



No Regular LHRMA meeting in September!

The 2011 SHRM Nebraska State Conference promises to be the best two-day Nebraska state conference ever! With nationally acclaimed speakers, if you attend both days you can earn up to 10.25 hours of STRATEGIC credit, plus loads of general credits! This year's conference will be held on September 15th and 16th at CenturyLink Center (formerly Qwest Center Omaha.) And parking for BOTH days is free! Don't miss out on this great opportunity to join your peers in learning from the best and growing your professional network!

The 2011 Conference theme is "HR Survivor!" and will feature keynote speaker Steve Donahue, bestselling author, speaker and filmmaker who will present "Follow a Compass, Not a Map."

You won't want to miss this opportunity to fill your toolkit with the knowledge you'll need to be an HR Survivor!!

For the details about the conference, and to register, go to <http://www.shrm-ne.org/Conference.aspx> and be sure to check us out on Facebook! See you there!



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SHRM Foundation Fundraiser



LHRMA's SHRM Foundation is offering a new fundraiser this year - Handmade Minnesota balsam fir wreaths are available for purchase with profits going to the SHRM Foundation.

Each wreath will be delivered the week of December 5th, in an attractive gift box that keeps it fresh and full. They will be delivered directly to you – or if it's a gift, to the lucky recipient – saving you time and money.

Take advantage of this opportunity to give a beautiful holiday gift and the convenience of having it delivered directly to clients, employees, friends, family and maybe even yourself! Your generosity will help the SHRM Foundation to support the Human Resource profession by providing scholarships, research and education.

Last Day to Order: October 14th

Go to the LHRMA website at www.lincolnhhr.org for more information.

President's Message

Mark Pankoke, President



Human Resources, Nebraska Style



Human Resources, Nebraska Style surely means different things to different people. In this case it means that our brand of Human Resources is unique. From my experience with HR organizations in other parts of the country I believe we are not only different, but superior in some very important areas. Since we are on the cusp of another Husker football season I am going to make some comparisons to football to highlight my assertion.

When we play Defense in Human Resources in Nebraska we tend to be better prepared with more/better/current, complete policies, job descriptions and basic systems than many organizations. These important things help prevent us from being involved in huge lawsuits and bad press. These HR items are similar to the Husker defense lining up correctly and tackling well. In both cases they serve to provide a solid defense from problems. This is a great start for our HR and our football teams.

Offensively we might struggle a bit more but are definitely moving in the right direction. We sometimes have cutting edge HR ideas or programs but sometimes struggle to be sure we are supporting the overall organizational team or its goals. When we find those right items to implement they can really support or in some cases lead the organization to very good results. An innovative, cost effective health care plan, wellness program, employee engagement effort or talent management program are examples of this offensive minded approach. Just like the Huskers these things can make our offense a potent, effective component of the team.

This brings us to Special Teams. This is often where we really shine. Our get it done attitude and willingness to do whatever it takes often allows us to break the big play or make that long field goal. We have been known to pull a few situations out of the fire through our efforts and skills allowing us to bring home a victory. Examples might be putting together an important communication plan at the last minute or facilitating a discussion between employees with major areas of conflict.

So, what do all these examples mean? They mean we can be thankful that we have an HR persona that we can be proud of here in Nebraska. We in HR just like the Huskers need all three parts of our game, Defense, Offense and Special Teams to be that tremendous asset to our organization that we all want to be. So Go Big Red and Go Big HR!

— Mark Pankoke

Drawing Winner

Who Says There's No Such Thing as a Free Lunch? Congratulations to **Jean Byrne** from Verizon Wireless. She will receive free registration at the Oct. 11th luncheon meeting!



Board Meeting Recap

- New Web ad—NCCSA
- BKE will conduct bi-annual financial audit
- Will have booth at LCOC Small Business Network
- Next SPIG—November
- ByLaws & Procedures are being updated
- State Leadership—1/26-27
- SHRM Foundation—will have wreath fundraiser
- Fall Cert. class starts 8/22
- Have January mtg. sponsor



Find us on Facebook.
Become a fan and join
the conversation.

Legal Update

National Labor Relations Board Proposed Rules Tilt Elections Toward Unions

By Bob Evnen, Partner, Woods & Aitken, LLP

From a high of more than 35% in the 1950s, the private sector union workforce has been today is less than 7%. Rather than try to identify why they are no longer competitive with workers, unions turned to the government for a legislative bailout - the Employee Free Choice Act (EFCA).

Under the National Labor Relations Act, employees are entitled to vote in a secret ballot election when deciding whether they want to be represented by a labor union. Unions have been losing those elections, so their legislative answer in the EFCA was simple: do away with secret ballot elections altogether, and require employers to bargain with unions based on infamous “card checks.”

Despite two years of concerted efforts by large and powerful unions, however, the EFCA foundered and has been abandoned.

Instead, organized labor is taking a new tack: gut existing federal regulations governing union elections. Regulations controlling how union elections are conducted are issued by the National Labor Relations Board (NLRB). Board members are appointed by the President and confirmed by the Senate. Currently four of the Board's five seats have been filled; one is vacant. Three of the four Board members are lawyers who either represented or worked for national labor unions, including the Teamsters and the Service Employees International Union. One of the Board members could not be confirmed by the Senate but the President put him on the Board anyway, as a “recess appointment.”

It has been reported that 95% of union representation elections are conducted in 56 days, and the median amount of time from the filing of the petition to the holding of the election is 38 days. Under the proposed regulations, the time would be cut to between 10 and 21 days.

This change directly advantages unions. It is well understood by both union and management that when employees have a chance to learn more about unions and what they do and do not have to offer, and learn more about the competitive circumstances of the employer, unions cannot close the deal at the ballot box.

The answer offered by these proposed regulations is to cut down the amount of time that employers have to communicate with employees about the decision they are making. Giving employees even less time to learn and less time to think will work to the union organizer's advantage.

NLRB Member Brian Hayes, the only member with a management background, has been quoted as saying that there has been no showing that the length of time to an election under the current rules is problematic, and “the ‘problem’ which my colleagues seek to address through these rule revisions is not that the representation election process generally takes too long, it is that unions are not winning more elections.”

Short-fuse election schedules is not the only change proposed. The new proposed rules also require the employer to supply the union electronically much more extensive information about employees. Currently, after an election has been ordered by the Board, the employer must provide a list of bargaining unit employees showing the employees' names and addresses. Under the proposed rules, employers would also have to provide unions with employee phone numbers, email addresses, work classifications and work shifts.

Reply comments on these proposed new rules can be submitted to the NLRB through September 6, 2011.

Bob Evnen is a partner with Woods & Aitken, LLP in Lincoln, where his practice focuses on advising and representing employers in labor and employment issues.

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.

Thank You!

In cooperation with the Salvation Army, LHRMA members helped kids get stocked up on back-to-school supplies last month. Thank you for your generous donations!



2012 LHRMA Board Nominations

The nominating committee is taking nominations for LHRMA board positions for 2012.

If you are interested or would like to nominate someone, please contact Judy Ganoung at judy@nas-pa.org or 402.474.3183.

Board positions will be voted on at the October 11th luncheon meeting.

Past President Recognition

At our October meeting, we will be recognizing those individuals that have helped build and mold our outstanding association. Because of their involvement and leadership, we are the strong chapter that we are today. If you see or know any of these individuals, please tell them thank you for all that they have done.

Our past LHRMA presidents whom we pay tribute to are:

William Stenton 1953	Reid E. Devoe, 1981
Walter F. Roberts 1954 (deceased)	Patricia A. Kant, 1982
R. "Max" Peterson 1955	Bob Hanrath, 1983
Victor Seymour 1956 (deceased)	Neal Westphal, 1984
Richard M. Bourne 1957 (deceased)	Connie Soucie, 1985
R.D. Andersen, 1958	Chriss Lloyd, 1986
W."Tom" Tomkins, 1959	Linda Shafer, 1987
Ann Scott, 19960	Kent Mattson, 1988
Joe Hartley, 1961	Lovie Magruder, 1989
Don Fahleson, 1962 (deceased)	Doug McDaniel, 1990
Dave Hendricks, 1963 (deceased)	Cheryl Vavra, 1991
Roy Loudon, 1963	Jane Goertzen, 1992
James E. Geist, 1964	Dennis Seaman, 1993
Robert Murphy, 1965	Nancy Conway, 1994
John D. Beecham, 1966 (deceased)	Judy Backhaus, 1995
Earl R. Fell, 1967	Chris Matousek, 1996
Walter J. Mitchell, 1968 (deceased)	Peggy Storm, 1997
William M. Cords, 1969 (deceased)	Rebecca Ferguson, 1998
Joseph R. Ruschetti, 1970	Mary Crook, 1999
Stuart A. Maseman, 1971	Laurie Kortum, 2000
Jerry L. Sellentin, 1972	Trish Reimers, 2001
Harvey Schwartz, 1973	Toni Beyer, 2002
Ray Oepping, 1974	Ruth Jones, 2003
Georgia Schmitt, 1975	Chris Ganz, 2004
James P. Spangler, 1976	Michele Spadt, 2005
David L. Bornholdt, 1977	Cindy Mefford, 2006
Linda G. Larsen, 1978	Carmen Wiles, 2007
Dick Whitcomb, 1979	Cathy Maddox, 2008—2009
Sally Schneider, 1980	

EAP Corner

Is the Sandwich Generation Taking a Bite Out of You

Patricia Cavanah, Consultant

Best Care Employee Assistance Program

Do you know someone who is responsible for, or has a major role in the care of their aging parents or grandparents and at the same time are responsible for their children or grandchildren? Chances are you do since recent statistics from the Pew Research Center indicate that 1 out of 8 Americans between the ages of 40 and 60 is raising or taking care of a child and/or an elderly adult. This group of people, known as the *Sandwich Generation*, will escalate in numbers due to various factors including that there are more working women, women are bearing children later in life, and people overall are living longer.

Being a member of the *Sandwich Generation* can be challenging physically, emotionally, and financially. Since 73% of these caregivers are also employed, according to the National Alliance for Caregiving, it is easy to understand that many struggle trying to balance their caregiver and career responsibilities. In fact, Susan Avello with Aging Info USA states that 50% of employees caring for a family member admit that their job performance is negatively affected due to the challenge of maintaining balance with their work and family responsibilities.

So, how can you, as an employer, manager, supervisor, co-worker, or friend help others in this situation? Offer the following suggestions to them:

1. **Don't ignore your own needs.** Caregivers are reported to have some type of chronic condition at twice the rate of non-caregivers due to the additional pressures in their life, so taking care of oneself is absolutely critical. It's not being selfish to first think of your own health; it is imperative if you are going to be of help to others. Consult with your physician to ensure that you are physically able to provide the necessary care your loved one requires.
2. **Address your stress and emotions.** Notice signs of caregiver stress which can include: feeling irritable and overwhelmed, sleeping either too much or too little, losing interest in previously enjoyed activities, losing or gaining weight, feeling tired much of the time. Try to identify and understand what triggers your stress. Recognize any of your habits or behaviors that might contribute to your stress and then modify those behaviors. Everyday, help manage your stress by making time for yourself; take a walk, exercise, read a book, do something for you! Strive for balance and try to keep things in perspective.
3. **Get support from your family.** When an aging parent requires care, the care giving responsibilities need to be shared among siblings. All family members need to be aware of everything involved in the care giving so having an open line of communication is critical. Schedule routine family meetings, share your feelings, and divide the responsibilities. Avoid arguments by focusing on the care of your parent. Keep everyone updated on a regularly scheduled basis via phone calls or e-mails. Provide emotional support to each other by being empathetic and appreciating each others' circumstance.
4. **It's OK to seek help from others.** Caregivers often have difficulty asking for help from others. Reaching out to others can help you become a better caregiver. Take advantage of the many resources you have for help:
 - **Friends** - Your friends care about you and most are willing to help in any way they can. Good friends help each other; accept when they offer to help you. Continue to socialize with your friends and maintain your outside interests to help you avoid isolation.
 - **Support Groups** - These groups allow you to share your feelings and concerns with people who have had similar experiences and understand what you are going through. Check the Internet for

(Continued on page 6)

- “self-help” and support groups.
- **Respite Care** - Respite is defined as a short period of rest or relief, and as a caregiver, you certainly deserve a break. Many communities have respite care for adults and children that can provide various types of care at home or in a facility. Periodic respite care can provide the caregiver a needed break and help reduce caregiver stress.
- **Your Employer** - Care giving can lead to decreased productivity, tardiness, and absenteeism. It's imperative to be forthright and honest with your supervisor/manager and let them know about your situation. Discuss any support beyond FMLA that may be available through your company. Some organizations offer flexible work schedules, telecommuting, job sharing, etc.

5. Utilize Your Employee Assistance Program. – The professionals with your EAP provider understand the physical and emotional strain that often results from being a family caregiver. They are trained, skilled, and experienced in helping you deal with the challenges of care giving. Most importantly, they are genuinely concerned with your well being and are eager to work with you to alleviate any family care giving issues you may have.

NEW MEMBERS

Jackie Boller

Senior Staffing Service Coordinator
Oasis Staffing
jboller@oasisadvantage.com

Sande Dirks

Director of Corporate Relations
Madonna Rehabilitation Hospital
sdirks@madonna.org

Leon Holloway

Team Services Manager
Duncan Aviation
leon.holloway@duncanaviation.com

Linda Hubka

HR Director
Whitehead Oil Company
lhubka@u-stop.com

Larry Keiter

Organizational Development Manager
Ameritas
lkeiter@ameritas.com

Paul Lutomski

Police and Fire Pension Officer
City of Lincoln, Nebraska
plutomski@lincoln,ne.gov

Katy Martin

Customer Provider
Madonna Rehabilitation Hospital
kmartin@madonna.org

Felica Merritt

Senior Client Relations/HR Manager
One Source The Background Check Co.
fmerritt@onesourcebackground.com

Jenessa Nelson

Human Resources Specialist
Lincoln Surgical Hospital
jnelson@lincolnsurgery.com

Eva Priebe

Human Resources Representative
State Farm Insurance
eva.priebe.cuvo@statefarm.com

Nancy Schlake

Human Resource Coordinator
Fiserv
nancy.schlake@fiserv.com

Linda Sullivan

Vice President of Provider Relations
Madonna Rehabilitation Hospital
lsullivan@madonna.org

Laura Thies

Director of Client Development
Talent Plus
lthies@talentplus.com

Emily Voss

Human Resources Representative
State Farm Insurance
emily.voss.prtd@statefarm.com



New members: Jackie Boller and Danielle Khalil.

LHRMA & SHRM—The Dynamic Duo

New Member Special—\$119.⁰⁰ October 1 through November 30

As a member of LHRMA you have access to a local network of HR professionals in the Lincoln area, as well as professional development programs and other products and services that help you broaden your skills and make you more valuable to your organization. There are additional resources and services available through SHRM membership, which are a perfect fit with the benefits you receive from being a LHRMA member.

SHRM membership provides you access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions. The SHRM website is updated daily with new information. SHRM staff is on Capitol Hill every day promoting SHRM's position on how healthcare reform and other legislative issues affect our members, the HR profession, and YOUR organization.

From October 1 through November 30, 2011, you can join SHRM for only \$119.00!! This is a **\$61 savings** from the regular 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 apply to regular renewals.) Check out all of the advantages to help you grow in your profession at www.shrm.org or email shrm@shrm.org. SHRM applications may be downloaded from the SHRM website, or you can contact Amanda Henry at membership@lincolnhhr.org for one.

Complete the application and mail it with your \$119.00 check, made out to SHRM, to: LHRMA, PO Box 81066, Lincoln, NE 68501-1066. Once we receive it, we will send a \$61 LHRMA check for the difference with your application and payment on to SHRM.

Do not mail the application directly to SHRM. We will do that for you.

Enjoy the benefits of SHRM 24/7, 365 days/year online, and stay in front of the HR Management profession.

Membership Renewals

Watch your email for membership renewal information in October. The LHRMA membership cost will remain the same at \$50.00 per member. Payments are Due by December 31st.

Jobs, Jobs and More Jobs!

Do you have one to advertise or are you looking for one?
CHECK OUT OUR WEBSITE—<http://www.lincolnhhr.org>.

If you are an employer who has a LHRMA member employee, then you can post your human resource job opening on our website by contacting Kathy Harper at lhrma0048@yahoo.com or 402.483.4581, x. 339.

If you are looking for a human resource position, then you can check our website at www.lincolnhhr.org.

This will be an excellent resource for students who are seeking an HR position. It is also an excellent forum for companies to advertise if they have summer internships available. Please take advantage of this great resource—you can't beat the price!





**Lincoln Human Resource
Management Association**
PO Box 81066
Lincoln, NE 68501-1066

www.lincolnhr.org

SHRM local chapter #0048



Board of Directors



PRESIDENT
Mark Pankoke, SPHR
Human Resources Manager
Madonna Rehabilitation Hospital
402.483.9595
president@lincolnhr.org



PAST PRESIDENT
Cathy Maddox, SPHR
HR Coordinator
Speedway Motors
402.323.3249
pastpresident@lincolnhr.org



**PRESIDENT ELECT/
GOV'T RELATIONS CHAIR**
Judy Ganoung
Fiscal & HR Director
NE Advocacy Services
402.474.3183
govt.relations@lincolnhr.org



PROGRAMS CHAIR
Kelly White, SPHR
HR Consultant

programs@lincolnhr.org



SECRETARY
Kathy Harper, PHR
HR/Administration Director
Lincoln Medical Education
Partnership
402.483.4581
secretary@lincolnhr.org



TREASURER
Lindsay Selig, PHR
Benefits Administrator
Lincoln Surgical Hospital
402.484.0921
treasurer@lincolnhr.org



DIVERSITY CHAIR
Barb Benes, SPHR
Human Resources Generalist
Novartis
402.467.8812
diversity@lincolnhr.org



CERTIFICATION DIRECTOR
Melissa Price, PHR
Human Resources Assistant Manager
Nebraska Book Company
402.421.0402
certification@lincolnhr.org



MEMBERSHIP CHAIR
Amanda Henry, PHR
Director of Human Resources
Midwest Tile, Marble & Granite
402.476.2542
membership@lincolnhr.org



SHRM FOUNDATION
Denice Sears, SPHR
Training Specialist
Nebraska Dept. of Roads
402.479.3656
shrm@lincolnhr.org



COLLEGE RELATIONS CHAIR
Jennifer Monroe, SPHR
Personnel Analyst
State of Nebraska
402.471.4121
college.relations@lincolnhr.org

**WORKFORCE READINESS
CHAIR**
Kim Michael, PHR
Director of Operations & HR
Region V Systems
402.441.4350
workforce.readiness@lincolnhr.org

We're on the web!
lincolnhr.org