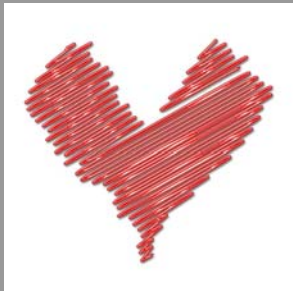




Lincoln
Human
Resource
Management
Association



PO Box 81066, Lincoln, NE 68501-1066
www.lincolnhhr.org



Volume 3, Issue 2

February, 2012

February Program: A Valentine in the Workplace A Discussion on Sexual Harassment at Work

When:

Tuesday, February 14th, 2012
11:00 – 11:30 Registration
11:30 – 12:00 Lunch & Announcements
12:00 – 1:00 Keynote Session

Where:

SCC Continuing Education Center
301 S 68th Street, 2nd floor
Lincoln, NE 68510

Parking is **FREE** to all attendees – please park to the west of the building

Cost:

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

Menu:

Tossed Salad Greens or Fruit Salad, Grilled Herb Chicken Breast w/ Veloute Sauce, Vegetable Medley, Dinner Rolls, Peach Crisp

Deadline: Register or cancel your registration by: Noon, Friday, **February 10th.**

About our Luncheon:

Bob Evnen will lead a discussion about sexual harassment (and other forms of harassment) in the workplace. He will go over updates to harassment law, what you need to do to protect yourself & your company, and how to further prevent these situations from occurring.

About our Speaker:

Robert Evnen joined Woods & Aitken in 1987, and provides counseling and representation on the full range of labor and employment matters of concern to employers, including: employment discrimination; employment contracts; non-competition and trade secret agreements; employment torts; wage/hour regulations; Family and Medical Leave Act issues; Americans with Disabilities Act issues; Occupational Safety and Health Act (“OSHA”) citations; employee benefits; and union/management issues regarding union organizing, contract negotiation and contract administration. He is a graduate of Michigan State University and the University of Southern California Gould School of Law.



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President's Message

Judy Ganoung, President



January 4th was the first meeting of the 2012 LHRMA Board of Directors. The board meets once a month, normally anywhere from an hour to an hour and a half. This meeting went almost two hours. I haven't decided if I just talk too much or if it was that we had so many good ideas and discussions going on. Could be a little of both but I think I'm going to go with the latter.

We have several new faces on the board and I am so excited about working with this group of people. This is my fifth year on the board and I have to mention that the dynamics are a little different this year. We have four men serving on the board. In the past, we have had only one (Mark is very excited). Actually, that could account for the extra time spent in the meeting. Who knew these four were going to be the talkers of the group (When will football be over?) We may have to start sitting boy, girl, boy, girl just to keep us on track.

One topic that came up during the meeting was volunteerism and ways to recruit volunteers. I want to take a moment to say how important volunteers are to the activities of LHRMA and would like to invite you to think about volunteering. Volunteering to serve on a committee can be an effective way to be involved with the programming and activities of LHRMA, as well as its direction. There are several committees to choose from: Programs, Marketing/Social Media, Membership, Diversity, Workforce Readiness, Government Relations, College Relations, and SHRM Foundation. Maybe being on a committee is more than you have time for right now, but there are other ways to be involved. Please let me know if you are interested in being on a particular committee.

February will be the board's planning meeting. During this time we will discuss short and long-term strategic planning, as well as set the budget for the 2012 year. I expect a lot of sharing of great ideas at this meeting. I will share the strategic plan with you at some point in the next few months. If you have ideas on programs for the future or you have any suggestions or recommendations on information that you would like provided during our monthly meetings or included in the monthly newsletters, please let me or any other board member know.

In case you were wondering, it has been 10 days without a Cheez-it! The first of the year was rocky - couldn't stay away from them; but one day, I just stopped buying them! Okay, two letters down and 22 to go!

Thanks for being a member of LHRMA.

— Judy Ganoung

Drawing Winner

Who Says There's No Such Thing as a Free Lunch? Congratulations to **Brian Willet** from Waddell & Reed. He will receive free registration at the Feb. 14th luncheon meeting!



Board Meeting Recap

- New board member introductions were made
- Financial report looks good—revenue up, expenses down
- D&O insurance with INSPRO
- SPIGS will continue in 2012
- Spring certification class starts Jan. 30—several long-distance learners registered
- Still several outstanding membership renewals. Board will begin calling individuals
- Feb. meeting at new venue: SCC Continuing Education Center; Topic: Harassment
- February meeting is student chapter recognition month.



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

Legal Update

Double Whammy?

By Jack L. Shultz and Robert B. Truhe, Harding & Shultz, P.C., L.L.O.

In November 2011, for the first time since 1999, the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Program (OFCCP) issued a new Memorandum of Understanding (“MOU”). For decades, the EEOC and OFCCP have had some coordination in enforcing federal anti-discrimination laws. Under the revised MOU, the agencies will significantly increase coordination in the enforcement of Title VII anti-discrimination provisions, as well as enforcement of Executive Order 11246, which requires all employers who contract with the federal government to ensure that employees are hired and treated without regard to race, color, religion, sex, or national origin.

INFORMATION SHARING

Both the EEOC and OFCCP will now share information relating to employment discrimination cases. Each agency will have appropriate officials send and receive requests for information sharing. For employers, this means that the EEOC and OFCCP will share information relating to active investigations and cases, including items such as employment policies, affirmative action policies, employment records, and all complaints or charges filed with either agency. In addition, the MOU allows the agencies much more latitude with regard to confidentiality provisions under federal laws. For employers, this also means that both the EEOC and OFCCP can share much more information with one another than either would be allowed to share with any other third party.

REFERRAL OF CASES

In addition to sharing information, the EEOC and OFCCP will work to stop duplicative aspects of handling discrimination cases by more freely transferring cases. Since Title VII is an EEOC specialty, the OFCCP will now act as an agent for the EEOC when receiving Title VII complaints. If the OFCCP determines that it has received a complaint which does not relate to a governmental contract, it will simply transfer the case to the EEOC within 10 days. Under the MOU, the OFCCP can retain cases of systemic violations of Title VII, but it will refer individual cases to the EEOC. However, the EEOC can also transfer systemic violation cases from the OFCCP to avoid duplicative investigation. For employers, this means that a complaint to one agency is essentially a complaint to both, especially under Title VII for government contractors.

THE “COORDINATING ADVOCATE”

One of the biggest structural changes is the addition of a “Coordination Advocate” in both the EEOC and OFCCP. The Advocate will serve as the head of newly-created “compliance coordination committees” which will be formed at the agencies’ headquarters and all field offices. Specifically, the Advocate will oversee the implementation of all of the new changes in the MOU. The message from the MOU is clear. The EEOC and OFCCP are serious about streamlining enforcement proceedings and beefing up enforcement by working together through the Coordination Advocates.

CONCLUSION

The EEOC and OFCCP are still in the early stages of implementing the revised MOU. It is not clear at this point just how much this will change enforcement proceedings for either agency. For employers, though, it means an increased focus on anti-discrimination provisions in the federal law. With the ability to share resources and cases, added efficiency may mean quicker resolutions, but it also means more comprehensive investigations with the ability to share information. Until the effects of the new MOU are clear, prudent employers will increase their in-house training of supervisors to ensure compliance with Title VII anti-discrimination requirements and establish internal complaint procedures for any employees who believe they have been discriminated against due to race, color, religion, sex or national origin.

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 authors of this article, Jack L. Shultz and Robert B. Truhe, can be contacted at 402/434-3000, or at Harding & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, jshultz@hslegalfirm.com or btruhe@hslegalfirm.com.

LHRMA COMMITTEES

The following is a brief description of LHRMA's committees. If you do not volunteer to serve on a committee at this time, you can do so at any time during your active membership period.

GOVERNMENT RELATIONS:

This committee is responsible for keeping abreast of legislation that affects human resource issues on a national, state, and local level. They keep LHRMA apprised of relevant state and national legislative issues, make recommendations to the LHRMA Board, write letters, testify on behalf of LHRMA, or take other appropriate action based on LHRMA's position. This committee also takes an active role in promoting local and national grassroots efforts.

PROGRAMS:

This committee determines speakers and topics for monthly meetings, seminars, and workshops. They work with the ACA Group Partnership Network Liaison to provide information regarding programs for this committee to consider. Arrangements for meeting places, menus, and various other items required for meetings may be handled by this committee.

MEMBERSHIP:

This committee encourages individuals in the Human Resource field to become involved in LHRMA and SHRM National, generates applications for prospective members and recommends membership to the LHRMA Board, hosts new member orientation, sponsors "get to know" programs and updates/publishes the annual membership directory.

MEETING REGISTRATION:

This committee assists with registering, greeting, signing in and collecting money from meeting attendees.

CERTIFICATION:

This committee assists HR professional in preparation for the next PHR / SPHR certification exam. This may also involve facilitators for the study group programs.

WORKFORCE READINESS:

This committee will raise awareness and provide education and programming on Workforce Readiness. The committee will also conduct presentations, coordinate activities with affiliated student chapters and other activities to promote Workforce Readiness in the community.

COLLEGE RELATIONS:

The committee will also conduct presentations and coordinate activities with affiliated student SHRM college chapters.

DIVERSITY:

This committee raises awareness, understanding, and provides education on diversity. The committee monitors local and regional diversity issues and programs, and holds one diversity workshop annually. The committee also provides resources, recruits a diverse membership, and is available for questions.

TAKE ACTION...

Committee participation helps the Lincoln Human Resource Management Association (LHRMA) remain a successful, contributing organization to its members and community. Your active involvement on one or more committees is greatly encouraged and is evidence of your commitment to this organization and the Human Resources profession.

Let a board member know if you are interested on serving on one of our committees. Contact information for each board member is on page 9 of this newsletter, or is also listed on our website at www.lincolnhhr.org.

Wellness

Taking Care of Your Health is a Game of Strategy

Karen Rehm, Corporate Wellness Coordinator, Madonna Fit for Work

Every January millions of Americans make New Years resolutions, and by February most have abandoned them. There are many reasons why we start to tumble in our efforts to lose weight, start an exercise program or stop smoking...change is stressful and let's face it...it's not easy!

If you are only concentrating on your current move instead of the "plays" ahead, you might find yourself at "checkmate" and not know how it happened. Here are helpful tips for 2012:

Set Reachable Goals: ...identify what you can do each day to help improve your health (i.e. drink less pop, eat more fruits/vegetables, move more, go to bed earlier, laugh more). Take one day at a time.

Focus on One Thing At a Time:...many of us struggle in making progress because our focus is too broad or we are attempting to overhaul too many areas of our lives. Pick one thing you can change, master it for at least 2 weeks, then move forward. (i.e. I want to lose weight. This wellness goal is too general... identify how much you want to lose, by when and write down what steps you need to take starting today (i.e. I want to lose 15 lbs. before May 1st...this week I need to walk at least 3 times for 20 minutes...starting today at 6:30 p.m.).

Is the Timing Right?...sometimes we make a New Year's resolution simply because it's the new year, not because we are ready to make a change. Take a moment and rate your level of motivation to make changes on a scale of 1-10 (one being not very motivated and ten indicating you are on board and ready to implement new choices). If you are rating yourself a 5 or more you will reach greater level of success because you see more benefits than cons to making changes.

Invite Your Family and Friends: ...include people in your life that you feel can support you and your efforts to making a difference. Embrace their support and include them as part of your 2012 wellness team for success!

This is your year! Take it Up a Notch! And Have a Great Time Becoming the Champion of Your Health!

If you are interested in on-site wellness programming or employee health screenings, please call Karen Rehm, Corporate Wellness Coordinator with Madonna Fit for Work at (402) 434-5937 or contact Karen by email at krehm@madonna.org to learn more.



Thank You!

Special Thanks to local business who donated prizes for LHRMA's December Social – *Passion For HR!*

- ♦ Isles Pub & Pizza - \$25 Gift Certificate
- ♦ LHRMA Board – \$25 Olive Garden & \$25 Cracker Barrel gift certificate, Free \$35 Workshop, Husker plate, Wine
- ♦ Let's Talk Dirt, Inc – \$100 Cleaning Gift Certificate
- ♦ Madonna Fit For Work – 2 Hockey Tickets & lunch/bottle pack
- ♦ Neebo – Nebraska Book Company – Husker canvas, sweatshirt, hat
- ♦ O.C. Tanner - \$75 Gift Certificate and specialty items
- ♦ Pampered Chef – Jody Shaw – Stoneware
- ♦ Premier Jewelry – Kay Kletchka - 2 sets of fine jewelry

NEW MEMBERS

Chris Gomez

Regional Human Resource Manager
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Laura Houdesheldt

Human Resources Director
Eyecare Specialties
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Ann Oleson

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Bonnie Otte

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Marcia Scheinost

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Candace Thomazin

CFO
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Amanda Wilcox

Human Resources Administrator
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HR Certification Scholarship

The SHRM Nebraska State Council is making available a scholarship to provide financial assistance to a human resource professional who is interested in obtaining their PHR, SPHR or GPHR certification during the spring 2012 exam period. The scholarship covers the payment of both the certification exam and application fees (late fees or fees associated with retaking the exam are not included).

Scholarship eligibility requirements include:

- ♦ Eligible to take the certification exam,
- ♦ Take the exam during the Spring 2012 exam period, and
- ♦ Submission of a completed scholarship application by the February 20, 2012 deadline.

For more information, as well as the application form, go to the [SHRM Nebraska State Council website](#) and look for “Certification Scholarship”.

Interested in earning your PHR/SPHR Certification?

SHRM’s Nebraska State Council and Lincoln Human Resource Management Association (LHRMA) are hosting a study group to assist you with studying for your certification. Attend in-person in Lincoln or participate online via distance learning. It’s not too late to register!

Spring 2012 Certification Study Group

When:	January 30 – April 23, 2012 Group meets every Monday evening from 5:30 p.m. – 8:30 p.m.
Where:	In-person at Nebraska Book Company, 4700 S. 19 th St., Lincoln, NE OR online via distance learning
Fee:	\$75 for LHRMA Members \$130 for non-LHRMA Members and distant learning participants
Register:	Via the LHRMA website (www.lincolnhhr.org) by January 30, 2012
Exam Window:	May 1, 2012 – June 30, 2012

Jobs, Jobs and More Jobs!

Do you have a HR position to advertise *OR* are you looking for one?
CHECK OUT OUR WEBSITE—www.lincolnhhr.org.

If you are an employer who has an employee who is a LHRMA member, then you can post your human resource job opening for free on our website for up to 30 days. Contact Kathy Harper at lhrma0048@yahoo.com or 402.483.4581, x. 339.

This is an excellent resource for students who are seeking an HR position, as well as someone looking for a change. It’s also an excellent forum for companies to advertise if they have summer internships available. Please take advantage of this great membership benefit—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



We're on the web!
lincolnhr.org

Board of Directors



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