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LHRMA
Lincoln Human Resource Management Association

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

March Program

Program on March 13 Features “Breaking the Status Quo in Today's Healthcare Landscape”

Workshop: “You Have a Healthcare Business and It's Losing Money”

Join us for our March Program and Workshop on March 13. Adam Hall and Travis Martin with The Olson Group will present from 12:00 to 3:15 p.m.

About the Presentation

Breaking the Status Quo in Today's Healthcare Landscape

Business leaders demand new ideas and better results every day. How can you manage your benefits budget so it is cost effective yet delivers a meaningful and measurable return?



Join us to learn how to develop a 3 to 5 year strategic plan to take control of your health plan. Using the BenefitsEdge™ Strategy learn to implement cost containment strategies and place them on timelines. This game changing strategic planning process allows organizations to intentionally determine the outcomes of their benefits investment and break the status quo.

Participants will receive valuable insight into getting the most out of their benefit strategy meetings with their brokers. Turn your broker meetings from transactional and reactionary to strategic and goal focused to create solutions that have the highest return on investment.

Workshop Topic:

You Have a Healthcare Business and It's Losing Money

America, we have a problem. A healthcare problem. Managing the health plan today can feel like playing a rigged game where the odds are stacked against you. As a result, employers are stuck trying to manage a health plan that is, all-too-often, misaligned with the organization's culture

WHEN AND WHERE

Tuesday, March 13, Program 11:00-1:00 p.m., Workshop from 1:15-3:15 p.m. at Wilderness Ridge, 1800 Wilderness Woods Pl, Lincoln

Lunch Program Registration Fee: LHRMA members – \$15

All Other Attendees – \$25

College Student Chapter Members—FREE (You must register with Jenessa Keiser, College Relations Chair)

Workshop Registration Fee: All Attendees—\$35

REGISTRATION DEADLINE

Register by Friday, March 9th at noon.



2018 LHRMA Membership Renewals

If you have not yet renewed your membership for 2018 you still have time. Please be sure to do so right away!

Visit www.lincolnhhr.org to renew!

WELCOME NEW MEMBERS

LHRMA welcomes the following new members:

Kevin Koester
Office Manager
Advance Services, Inc
Kevin.koester@asinc.net

Jessica Shultis
Human Resources Manager
Advanced Medical Imaging
jshultis@amimaging.com

Reid Rauterkus
HR Consultant
Assurity
rrauterkus@assurity.com

Riley Sandall
Regional Manager
Advance Services, Inc
Riley.sandall@asinc.net

Sarah Geiser
Human Resources Administrator
Kawasaki Motors Manufacturing
sgeiser@Inc.kmmfg.com

Lori Droud
Director of HR
Regis Corporation
ldroud@hotmail.com

Jennifer Seamans
Assistant Director of HR
University of NE—Nebraska Unions
jseamans4@unl.edu

Jenna Bennett
Human Resources Manager
Walmart
jmwiemer@yahoo.com

Tamra Walz
HR Legal Advisor/Director
Self-Employed
tamralynnwalz@gmail.com

Eve Person
Sourcing Specialist
Flowserve

Champion Employer Extension and Request for Interviewers

The Champion Employer sign-up deadline has been extended until Friday, March 16th. We have had a good response thus far but are still looking for a few more companies that we can partner with our highly trained and technologically savvy students from the LPS Career Academy. I have included a link below with more information about the 1st Jobs-Lincoln Program and have included the sign-up link below:

Fact Sheet: <http://lincolnhhr.org/wp-content/uploads/2014/10/Q-A-rev.-F.pdf>

Sign-up: <http://lincolnhhr.org/employer-sign-up/>

We are also needing help for our upcoming Mock Interview Day on Friday, March 2nd. We are needing assistance from great HR professionals to help us conduct mock interviews (at the LPS Career Academy) for the students in the 1st Jobs-Lincoln program. We provide the interview questions and ask that you provide valuable feedback to these aspiring professionals. We are needing 7 people in the morning session (from 8:15-9:45) and 7 people for the afternoon session (from 12:45-2:15). There are three interviews in the morning session and three in the afternoon session. Each interview takes approximately 30 minutes (20 minutes for the interview and 10 minutes for feedback and questions).

Please let us know if you are able to conduct interviews for the morning or afternoon session (or both). Please contact either Jan Norlander-Jensen at jnjensen@lincoln.ne.gov or Robbie Seybert at rseybert@lps.org if you are able to help us interview these aspiring professionals.

President's Message

By Lindsay Selig, LHRMA President



If you have read the business section of any newspaper lately, you are probably thinking the same thing I am - it's crazy how much the legislative environment changes on a regular basis, especially for HR professionals. For those of you that were able to attend the February LHRMA program, Henry and Lily from Cline Williams did a wonderful job of outlining some of the most important upcoming/recent legal changes.

However, did you know that we also have a wonderful resource through the LHRMA web site?

Chad Richter, an attorney with Jackson Lewis and the legislative chair for the SHRM Nebraska State Council, puts together legislative updates (both state and federal) as they occur and these updates are posted directly to the LHRMA site.

In addition, SHRM also offers some resources related to legislative changes.

First, they have a national conference dedicated to this very topic each March. If you haven't had a chance to attend this event, I would highly recommend it – I had many take-aways the last time I attended.

Secondly, SHRM encourages members to join the A-Team. This was also discussed by Nancy Conway, our local SHRM representative, at the February LHRMA meeting.

Basically A-Team members are asked to have a voice in the federal legislative process. When there is a legislative decision that directly effects HR professionals, SHRM will provide A-Team members with resources, such as a letter they can send their state representatives outlining how it will effect employers.

Overall, there are many ways we can stay on top of what is going on within legislative environment. We encourage you to take this month to review these resources.

We know that it is important to stay up to date on employment-related bills that affects you as an employer, and HR representative, in your organization. Each month, you will find the latest state and federal legislative updates on the LHRMA website. Please visit <http://lincolnhr.org/government-relations/legislative-updates/>

Legal Update

Employees in Love? Get it in Writing in a Love Contract!

O'Neill, Heinrich, Damkroger, Bergmeyer & Shultz, P.C., L.L.O.

After just coming through February or the "month of love" you may find that several of your employees are involved in relationships with fellow employees. These situations can be challenging on employers and give rise to questions such as what is appropriate behavior in the workplace and how to avoid sexual harassment claims. Love Contracts, or Consensual Relationship Agreements, are a step companies can take to outline what is acceptable behavior and also help reduce exposure to harassment lawsuits. According to CareerBuilder's annual office romance survey, 41 percent of employees indicated that they had been in a relationship with a co-worker within the last year.

A major concern with workplace romances involves the difference of authority between the two parties. In many cases, a supervisor dating a subordinate may raise suspicion of favoritism and unfair treatment to other employees. These agreements, entered into by two employees in a consensual relationship attempt to alleviate some of the favoritism concerns, set out permissible and prohibited actions of both the employees and employers, and handle what happens if and when the relationship ends.

In order to deal with these concerns and situations, Love Contracts should

contain several items. First, the contract should refer or recite to the company's anti-harassment policy. If your company hasn't reviewed your anti-harassment policy recently, or perish the thought, does not have one, now is the time to update! Further, the contract should contain an affirmation from both parties that the relationship is consensual and was entered into voluntarily. This statement may help protect the employer from a lawsuit if the relationship ends. Occasionally, an employee (many times a subordinate dating a supervisor) will claim to have been forced to enter into the relationship. This affirmation may help convince a jury that the relationship was voluntary. However, there may be some concern that the affirmation was forced as well.

Next, the Love Contract should include a provision regarding public displays of affection. Most employers prohibit this type of act and should be indicated in the contract. The contract should provide a general description of what would constitute a public display of affection. The parties should also affirm that there will be no negative impact on their work performance and that employees may be moved into different roles if work performance becomes an issue.



The parties should also agree to a commitment of professionalism after the relationship ends. Many times, the major problems arise after the relationship ends and this kind of language in the contract may help deter undesired actions by employees.

Finally, if the relationship goes south, employees should feel comfortable informing the employer, or a designated person, about unwelcomed advances. When one party wants the relationship to continue, while the other does not, harassment may occur. This may place some exposure on the employer if situations are not handled correctly. In certain situations where one of the parties to the Love Contract is the designated person handling harassment claims, the Love Contract should provide a secondary person to inform. It is imperative that any employee has a neutral person to inform about possible harassment.

Legal Update (continued from page 5)

It is important to note, a signed Love Contract does not guarantee the employer protection from possible liability for sexual harassment. As mentioned above, employees may claim they were forced to enter into the contract or the employer did not follow through with their responsibilities under the contract. Once notified of a possible sexual harassment situation, employers must take the steps outlined in their anti-harassment policies to correct the situation.

Love Contracts, while not a guaranteed protection from liability, help describe permissible

and prohibited actions, take steps to avoid favoritism, and maintain workplace performance. Importantly, Love Contracts may help maintain a stable workplace if a relationship ends poorly. If your company does not have any policies or procedures in place to handle workplace romance, a Love Contract is an option. However, once an employer starts down the Love Contract path – uniform and constant enforcement is essential. Remember, each state may have its own position on Love Contracts, so check your state law before implementing a Love Contract.

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 authors 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 Kramer L. Lyons can be contacted at (402) 434-3000, or at O’Neill, Heinrich, Damkroger, Bergmeyer & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, jshultz@ohdbslaw.com and klyons@ohdbslaw.com.

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 lhrma0048@yahoo.com.

If you are looking for a human resource position, then check it out! Go to: <http://lincolnhhr.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

Keeping a Healthy and Safe Workplace in the Midst of the Opioid Epidemic

Every day, the news includes stories of devastation caused by “the opioid epidemic.” It is capturing the attention of employers large and small. While the epidemic is too large for any one employer to stop, there are clear ways for an employer to work toward a healthy and safe workplace.

The workplace challenge:

There are many pathways to opiate abuse. One major pathway is abuse of a physician’s prescription for pain relief. Opiates are one of the most prescribed drugs in the U.S. Many employed people have these prescriptions. If use turns to misuse, problems come into the workplace. Even if an individual is not addicted, but is abusing opiates, the workplace is susceptible to harm. At work, those who practice improper use of opiates are:

- Less productive and miss work more often.
- More likely to be involved in accidents and to injure themselves or others.
- Responsible for health-care costs nearly three times that of other employees.
- More likely to file workers’ compensation claims.

Four practices to keep your workplace healthy

- 1. Have strong policies and procedures in place.** If your company does not have policies and procedures in place, there are great models available that can fit into your existing framework.
- 2. Encourage an open culture.** Keep lines of communication open, so employees can share their concerns with management. It is the best way to spot and resolve problems early.

3. Build and maintain the culture with training and support for supervisors and managers. It is important to train them how to:

- Engage and support employees.
- Address employee performance or behavior problems.
- Comply with and uphold company policies and procedures.
- Work together with HR professionals.
- Foster a healthy workplace culture.

4. Partner with your EAP to support a healthy workplace. Have your EAP consult with Human Resources and leadership on policies and issues related to substance use, and how to confront performance issues and other behavioral risks. For employees with performance or behavior issues (that may be related to substance use), or for those who test positive on screens, leadership can refer to the EAP for assessment, referral to treatment and care resources, case management and return-to-work assistance. For employees who are struggling with substance issues, but who have not yet come to the attention of management, availability of the EAP for confidential assistance can arrest problems before they create serious personal or workplace problems.

If you would like to consult about policies and procedures, workplace culture or training in your organization, please give Continuum EAP a call. Our workplace consultants would be happy to help you improve the health and safety of your workplace.

Continuum

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True Healthcare From Periodic Care

The best part about Chiropractic is that periodic treatment will improve your health and pocket book! The benefits of continued care just get better and better. It's Chiropractic unique advantage, not a disadvantage. I do recommend periodic treatments to combat the daily stresses and strains instead of waiting for health problems to occur as is often the case with other forms of healthcare.

A 7 year study looked at the health statistics of people whose Primary Care Providers (PCP) were conventional Medical Doctors compared to those who had their PCP as Doctors of Chiropractic.

Clinical and cost utilization based on 70,274 member-months over a 7-year period demonstrated decreases of 60.2% in-hospital admissions, 59.0% less hospital days, 62.0% less outpatient surgeries and procedures, and 85% less pharmaceutical costs in those who had Chiropractors as a PCP in the same geography and time frame.

Let's look at that again... 7 year study with over 800 people.

Those with a Chiropractor for PCP had:

- *60% less hospital admissions
- *62% less surgeries
- *59% less days in hospital
- *85% less pharmaceutical costs

J Manipulative Physiol Therapeutics 2007 (May); 30 (4): 263-269

Should you have any questions give Dr. McCracken a call. Improved health, decreased health costs and increased productivity have been noted with on-site chiropractic treatment. For more information you may reach him at: drmcchiro@gmail.com





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