



**We will not have a regular program and/or workshop in September.
Please join us at the SHRM NE State Conference in Omaha on Sept. 11-12.**



Get Connected to the latest Conference info by using the links below: The Conference are planning to regularly communicate information about the conference through these social media sources and need your participation.



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Dear North Central Region Chapter Members:

We realize that as members of a local SHRM chapter, you may not have received as much information as you need about the new SHRM Certification. We have held calls with your chapter presidents this summer to discuss this new Certification and its details. As a part of the meetings held at the SHRM Annual Conference, it was made clear that more information was needed to be shared with you. We would like to invite you to participate in one of the following five conference calls, where the new SHRM Certification will be discussed and your questions will be answered.

Dial in: 1-888-737-5834

Passcode: 583408

- Thursday, September 4, 1:00pm CT/2pm ET
- Tuesday, September 23, 11:00am CT/12pm ET
- Thursday, September 25, 2:00pm CT/3pm ET
- Wednesday, October 1, 3:00pm CT/4pm ET
- Monday, October 20, 12:00pm CT/1pm ET

To help ensure our time during these calls is productive, prior to joining the call of your preference, please review the resources on the SHRM Certification website at www.shrmcertification.org and forward questions, comments, concerns to us in advance of the call.

Please feel free to pass this information along to other SHRM members or HR professionals who you feel will benefit from this opportunity and let us know if you have any additional requests for information or questions.

Thank you!

SHRM's North Central Regional Team - Kristine, Martha, Nancy, and Sherry

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Leading People. Leading Organizations.

Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at shrm.org.

President's Message

Melissa Price, LHRMA President



Have you heard of Glassdoor? Have you been on to check out your company? If so, what did you do with the information that you learned?

Glassdoor describes themselves as the world's most transparent career community that is changing the way that people find jobs and companies recruit top talent. It holds a database of company reviews that current or past employees have completed on companies around the country. Employees could review your company on absolutely anything – their manager, the working environment, the benefits they received, etc. Glassdoor has made an online transparent forum about companies everywhere. I believe it makes HR professionals recruit differently and also gives them insights to the things that they may not have heard elsewhere.

If you haven't ever been on the site or it has been awhile, I encourage you to take a peek. Go on take a look... Some of you may be overjoyed with the comments about your company; some of you may need to take a deep breath. Once the initial feelings dwindle, determine how you can use the information.

- You now know what your candidates are reading about you, develop a way to highlight it or show why the review might be misleading.
- Be transparent! Adopt the Glassdoor way by being transparent with current employees and potential new hires.
- Address specific issues that you see. Even though you might not know who wrote the review, if you are seeing themes it may be time to make some sort of change.
- Draft a plan for continued improvement with culture and overall morale.
- Utilize the education that Glassdoor provides to employers about managing reviews and other resources regarding recruiting overall.

While sometimes it can be a little painful to take a look at what people are saying, human resource professionals can use it as very valuable information too. And if nothing else, the site can sometimes just provide a good laugh.

—Melissa Price

www.glassdoor.com

I hope to see you at the conference in September!



Upcoming Programs and Workshops:

Sept. 11 & 12—2014 SHRM NE State Conference

Oct. 14—Social Media Panel @ The Isles

Nov. 11—Aligning Values & Beliefs with that of our Organization with Paula Pace @ Lincoln Firefighter's Hall *** Program has been pre-approved for HRCI credit

Dec. 9—December Social @ Grata

Legal Update

New EEOC Guidance May Lead to More Pregnancy Discrimination Claims

by Mark A. Fahleson, Esq.
Rembolt Ludtke LLP

On July 14, 2014, the Obama Administration's Equal Employment Opportunity Commission (EEOC) issued new guidance concerning the enforcement of federal pregnancy discrimination laws. The new guidance, while not a formal regulation, appears to expand the EEOC's interpretation as to how employee rights under the Pregnancy Discrimination Act (PDA) may be enforced. It may be found here: http://www.eeoc.gov/laws/guidance/pregnancy_guidance.cfm

The PDA was enacted in 1978, two years after the Supreme Court held pregnancy discrimination was not a form of sex discrimination under Title VII of the Civil Rights Act. The PDA amended Title VII to expressly include discrimination based upon "pregnancy, childbirth or related medical conditions." The PDA also requires that pregnant employees be treated the same as others "similar in their ability or inability to work." Nevertheless, one recent study concluded pregnancy discrimination complaints have risen faster than the rate at which women are entering the workforce.

The new EEOC guidance broadens the agency's interpretation of the PDA by stating that although "pregnancy itself is not a disability, pregnant workers and job applicants are not excluded from the protections of the ADA." Because pregnant employees may have "pregnancy-related impairments that constitute disabilities," accommodations should be made such as "allowing a pregnant worker to take more frequent breaks, to keep a water bottle at a work station, or to use a stool; altering how job functions are performed; or providing a temporary assignment to a light duty position."

The EEOC guidance further seeks to clarify issues that had been blurred by court decisions issued since the PDA's enactment. It asserts employers cannot discriminate based upon an employee's intention to become pregnant, including employees seeking fertility treatment. It bars discrimination because an employee is breastfeeding, and asserts employers must accommodate breastfeeding employees by "provid[ing] reasonable break time and a private place for hourly employees who are breastfeeding to express milk." Employers may not discriminate based upon an employee's use of contraceptives, and may not exclude prescription contraceptives from insurance plans if they "otherwise provide comprehensive coverage." Though employer insurance need not include abortion coverage, an employer may not discriminate against an employee who sought or seeks an abortion, nor may it exert pressure upon an employee to have an abortion in order to "retain her job, get better assignments, or stay on a path for advancement."

One open issue the U.S. Supreme Court may soon answer is whether an employer violates the PDA by implementing a disability policy that may result in pregnancy discrimination, or whether discriminatory intent must be shown. For example, UPS recently denied a light-duty accommodation to a pregnant employee whose doctor had ordered a lifting restriction during her pregnancy. UPS informed her she could not continue to work unless she could lift as provided in her job description despite a light-duty provision in her employee policy for injured or disabled employees. The Fourth Circuit held this was not discriminatory because the job description did not single out pregnancy and applied equally to other temporarily disabled employees. The EEOC guidance addresses this by providing, "[a]n employer may not refuse to treat a pregnant worker the same as other employees who are similar in their ability or inability to work by relying on a policy that makes distinctions based on the source of an employee's limitations." The employee appealed the Fourth Circuit ruling and in July the U.S. Supreme Court granted a petition to hear the case.

(Continued on page 5)

In light of the new EEOC guidance, the outlook is clear: while pregnant employees are not “disabled” for purposes of the ADA, an employer is to legally treat any pregnancy-related limitation as a disability under the ADA and provide pregnancy-related accommodations where necessary. Failing to do so not only constitutes pregnancy discrimination but also sex discrimination under Title VII of the Civil Rights Act. Employers should review their policies and insurance plans to ensure they are in compliance with the PDA and the new EEOC guidance.

Fahleson is an attorney with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or mfahleson@remboltlawfirm.com. This article is provided for general information purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.

Introducing SHRM’s Chapter Discount Program for 2014 Fall Seminars

Dear Chapter Member:

In alignment with our commitment to provide you with access to the most comprehensive HR resources and networking opportunities, we’re pleased to offer you a special discounted registration fee to attend a SHRM Seminar in Alexandria VA, Chicago IL, New Orleans LA, New York NY, Phoenix AZ, San Diego CA, Seattle WA - or a virtual seminar – this Fall!

SHRM Seminars are developed using the highest quality standards, and a team of qualified experts, HR professionals and legal counsel review course content to ensure its accuracy and real-life application. SHRM’s dedication to excellence will provide you with timely information and solutions for the business challenges you face, with seminars for newcomers to the profession and veteran HR professionals alike.

Program topics include:

- Strategic Human Resources: Delivering Business Results
- Business Management for HR: Understanding Business Operations
- Essentials of HR Management
- And much more!

As a local SHRM-affiliated chapter, we’ve partnered with SHRM to offer you the following chapter member discounts off our advertised member/non-member registration rates:

Chapter Member Discounts:

Use Promo code: 14SEM1DAY - \$100 off 1 day seminars

Use Promo code: 14SEM2DAY - \$200 off 2 day seminars

Use Promo code: 14SEM3DAY - \$300 off 3 day seminars

Use Promo code: 14SEMVCHPT – \$200 off any Virtual seminars

[Click here](#) to find a program near you!

For more information, contact:

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**Offer only applies to 2014 SHRM Seminars and does not apply to Seminars outside the U.S., SHRM Emerging Leader programs or any SHRM Conferences or Seminars held at conferences. Offer applies to online and phone orders only. It does not apply to mailed-in orders, faxed orders or purchase orders. Offer is not valid on previous orders and cannot be combined with other promotions. Discount expires at 11:59 p.m., Pacific Standard Time, December 31, 2014.*

SHRM Foundation Fundraiser

Once again LHRMA is offering fresh Minnesota balsam fir gifts for the LHRMA SHRM Foundation Fundraiser. This year we are offering two new items! For each item sold, \$13 goes to the Foundation.

The last day to order is October 28th.

Item Information:

- Size: All wreaths are 25". The centerpiece is 18" with a white, real wax, LED candle.
- Delivery: The prices below include delivery to the lucky recipient the first week of December.
- Conservation Efforts: Balsam trees are not cut down; only the tips of the branches are used, which regenerate in 3 years. The nursery will plant a tree seedling in the honor of each gift recipient.

An order form must be completed for each item ordered. Each order form is UPC coded, and also includes a greeting card for you to write your own personal message. (Do not remove the card from the order form. The company will remove the card and include it with your item when they complete your order.)

These florist-grade items make excellent corporate gifts for your clients or employees, gifts for the hard to buy for, and gifts for friends and family out of state. You may even want to buy one for your own home!

Contact Denice Sears, LHRMA SHRM Foundation Officer, at 402-797-2312 or hmandas@windstream.net.

October 28th is the last day to order. Payment by cash, check or credit card.

[Click here to go to the LHRMA website to order online.](#)



Classic—\$42



Victorian—\$45



Cranberry Splash—\$42



Wintergreen—\$47



Centerpiece—\$44



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Drawing Winner

Who Says There's No Such Thing
as a Free Lunch?

Congratulations to
Jamie Hackbart with
Farmer's & Merchants Bank.
Jamie will receive free registration
for the October program.

Jobs, Jobs and More Jobs!

If you are an employer with an employee that is a current LHRMA member, then you can post your HR-related job opening on our website for **FREE!** Just email Kathy Harper at lhrma0048@yahoo.com.

If you are looking for a human resource position, then check it out!
Go to <http://lincolnhr.org/blog/hr-job-openings/>

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

EAP Corner

Trauma in the Workplace

Susan Merwick, LCSW

Continuum EAP

September is National Preparedness Month, a time when we are encouraged and educated to prepare for and respond to all types of emergencies. It seems fitting, then, to take this time to consider, how well prepared we are for an emergency in the workplace.

There are many different types of crises that impact workplaces, from violent and catastrophic injuries and accidents to robberies, natural disasters, long term illnesses, and employee deaths. We know that individual employee reactions to events can vary greatly from mild distress to significant interruption to daily functioning. How we respond as a workplace is very significant. Organizations that respond to traumatic events and emergencies quickly, effectively, and compassionately, show employees that they care about them. As a result employees feel valued and respected, and in some cases even more committed to the company. Organizations that fail to do this, on the other hand, can face negative impacts to employee quality, productivity, and performance.

It can be helpful to think of traumatic workplace response in terms of 3 phases: acute, recovery, and reconstructing. The goals and associated tasks of each phase are different but together can create an effective and comprehensive approach to stabilization and recovery.

1. Acute Phase

The Acute phase is the time immediately following the workplace tragedy. Typically one of the highest priorities of this phase is to contain the crisis through good, compassionate communication. Having information is one thing that helps people regain a sense of control. The ACT Crisis Communication Process provides a good model of how to do this:

A—Acknowledge and name the incident to employees as well as the impact of the incident on them.

This helps dispel rumors, reduce anxiety, and helps return a sense of control to employees.

C—Communicate pertinent information with compassion and competence. Leaders need to be visible and available to employees.

T—Transition to next steps (see below).

2. Recovery Phase

The Recovery Phase involves communicating a vision of recovery and resilience to employees; it involves reminding them about the big picture and about the good things in the world. It is easy to be overly focused on negative aspects after a traumatic situation. This phase involves:

- Linking affected employees to additional support resources such as on site grief support, education, and debriefing services.
- Promoting healing by expecting a period of decreased productivity and allowing reasonable concessions to employee schedules and workloads for a short time.
- Restoring workplace functioning. Ultimately this involves returning the workplace to optimal functioning, getting things back to normal, or sometimes creating a new normal.

3. Reconstructing Phase

The Reconstructing Phase involves moving from postvention support to prevention, from fighting fires to preventing them.

This phase involves:

- Preparing for anniversary reactions of the traumatic event. In some cases this might involve creating a memorial but not glamorizing or romanticizing the traumatic event.
- Assessing and evaluating the organization's response and considering any changes that need to be made as a result of the experience. Asking important questions such as: "What went well? What didn't? Do we need to look at any policy or practice changes? Arrange for support services if those weren't in place?"

Wellness

Your Health is Dependent upon Motion

Dr. Randy McCracken

McCracken Chiropractic Clinic

We know 90% of the stimulation and nutrition to the brain is generated by movement of the spine. Here is an excellent article on the results of sitting you should be aware of.

Don't let sitting all day kill you — 5 easy ways to keep moving at your desk/Meghan Holohan TODAY contributor / June 16, 2014 at 4:55 PM ET

Working at an office job and then bingeing on “Orange Is the New Black” may be a deadly combo. A new study by German researchers finds sitting too much is the new smoking — raising your risk of diabetes, heart disease and cancer. And the risk increased with each two-hour period of sitting time. “If you are sitting for six hours a day or more it increases the risk factors for a variety of things,” says Dr. David Geier, an orthopedic surgeon and sports medicine specialist in Charleston, South Carolina, who was not involved in the study.

There’s more bad news: Even if you exercise for 30 minutes a day, that 30 minutes does not [counteract the sitting], says Geier. But there are simple ways that people can counteract the negative effects of too much time on your behind. You need to stand up at least once an hour, if not every half hour, and move. “I wouldn’t do that in exchange with a regular period of exercise at the end of the day,” he cautions.

Both Geier and TODAY’s Jenna Wolfe have suggestions on how to add movement in the day.

Workout at your desk (or on the couch) Just because you are corralled in an office doesn’t mean you can’t move. All it takes is 10-minute exercise break throughout the day. It can be as easy as doing push ups beside the desk. When Geier has a day without patients, he sets his fitness band to vibrate every 30 minutes if he hasn’t moved. When he gets the reminder, he’ll pick up the kettle ball beside the desk and does some reps. He also says that people can easily do wall squats or use small weights to do a few reps at their desks. Wolfe provides a variety of workouts for the office or couch. She suggests an easy 10-minute workout that anyone can do at their desk, which includes 50 stand-ups, squatting into your chair; 100 arm rolls forward, 100 backward, 100 with palms up, and 100 forward (you might remember these from elementary school gym class); 20 paper clip pick ups (a sneaky way of squatting); and 10 to 15 desk push ups.

Walk Geier says that an easy way that folks can include more activity in the workday is by walking—take the long way to the printer, meander to a coworker’s desk instead of emailing, or hold the meeting out outside the boardroom. “If you have a meeting, instead of sitting around the conference table, you walk around the table ... it is probably more fun and you pay more attention,” he says.

Sit on a stability ball Sitting on a stability ball, instead of in an office chair, can be an easy way to increase activity. To sit balanced on the ball (instead of rolling and wobbling around); people need to engage their core muscles. While people are sitting on the ball, they are working on their abs, explains Geier.

Take a stand Standing desks keep employees on their feet, instead planted in their chairs. Even if your office doesn’t have standing desks, get on your feet to work. Take a phone call and walk around the office or stand when reading emails, Geier says. If it is possible, opt for a treadmill desk, which uses a special treadmill that runs slowly so people are walking as they work, he adds.

Find an excuse for the stairs “I am a huge advocate of stairs,” says Geier. Simply taking the stairs to and from your office every time you leave can have a real impact on your activity level, he adds. Use the stairs in your office as a quick way to work out—if you have a few minutes walk up a few flights and then back.

View the complete article with video @ <http://www.today.com/health/dont-let-sitting-all-day-kill-you-5-easy-ways-1D79812002>

Presented by Dr. Randy McCracken of Stress-Less Consulting @stressless.com



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