Under the ADA, an employer cannot inquire about a job applicant’s medical condition and cannot condition a job offer on a medical exam. The employer is also prohibited from asking whether the applicant has or ever had cancer, whether the applicant is undergoing or has undergone treatment for cancer, whether the applicant has ever taken leave for medical treatment, and how much sick leave the applicant took at a previous job. The employer is allowed to ask questions relating to the job requirements, such as whether the applicant can lift up to 50 pounds, whether the applicant can travel, or whether the applicant can work rotating shifts. If an applicant voluntarily discloses that he or she has cancer, the employer cannot ask questions about the treatment or prognosis, but can ask if an accommodation is needed if the employer reasonably believes that an accommodation will be necessary to perform the job.

Once an employer makes a job offer, the employer can ask questions about the person’s health and can require a medical exam, but only if all applicants for the same position are treated the same way. The employer cannot use this information to withdraw the offer of employment as long as the applicant can perform the essential functions of the job without posing a direct threat to safety. To make this determination, the employer can ask questions related to treatment and side effects that may affect job performance.

After an applicant is hired, the employer can only require the employee to have a medical exam or ask medical related questions if the employer “has a legitimate reason to believe that cancer, or some other medical condition, may be affecting the employee’s ability to do his or her job, or to do so safely.” If an employee is on leave due to cancer, the employer may ask for medical information only if the employer reasonably believes the person’s job performance may be affected. If an employee asks for an accommodation, the employer can request documentation if the need for accommodation is not obvious.

Any medical information the employer receives must be kept confidential. This means that an employer cannot disclose to other employees that one of their coworkers has cancer. However, an employer may disclose information about an employee’s condition to supervisors and managers if it is necessary in providing a reasonable accommodation.

For example, a hair stylist, who has been unable to eat regularly because

See Legal Update on Page 6.

LEGAL UPDATE

Continued from Page 5.

he is undergoing chemotherapy for melanoma, has lost 30 pounds. His coworkers and other clients are gossiping about whether he is HIV-positive or has AIDS. The salon owner should act to discourage the rumors and gossip but may not disclose that the employee has cancer. Situations allowing disclosures include medical emergencies at work, investigations into ADA compliance, and the processing of worker's compensation or insurance claims.

Accommodating Employees with Cancer

An employer must provide reasonable accommodations to an employee with cancer so that he or she can perform the job, unless the accommodations would cause undue hardship. Because there are different types and stages of cancer, not all employees with the disease will need accommodation, and those that do may not need the same type. Reasonable accommodations may include: leave for doctor's appointments, periodic breaks or a private rest area, adjustments to a work schedule, permission to work at home, modification of office temperature, permission to use the work telephone to call doctors, reallocation or redistribution of marginal tasks to another employee, or reassignment to another job.

For example, if an engineer working independently on a long-term project has to undergo radiation for cancer every weekday morning for the next eight weeks. The employer should consider whether it could provide a flexible schedule (e.g., allow him to come in later or work part time) to accommodate his treatment. An employer is not required to reallocate "essential job functions" as an accommodation, but can do so voluntarily. Granting leave may be a reasonable accommodation even if the employee is uncertain as to the date of return. If the leave becomes an undue hardship, it may no longer be a reasonable accommodation.

Safety Concerns

An employer cannot prohibit an employee from performing a job unless the person poses a direct threat, which is defined as a "significant risk of substantial harm to the individual or others that cannot be eliminated or reduced through reasonable accommodation." To make this determination, an employer can consider the duration of the risk, the nature and severity of the potential harm, the likelihood that the potential harm will occur, and the imminence of the potential harm. For example, a school district may not demote a high school principal who has been successfully treated for non-Hodgkin's lymphoma because it fears that the stress of the job may trigger a relapse. An employer must provide a reasonable accommodation if it can reduce or eliminate the safety concerns.

Conclusion

When confronted with a job applicant or employee who has cancer, employers must remember that the ADA protects employees with disabilities such as cancer. It is important to recognize that there are numerous types of cancer and the treatments as well as the duty to accommodate may differ. An employer's actions should not be based on stereotypes or fears of cancer. Finally, concerns about the ADA should not prevent an employer from expressing concern for an employee's well being.

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, Jack L. Shultz, can be contacted at (402) 434-3000, or at Harding, Shultz & Downs, P.O. Box 82028, Lincoln, NE 68501-2028, or jshultz@bsdlegal.com.

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MIKE REYNOLDS

2005 HR Volunteer of the Year



Special Recognition goes out to Mike Reynolds, winner of the 2005 Volunteer of the Year Award presented by the SHRM Nebraska State Council. For the past 15 years, the State Council has recognized the Professional and Employer of the Year. This year, the State Council has added an additional award - Volunteer of the Year - which recognized the individual sacrifice and commitment our volunteers make in efforts to advance the HR profession. Mike Reynolds has been a long-time volunteer on the SHRM NE State Conference, including Director of the Conference for the past three years. Mike's personal vision and direction for the conference has helped the conference double in size. He has encouraged the State Council to take risks to enhance the growth and thus develop the top professional educational opportunity in the State. Mike is also an outstanding and caring leader. He provides encouragement and support to committee members that help them grow in their positions. Mike has given his personal and work time to keep the conference progressing. He's worked tireless hours and never runs out of energy and commitment to the conference. Mike is truly an outstanding volunteer.

JOHN DUMONCEAUX

HR Professional of the Year Recipient



John serves as the Vice President of Mission and Human Resources for Saint Elizabeth Regional Medical Center in Lincoln, Nebraska. He demonstrates the heart of HR in all actions and leads according to his personal and organizational values. He is a person of high integrity and a developer of people. He is passionate about his work and is committed to helping people grow and succeed. His

enthusiastic and magical approach gets people excited about their personal and professional development and leaves them with a hunger for more. Here are just a few examples that exemplify the commitment John has made to advance the HR profession & the development of people:

- John readily volunteered not only himself but other members of his team to facilitate a Leadership Enhancement program called LEAD to leadership personnel at St. Mary's Hospital in Nebraska City. There were seven modules and many hours donated to benefit and grow the organization. When the LEAD modules were successfully completed, due to John's interest in continued development of personnel, he introduced yet another leadership development program and personally taught the *Effective Supervisory Management Program* to thirty-five Department Directors and Nursing Supervisors. He traveled on a weekly basis to lead classes for 9 weeks, and then a successful and powerful graduation was held!
- He willingly shares his staff to work on national committees and groups in order to help shape and define the future of HR, not only for his organization but for others as well.
- He successfully aligned Mission and Human Resource leadership into one role, demonstrating organizational commitment to not only the *Employer of Choice* but *Spirituality at Work*.
- Nancy Etzemiller, an HR leader from the corporate office was quoted as saying "John is by far the most caring, nurturing and sincere HR leader I have ever worked with".
- He positioned Saint Elizabeth Regional Medical Center to be viewed by external audiences as an *Employer of Choice*.

John is viewed as one of the best who has a personal commitment to action and to growth of people and the HR Profession.

The AMERITAS ACACIA Companies

2005 HR Employer of the Year



The Ameritas Acacia Companies—Ameritas Life Insurance Corp., Acacia Life Insurance Company and their affiliated companies — provide a wide range of insurance and financial services to customers

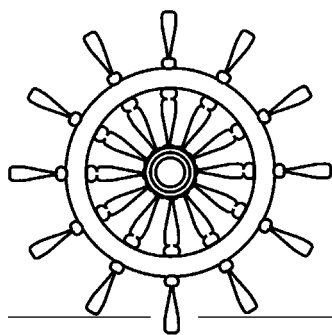
throughout the United States including life insurance, annuities, group dental and eye care insurance, retirement plans, investments, worksite benefits and public finance. Throughout the enterprise, ethics, integrity and good citizenship are embedded into how we conduct business every day. Plus, we focus on delivering on our promises and striving to exceed customers' expectations.

As an "employer of choice," Ameritas recognizes and rewards individual and team performance and encourages innovation. We build trust and teamwork, and emphasize a culture of learning and personal development. Human Resources programs possess an attitude of appreciation and respect for our associates and our standards promote a healthy work/life balance and having fun.

Wherever you find an associate, in Nebraska or across the country, you will find an individual who is active in his or her local community. In Lincoln, associates have long supported the community as a Pacesetter company for the local United Way campaign, as well as providing their time and talent in Pershing Elementary classrooms by teaching Junior Achievement classes. Ameritas also partners with Pershing in the Ventures in Partnership program. These efforts are backed by a company-wide effort to enrich the community through sponsorship of fine and performing arts, numerous civic events and not-for-profit organizations.

Personal and professional development is a priority for our associates. Specifically within Human Resources, eight associates hold either PHR or SPHR professional certifications, and other associates have certifications in HR functions, such as CCP, CBP, CEBS. There is strong corporate support of continuous learning.

A recipient of the Gold Well Workplace Award, Ameritas is recognized as one of America's healthiest companies. Plus, The Ameritas Acacia Companies has been recognized as one of the "100 Best Companies for Working Mothers" by *Working Mother* magazine. Emphasis on associate wellness is demonstrated in events and activities, such as health fairs, health risk appraisals, monthly wellness communications, health screenings, flu vaccinations, on-site fitness centers and an on-site occupational nurse. The corporate Intranet also provides a wealth of information related to wellness and human resource topics. All these values add up to our associates' goal to "Be The Best."



DIVERSITY HUB

BE SURE AND MARK YOUR CALENDARS!
TUESDAY, NOVEMBER 8, 2005

ANNUAL DIVERSITY WORKSHOP & LUNCHEON

The Benefits of Employing Immigrants and Pertinent Changes in Immigration Law

WORKSHOP:

IMMIGRATION LAW – TIPS FROM THE EXPERTS

The morning workshop will feature speakers Jerry Heinauer, District Director of the U.S. Citizenship and Immigration Services Office in Omaha, and David Zaritsky Brown, Esq., Practice Leader of Harding Schultz & Downs' Business Immigration Practice. Heinauer and Brown will review legal requirements and provide guidance for employers who are tapping an important source

of talent, newcomers to the United States. Topics may include: employment authorization, status of the H-1B/H-2B caps for workers, status of PERM, social security no match letter and I-9 compliance issues, discrimination avoidance, as well as new policies or recent changes.

LUNCH PANEL:

IMMIGRANT WORKERS: ISSUES AND INSIGHTS

This panel discussion will cover immigration issues as they affect both

employers and employees. Our speakers will provide a variety of perspectives on questions such as: "What is the main thing employers should keep in mind when working with immigrant employees?" and "If you could change something about our current immigration employment laws/regulations what would it be?" The panel will take questions from the audience. You will leave with a better understanding of both personal and professional issues in this important area.

MANY THANKS AND KUDO'S

Organizations such as ours rely heavily on its volunteers, and we are very lucky to have people willing to help out where needed. We greatly appreciate all the time and effort that you give towards LHRMA. We will be recognizing our volunteers at the October meeting, and would also like to say thank you in this newsletter to the following people:

Registration Table:

Angela Smathers - Celebrity Staffing
Elizabeth Meyer - Celebrity Staffing
Tara Jennings - Celebrity Staffing
Kara Strong - Aures Staffing

Workforce Readiness Committee

Laura Williams
LaDonna Humphrey
Melissa Zahourek
Nancy Mostek
Amy Schulz

Diversity Committee

Troy Brennan
Helen Fagan
Michelle Fischbach

Chris Gantz
Liisa Keller
Sandra Koenig
Cheryl Lindner
Beth Olson
Glenda Bills

Legislative Committee

Jane Goertzen
Shawna Hilbert
Angela Hogan
Darci Spence
Sheryl Wright
LouAnn Manske
Elizabeth Tankesley
Sherri Wimes

Program Committee

Mike Boden
Chris Gantz
April Isaacs
Ruth Jones
Georgette Kingkade
Mary McCombs
Mark Pankoke
Tina Rhode
Darci Spence

One Time Events

Dan Krick

Certification Study Group

The Certification Study Group sponsored by LHRMA is designed to assist Human Resource professionals in preparation for certification examinations by the Human Resource Certification Institute. The following people facilitated at the Certification Study Group sessions:

Ruth Jones
Sue Dedick
Darci Spence
Barb McIntyre
Cindy Thomson
Gina Mehl
Kelli Callihan
Elly Hardekopf
Janine Bruder
Elly Hardekopf
Kent Mattson

HRAM 2005 WorldatWork SEMINARS OFFERED

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 the WorldatWork Association visit www.worldatwork.org.

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

November 9-11, 2005

C11-Performance Management

**YOU HAVE SEVERAL EASY WAYS TO
REGISTER FOR THESE COURSES:**

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

BY E-MAIL: Fill out a registration form (www.hram.org/certification/world@work) and e-mail to customer relations at (customerrelations@worldatwork.org).

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

ONLINE: Visit WorldatWork online and register at their website (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 (402) 682-4539 or doug.denherder@ngc.com.

LHRMA HAPPENS!

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



October: "HR Horror Stories" and Past President's & Volunteers Recognition

November: Diversity meeting and workshop on Immigration. To be held at Wilderness Ridge (look for more information on this in an article elsewhere in the newsletter)

December: No meeting

ABOUT OUR LUNCHEON MEETING SPEAKERS:

Continued From Page 1

Trauma: The Aviation Disaster Family Assistance Act of 1996 and The Air Transportation Safety and System Stabilization Act of 2001, 67 J.AIR LAW & COMM. 1 (2002).

Co-author with Holly D.M.Meister: *Circuit Splits - The Great Divide?*, National Conference of Bankruptcy Judges (2003).


Co-author with Michelle V. Larson: *District Court Has Jurisdiction to Authorize Debtor to Reject Executory Power Contract Subject to FERC Regulation*, Bankruptcy Bulletin, Weil, Gotshal & Manges LLP, Vol. 11 No.10 (October 2004).

MARK A. FAHLESON

Mark Fahleson graduated with high distinction from the University of Nebraska College of Law, where he served as Editor-in-Chief of the NEBRASKA LAW REVIEW and was admitted into the Order of the Coif. Upon graduation from law school, Fahleson served as judicial clerk to Judge D. Nick Caporale of the Nebraska Supreme Court.

Fahleson practiced management-side employment and labor law in Omaha before becoming Legislative Director to a member of the U.S. House of Representatives in November 1994. In May 1995 Fahleson became the congressman's Chief of Staff in Washington, D.C., advising the congressman on all legislative initiatives with direct responsibility for all tax, health and labor issues.

Fahleson is currently a partner with Rembolt Ludtke LLP in Lincoln, where his practice centers on management-side employment and labor law, employee benefits and workers' compensation defense. Fahleson has served as an adjunct professor at the University of Nebraska College of Law teaching employment law, and is a frequent author and lecturer on workplace law topics. Fahleson is currently a member of the Executive Committee of the Labor Relations and Employment Law section of the Nebraska State Bar Association and was the Program Chair for the 2005 national Defense Research Institute Employment Law seminar.



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TO EXCELLENCE

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SHRM LOCAL CHAPTER 0048

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