



Volume 2, Issue 11

November, 2011

November 8th, 2011 Program & Workshop

The Approachable Leader—by Scott Ginsberg

Luncheon:

The Nametag Principle—FREE BOOK!

Workshop:

Tag, You're It!

When:

Tuesday, November 8th
11:00 – 11:30 Registration
11:30 – 1:00 Luncheon*
1:15—3:15 Workshop*

*HRCI Credits have been applied for

Where:

Country Inn & Suites
5353 N 27th Street

Cost:

Luncheon: LHRMA members—\$15
All Other Attendees—\$25
Workshop: All Attendees—\$35

Menu:

South of the Border Buffet
Signature Cake
Coffee, Tea & Soda

Deadline: Register or cancel your registration by: Noon, Friday, **November 4th.**

About our Program:

The Nametag Principle

According to Gallup's thirty-year employee engagement study, disengaged employees cost companies three hundred billion dollars every year. The question is: **How much of that money was lost by your team? And what are you going to do about it?**

The Nametag Principle is simple: If they can't come up to you -- how will they ever get behind you?

*This program teaches leaders how to:
position themselves as approachable
engage the people who matter most
create an atmosphere of comfort, safety and listenability in their companies.*

**FREE Book
with Luncheon!**



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Workshop:

Tag, You're It!

We all wear nametags. *Every one of us.* It might not be a sticker on a shirt or a badge at a conference. But it's there, whether we like it or not. As human beings, it's impossible to walk through this world without broadcasting who we are. A nametag is a celebration of identity, an invitation for openness and a declaration of social belonging. It's an acknowledgment, a human equalizer and a distance reducer. A nametag is a choice to label ourselves before others get a chance to.

- *This program teaches the end of anonymity and the beginning of approachability*
- *It's a reminder that face-to-face is making a comeback.*
- *Ginsberg, the world record holder of wearing nametags (4000 days and counting), is on a mission to prove that friendly costs nothing – but changes everything.*

About Our Presenter:

Scott Ginsberg is the World Record Holder of Wearing Nametags. He's the author of thirteen books, an award-winning blogger, professional speaker and creator of NametagTV.com. His publishing and consulting company specializes in approachability, identity and execution. He was even featured in Ripley's Believe It Or Not!

Scott gives presentations, breakout sessions, keynote speeches and seminars to tens of thousands of people each year. He's shared the stage with bestselling authors/speakers like Jeffrey Gitomer, Jim Collins and Fred Reichheld. Companies and organizations worldwide have been successfully implementing his programs on approachability since 2003.

www.hellomynameisscott.com



Drawing Winner

Who Says There's No Such Thing as a Free Lunch? Congratulations to **Russ Roberts** from the Family Service. He will receive free meeting registration at the Nov. 8th luncheon meeting!



Upcoming Meetings

December – Member Social and Volunteer Recognition
January—Networking

UNL SHRM Student Chapter News

The UNL SHRM Student chapter held its first meeting of the school year last month where they welcomed many new members and elected officers. The chapter members are very excited to bring life back to the UNL student chapter and have plans to invite HR professionals from the community to speak at their monthly meetings.

If you are interested in presenting to this group of students, please contact Kendell Colgrove, President, at kmc@huskers.unl.edu or Colleen Ehrke, Vice President/Programs, at colleenhrke@yahoo.com. I also want to give a very warm welcome to the chapter's new advisor, Jerry Sellentin, who will replace Gwen Combs as the chapter's primary point of contact





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LHRMA will be collecting toys for Toys for Tots at our November meeting. Please bring an unwrapped toy for a child ages infant—12 years.

The U.S. Marines will be there to collect your donation.

Thank you for your support in this community effort.



Next SPIG:

Recruiting Best Practices

Thursday November 17, 2011
7:30 – 8:30 a.m.

Madonna Rehab Hospital,
Lau Room

Facilitator – Chad Thies,
Union Bank, VP of HR

Free Coffee and donuts!

FREE!

For LHRMA members



Board Meeting Recap

- Finances are on track
- RFPs for outside audit
- New web advertisement
- SHRM making changes for chapter requirements
- UNL Chapter has new advisor—Jerry Sellentin
- Will offer Long-Distance Learning for Spring HRCI Certification Group
- Collecting Toys for Toys for Tots at Nov. meeting
- Nov. 17 SPIG—Best Practices in Recruiting
- Member Social—Dec. 13 at The Grata

President's Message

Mark Pankoke, President



HR - What has you spooked?



According to a recent HR Executive magazine the three biggest HR challenges HR leaders face are 1) ensuring employees remain engaged and productive, 2) retaining key talent and 3) developing leaders. If you don't think these challenges are scary consider that they rank ahead of controlling healthcare costs!

These items are all related to having, developing and keeping talented employees. This is interesting in that nationwide the unemployment rate is so high it would seem finding talented people would be easier than it was a few years ago. Apparently it is not so easy to find and keep talented people and keep them highly engaged. This is likely to be particularly true in Nebraska where the unemployment rate is so low the pool of talent is perhaps even shallower.


Interestingly the number one concern, employee engagement, is reported at a time when engagement surveys, engagement improvement plans, etc. are at an all time high. Is it possible that the trend of cutting staff, re-engineering departments and right sizing organizations has caught up with us? Employees are saying, why should I give my all when tomorrow I could be out in the street. Trust and engagement are intertwined. Think about that for awhile and you will likely become even more scared.

The challenge of retaining key talent is also tied to the engagement/trust connection. If employees think the organization is only looking out for its own interests, perhaps they feel they should be focused on their own career and not worry about focusing on the organization's needs as much as in the past. Interestingly some data I saw recently indicated that people stay with an organization about the same amount of time they did several years ago. Apparently it doesn't seem that way or are we in HR concerned the top performers will be the ones leaving?

Developing leaders also presents us with an interesting dichotomy. We want to develop people but often training dollars are the first to go. Ask yourself do you have the time or money to get the training you or your staff want? Are we wanting leaders to develop but hoping to do so without attaching the necessary resources to that goal? No wonder we are spooked.

What is the answer to ease these fears? Obviously, one can't solve a complex problem(s) with one simple solution. I would suggest that a good starting point would be to work to develop a culture that truly values its people, resists downsizing resulting in terminations, develops its people and leaders, promotes from within when it can and generally creates a trusting environment. This is very hard work but over time is one way HR can truly lead the organization and at the same time begin to ease those three fears shown at the beginning of this article. Don't be spooked, we can face those fears and come out on top!

— Mark Pankoke

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

Legal Update

Another Employee Notice Poster

By Jack L. Shultz, Harding & Shultz, PC, LLO, Lincoln, NE

The National Labor Relations Board (NLRB) has issued a final rule requiring most private sector employers to notify employees of their rights under the National Labor Relations Act (NLRA) by posting a notice. The final rule was published in the *Federal Register* on August 30, 2011, and was scheduled to take effect 75 days thereafter requiring posting on November 14, 2011. **However, on October 5, 2011, the NLRB postponed the employer posting deadline until January 31, 2012.** The extension of the posting deadline will “allow for enhanced education and outreach to employers, particularly those who operate small and medium size businesses according to the NLRB. Copies of the notice are available on the NLRB website or from an NLRB regional office. The 11 x 17 inch employee notice must be posted in conspicuous places where it is readily seen by employees, including all places where notices to employees concerning personnel rules or policies are customarily posted. In addition to the physical posting, the rule requires every covered employer to post the notice on an internet or intranet site if personnel rules and policies are customarily posted there. Employers are not required to distribute the posting by e-mail, Twitter or other electronic means. Employers must take reasonable steps to ensure that the notice is not altered, defaced, covered by any other material or otherwise rendered unreadable.

The NLRB found that the notice posting rule is necessary because many employees are unaware of their rights under the NLRA. The NLRB based its findings on several factors including (1) the comparatively small percentage of private sector employees who are represented by unions; (2) the high percentage of immigrants in the workforce who are likely to be unfamiliar with workplace rights in the United States; (3) studies indicating that employees and high school students about to enter the workforce are generally uninformed about labor law; and (4) the absence of a requirement that, except in very limited circumstances, employers or anyone else inform employees about their rights under the NLRA. The NLRB asserted it is one of the few federal agencies which does not require a posting by employers explaining employee rights.

The notice must be posted in English and in another language, if at least 20% of the employer’s workforce is not proficient in English and speaks another language. The NLRB will provide translations of the notice at the required link to the NLRB’s website in various languages. If an employer’s workforce includes two or more groups constituting at least 20% of the workforce who speak different languages, the employer must provide the notice in each such language.

The rule identifies what entities are not subject to the posting requirement. Excluded are the U.S. government, Federal Reserve Banks, state or political subdivisions, employers subject to the Railway Labor Act, and labor organizations (other than when an employer). The rule does not apply to entities over which the NLRB has been found not to have jurisdiction or over which the NLRB has chosen through regulation or adjudication not to assert jurisdiction. The rule does not apply to entities whose impact on interstate commerce is so slight they did not meet the NLRB’s discretionary jurisdictional standards, such as employers in retail businesses that have a gross annual volume of business of less than \$500,000.00 and non-retail employers whose amount of goods or services sold out of state or whose goods or services purchased from out of state are less than \$50,000.00. There are several other jurisdictional monetary standards for certain occupations which employers should review in the chart at 29 C.F.R. Part 104.204.

The notice posting applies to all covered employers regardless of whether there is a union in the workplace. The NLRA protections guaranteed to employees apply to union and non-union workplaces alike. Therefore, all employers subject to the NLRB’s jurisdiction will be required to post the notice. Federal contractors are already required by the Department of Labor to post a similar notice of employee rights, and federal contractors will be deemed to be in compliance by posting the Department of Labor’s notice.

(Continued on page 6)

There are no reporting requirements or confirmation of posting required of employers. However, if an employee files an unfair labor practice, the NLRB will at that time determine whether an employer is in compliance with the posting requirements. Failure to post the required notice in compliance with the rule will not result in any monetary penalty for employers. However, the NLRB may consider the tolling of the customary six month period for filing of unfair labor practice charges if the employer fails to properly post the notice. As mentioned, unfair labor practices can result in remedies such as reinstatement and back pay.

The rulemaking was not without controversy. The NLRB received some 6,560 comments by the end of the comment deadline. Many business groups view the required notice as an attempt by the NLRB to encourage unionization of the American workforce. Pro labor advocates, on the other hand, view the notice as merely an informational description of an employee's rights similar to those of other agencies such as OSHA and the EEOC.

On September 2, 2011, a bill was introduced in the House of Representatives (H.R. 2833) seeking to repeal the final rule and prohibit further similar publication requirements by the NLRB. Additionally, lawsuits have been filed by the National Association of Manufacturers, the National Federation of Independent Businesses and the U.S. Chamber of Commerce seeking to halt the publication rule implementation on First Amendment claims. Stay Tuned!

Posters may be obtained from the NLRB office, 1099 Fourteenth Street, N.W., Washington, D.C. 20570, or from any of the NLRB's regional, sub-regional or resident offices. Addresses and telephone numbers of those offices may be found on the NLRB's website at <http://www.nlr.gov>. A copy of the poster in English and in other languages may also be downloaded from the NLRB's website (posters are currently available for download).

The notice is designed to advise employees of their rights and about the obligations of employers and unions under the NLRA. The notice contains 18 bullet points describing employee rights including the right to unionize, engage in picketing, strikes and other protected concerted activity. The notice concludes by urging any employee who believes they have been subjected to illegal conduct to contact the NLRB in order to protect their rights. The notice goes on to state that the NLRB may order an employer to rehire a worker fired in violation of the law and pay lost wages and benefits, and may order an employer or union to cease violating the law.

All employers, whether unionized or union free, should examine their HR policies to be sure the policies comply with the NLRA. For example, a policy which might violate the NLRA could include a social media policy which broadly prohibits employees from making disparaging comments about the company or supervisors on line. Another policy which could violate the NLRA is one which prohibits employees from discussing wages with their coworkers. Do your supervisors know what constitutes "protected concerted activity?" How will you or your supervisors respond to any questions fostered by the NLRB notice to employees? Employers have now been afforded, and should take advantage of, additional time to educate themselves and their supervisors on how to respond to inquiries from employees regarding the NLRB poster.

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

EAP Corner

Feeling Festive or Frazzled?

Lesa Deeker, SPHR

Best Care EAP

The holiday season is upon us and even under the best of circumstances this can be a stressful season. Many of our employees, our neighbors, and our own families may have a less than ideal situation this holiday season. The country's continuing economic woes, concerns about job security and personal finances, military deployments, flooding and other natural disasters have already put pressure on people. Bring on the holiday season and people become particularly vulnerable to stress and anxiety.

It is normal for people to want to make the holidays special, but the pressure to create the perfect holiday can be overwhelming. Contrary to the messages the media sends, it is important to remember that the holidays are not about the most expensive gifts. The holidays are about togetherness and family.

There are strategies you can implement and share with your employees to mitigate or perhaps eliminate the increase in stress that so many people experience during the holiday season.

Take care of yourself. It is important to continue your healthy routines. Maintain your activity and make healthy food choices. Do not get caught up in sampling every treat that coworkers and family put before you. Everyone needs to recharge their energy. Find time to do things just for you, whether that is going for a walk, getting a massage, or visiting with a friend. You will be better able to cope with the expectations of others and feel more capable if you have devoted some time to taking care of yourself.

Get organized. If you have many family and social obligations this season, get them on your calendar as soon as you can and make sure you include everyone in your family. Then check your closet to select any special-event outfits you will need and be sure they are ready to wear. Check your pantry for any food items you may need to stock for the holiday recipes and dinners you will need to prepare. Schedule decorating, food preparation, and house cleaning just like you would do for a project plan. Assign responsibilities for some of these tasks to other members of your family.

Have realistic expectations. Even with the best of planning and organization there can be unexpected events and mishaps. Remain flexible, and it's easier to be flexible if you are realistic about what you can accomplish, what events you can attend, and how much you can afford. Don't overwhelm yourself by agreeing to more than you can handle. Accept invitations for only those events that you want and need to attend. Stick to a budget and communicate expectations to your family. Remind them that the holidays aren't about the gifts.

Ask for support. Accepting help from people who care about you strengthens your resilience and your ability to manage stress. Talking about your feelings and your stresses with friends and family can be a great way to get support and also alleviate some of the feelings of being overwhelmed by the extra pressure we can put on ourselves during the holidays. Use the holiday time to reconnect with your friends and family and strengthen your support network.

If these suggestions are not enough to make you and your employees feel festive instead of frazzled in anticipation of this holiday season, then remember that you have a supportive resource in your Employee Assistance Program (EAP). Your EAP is a great source of professional, confidential counseling and support.

Have a festive holiday season!

SHRM Foundation News: Your Financial Support Makes a Difference!



As you reflect on the many causes and organizations worthy of your charitable support, please consider giving back to your profession through a tax-deductible gift to the SHRM Foundation.

The SHRM Foundation provides comprehensive, research-based answers to your HR challenges through its support of research grants, scholarships, educational programs and practitioner resources.

With your financial support, the SHRM Foundation strengthens and advances the HR profession by assisting individuals in their pursuit of greater academic credentials, by supporting researchers who bring us greater understanding of the complexities of HR, and by creating materials that explain how practitioners can capitalize on the new knowledge that research provides.

Help the Foundation provide a substantial and sustained investment in the future of HR. Donate today. Send your contribution to: SHRM Foundation, P.O. Box 79116, Baltimore, MD 21279-0116 or donate online (www.shrm.org/foundation). Thank you in advance for your support!

Membership Renewals

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

SHRM Membership Special

Don't Forget—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@lincolnh.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.

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



Wellness

Taking the First Step to Understanding Your Personal Health Risks

By Karen Rehm, Wellness Specialist
Madonna Fit for Work

Growing numbers of American adults are gaining at least one or two pounds per year. That's another 10-20 pounds in 10 years. Yikes! *What is your scale telling you?*

As dedicated professionals, we are committed to increasing productivity, balancing budgets, completing a challenging project and reaching a deadline with room to spare...but how committed are you in maintaining or improving your health?

It's time to take action now...and here's why:

- 70% of health care costs are the direct result of our daily choices
- 80% of heart disease and diabetes risks are preventable
- 90% of obesity is preventable

What are your personal health risks? Diabetes, high blood pressure, heart disease, weight management, in-activity? Many of us do not know our cholesterol value, waist measure, blood pressure or fasting glucose or if we do, we may not understand what the numbers mean and how you can change them. We all have areas to tweak.

Taking the first step to improving your health is difficult...but it's doable. Plan a visit with your medical provider, participate in an annual health screening, learn more about your personal health risks and identify steps you need to take to improve your numbers.

Becoming a Health Champion for your organization can be very rewarding. Help promote new, creative wellness ideas and programming among administrators, supervisors and your co-workers. Organize a wellness team, coordinate an annual health screening and lead the way to a healthier you! If we don't take the time to eat healthier, exercise more, monitor your blood pressure and make it happen today-then when will it happen? Take action today!

If you are interested in on-site wellness programming or employee health screenings, please call Sande Dirks with Madonna Fit for Work at (402) 486-7710 or contact Sande by email at sdirks@madonna.org to learn more.



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Contact Kathy Harper at Ihrma0048@yahoo.com with any change in position, company or address.



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