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LHRMA
Lincoln Human Resource Management Association

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

April Program & Workshop

Program and Workshop on April 9 Features: Workplace Stability

Join us for our Program and Workshop on April 9. Clover Frederick is a certified trainer in Bridges Out of Poverty Workforce Stability and will present from 12:00 to 1:00 p.m. and lead the workshop from 1:00—3:00 p.m.

About the Presentation

Lincoln is fortunate to have a low unemployment rate but with that brings difficulty hiring and retaining good employees. Individuals who are

living in economic instability are seeking full time, entry-level positions but employers often find that these employees have instability outside of work that impacts the workplace. Businesses will learn about the impact of a socio-economically diverse workplace on turnover and identify ways to support employee so they stay and thrive.

SHRM
Foundation
2018 CHAPTER CHAIRS

SHRM
SHRM-CP | SHRM-SCP
**RECERTIFICATION
PROVIDER**
2018

SHRM
EXCEL
2017

About the Workshop

Businesses will learn about the impact of a socio-economically diverse workplace on turnover and identify ways to support employee so they stay and thrive. This presentation takes a deeper dive into the hidden rules of the workplace, supports that other employers are using successfully and how other businesses have reduced turnover in entry-level positions.

About the Presenters

Clover Frederick is a certified trainer in Bridges Out of Poverty Workforce Stability – a research-based philosophy to help businesses retain their lower-wage employees.

Frederick also serves as Vice President for Marketing at the Lincoln Community Foundation and freelances as a consultant specializing in nonprofit fundraising, marketing and board development.

Frederick is a member of American Marketing Association, Association of Fundraising Professionals and the Junior League of Lincoln.

She was the first in her family to graduate from college, earning a bachelor's degree in communication from Concordia University in Seward. She has a master's in advertising, marketing and communication studies from UNL.

April Program & Workshop

WHEN AND WHERE

Tuesday, April 9, 11:15 — 3:00 p.m. at Del RayLincoln

REGISTRATION FEES:

Lunch Program Registration Fee: LHRMA members – \$15

All Other Attendees – \$25

Workshop Fee – \$35

Luncheon attendance is free for SHRM designated student chapter members. Current SHRM designated chapters include: University of Nebraska-Lincoln. Students must register through Jenessa Keiser, College Relations Chair, college.relations@lincolnhr.org for free meeting attendance.

WELCOME NEW MEMBERS

LHRMA welcomes the following new members:

Greg Johnson
Vice President
Meraki Staffing
greg@merakistaffing.com

Willa Garay
Administration Manager
News Link
Willa.garay@newslink.com

Vanessa De La Cruz
HR, Safety, and Compliance Manager
Distribution Inc.
vdelacruz@distributioninc.biz

Paula Hall
paulajillhall@gmail.com

Aaron Tredway
Director, Technical Services
DataVizion
atredway@datavizion.com

**RENEW YOUR
MEMBERSHIP**



2019 LHRMA Membership Renewals

Visit www.lincolnhhr.org to renew!

President's Message

By Lindsay Selig, LHRMA President



March marked the board's favorite event of the year – one that all members look forward to with great anticipation – strategic planning! Okay, okay, maybe we/they don't all look forward to it, but it is an exercise we do each year. Yes, this year was a little later than others, but "better late than never", right?

During these planning sessions, we discuss the initiatives that each of our board members hope to accomplish throughout the upcoming year. We also discuss the direction of the whole organization and what goals we, as a board, want to accomplish to keep LHRMA moving forward.

This year's group discussion and goals centered a lot around membership. How do we provide our members with the benefits they need to keep them involved? And how do we continue to attract new members? Big questions for a short planning session.

After much brainstorming, we settled on a goal to grow our membership by a little over 5% this year. We hope to do this by improving our website and other communications, continuing to offer great programs (but maybe throwing a couple other options in the mix) and most importantly reaching out to others in the HR profession to let them know we are there to help them develop their own careers. I promise to share more on each of these as we continue to move through the year.

However, with that said, we can always use your help! Please let us know if there are things you would like to see LHRMA offer, resources you feel might be a benefit to you and all members. In addition, please invite others to be a part of this wonderful organization – we love seeing new faces. And finally, if you haven't renewed your 2019 membership yet – there is still time!

We hope that you will work to help the board make this one of the most successful years!



Legal Update

EFFECTIVE COMMUNITY ENGAGEMENT PROGRAM

By Jerry L. Pigsley
WOODS & AITKEN LLP
Lincoln, Nebraska



Employers understand that their employees not only want to work, but they want to help their community and others. The U.S. Department of Labor Wage and Hour Division issued on March 14, 2019, a new opinion letter on whether an employee's time spent participating in an employer's optional volunteer program, which awards a bonus to certain participating employees, is hours worked under the Fair Labor Standards Act.

VOLUNTEER PROGRAM

Under the program, employees engage in volunteer activities that their employer sponsors or the employees themselves select. The employer compensates employees for the time they spend on volunteer activities during normal working hours or while they are required to be on the employer's premises. However, many of the hours that these employees spend on volunteer activities are outside normal working hours. At the end of the year, the employer rewards the group of employees with the greatest community impact with a monetary award, and the winning group's supervisor decides how to distribute the award among the employees. The employer does not require employees to participate in the program or direct or control their participation.

FLSA PRINCIPLES

A person is ordinarily not an employee under the FLSA if the individual volunteers without contemplation or receipt of compensation. A volunteer must offer his or her services freely without coercion or undue pressure, direct or implied, from an employer. Volunteer time is not considered hours worked where the employer actively promotes participation in the volunteer activities and non-participation does not adversely affect working conditions or employment prospects. A practice of compensating employees when they participate in volunteer activities during normal work hours does not jeopardize their status as volunteers when they participate in volunteer activities outside of normal work hours. An employer may use an employee's time spent volunteering as a factor in calculating whether to pay the employee a bonus without incurring an obligation to treat the time as hours worked provided: (1) volunteering is optional, (2) not volunteering will have no adverse effect on the employee's working conditions or employment prospects, and (3) the employee is not guaranteed a bonus for volunteering.

DOL OPINION

The DOL found the employee participation in this program did not count as hours worked under the FLSA since the employer did not unduly pressure its employees to participate. Employee participation in the employer's program was found to be charitable and voluntary. The employer did not guarantee participating employees a bonus for their volunteer work. Instead, the employer only rewarded the group with the most community impact and gave the winning group's supervisor discretion to determine what amount of the bonus, if any, to award the individual employees in the group. Thus, the employee's time spent participating in the employer's optional volunteer program, which awarded a bonus to certain participating employees, was not considered hours worked under the Fair Labor Standards Act by the Wage and Hour Division of the U.S. Department of Labor. The opinion is a positive endorsement for employers who want to encourage their employees to volunteer in their community.

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, Jerry L. Pigsley, can be contacted at (402) 437-8500, jpigsley@woodsaitken.com or at Woods & Aitken LLP, 301 S. 13th Street, Suite 500, Lincoln, NE 68508-2578.

Provide Support for Your Employees during Times of Change

Don't underestimate the impact that workplace change has on your employees. All changes – even positive ones - can be stressful and have an impact on an employee's productivity. According to the Holmes-Rahe Life Events Scale, many of the most stressful situations that typically confront individuals are work-related. Circumstances like a promotion to new responsibilities, organizational changes, changes in income, trouble with a co-worker, and trying to catch up after being away on vacation create additional stress that your employees need to cope with and adjust to.

Recognize the effects of stress on your employees

Employee's experiencing the stress of change can have increases in physical problems like headaches, upset stomachs, or fatigue. Emotionally, they may experience feelings of irritability, anger, and nervousness. Normally upbeat and enthusiastic employees may display a lack of motivation. Relationships among team members may become more difficult, including more conflict than usual. There may be increases in absenteeism.

Stress can also impact an employee's ability to be creative. When there's a lot of change going on in an organization, it can be harder for individuals to think outside of the box and respond to challenges in innovative ways.

Supportive leadership can make a big difference

With support, and time to adjust to change, most individuals will return to being fully productive. But Managers and supervisors who proactively provide support for their employees during times of change can be particularly effective in maintaining a positive workplace culture throughout. Support for employees can include the following:

- Minimizing any additional organizational changes until employees have had sufficient time to deal with previous changes;
- Encouraging employees to maintain greater work-life balance (i.e., encouraging hard-working employees to use their leave, promote the use telecommuting when appropriate, etc.);
- Suggesting to employees who are obviously struggling in response to stress to access the EAP for support, resources, etc.

The Impact of Mental Wellbeing on Health and Safety

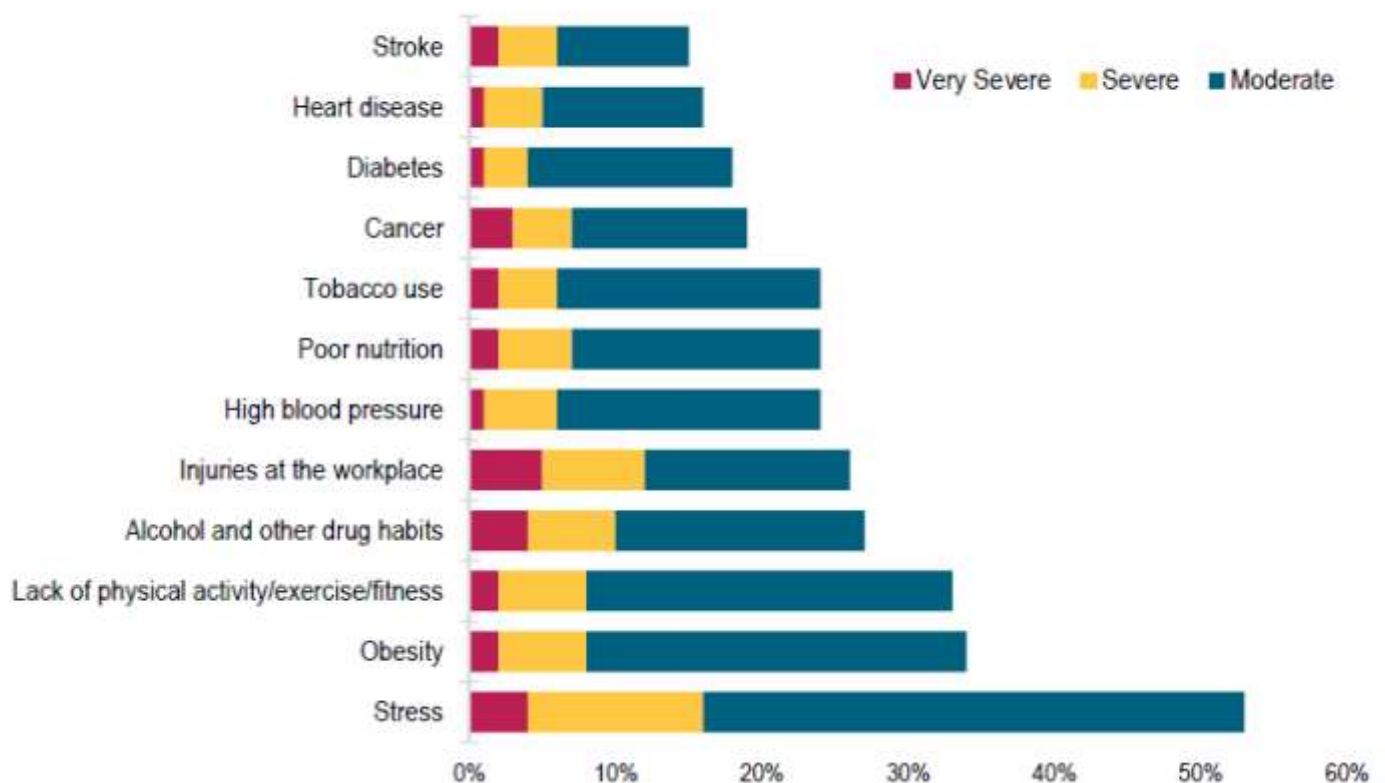
Lisa Henning, WorkWell Director

Overflowing credit card bills from holiday spending, impact of government shutdown on finances, loss of loved ones especially during the holidays, and much more. Mental illness including anxiety and depression accounts for nearly one-third of disability globally and is the leading cause of disability nationally for individuals 15-44 years.¹ In the U.S. 18% of adults reported having mental, behavioral, or emotional disorders.² On average, it takes almost 10 years to obtain treatment after symptoms of depressed mood begin. Let's be clear that mood can be temporary, but prolonged depression or anxiety warrants professional care. More concerning, more than two-thirds of depressed individuals never receive adequate care.³

The financial burden is staggering. Mental illness treatment accounted for \$89 billion in 2013 representing 5% of total medical services spending, surpassing preventive exams and circulatory disorders. In 2015, combined with substance abuse, mental illness is the leading disease burden.⁴

Nebraska is no different from the negative trend that we find nationally and globally. In fact, a survey of 1,920 Nebraska businesses showed that human resource managers feel that stress is the leading source of negative impact on business by a 20% margin over obesity.⁵

Figure 4. Percentage of Nebraska worksites that indicated employee health issues having a negative impact on business, 2016



The implications don't stop with productivity. Worker fatigue, a contributor to mental illness and anxiety, increases the risk for illnesses and injuries. Accident and injury rates are 18% greater during evening shifts and 30% greater during night shifts when compared to day shifts. Research indicates that working 12 hours per day is associated with a 37% increased risk of injury.⁶

Suggestions for Improvement:

- Offer employment assistance program resources for your employees with free, confidential counseling from a licensed mental health practitioner.
- Cover substance abuse counseling in your benefit plan.
- Offer financial planning and budgeting assistance through your 401(k). A free, multi-week financial wellbeing challenge is available on the NeSC website.
- Promote adequate sleep programs. A free, multi-week sleep challenge is available on the NeSC website.
- Maintain consistent shift schedules as to avoid rotating employees through various shifts.
- Create a culture of self-care and concern for others by promoting active engagement from all employees if someone does not seem their "full self" to avoid injury and illness (i.e. step up if you feel someone needs help).
- Provide supervisor training to learn how to identify concerns of depression, anxiety, or high stress.
- Offer violence prevention and de-escalation training. NeSC offers programs in this area.
- Post the National Suicide Prevention Hotline phone number in all bathrooms, break-rooms, and employee bulletin boards 1-800-273-8255.
- Use assessment tools with validated mental health and stress questions to appropriately determine your overall risk. The Worker 360° Assessment and Impact Survey use the PHQ-4 validated instrument.
- Offer incentives for people to maintain good mental wellbeing and/or build the PHQ-4 score into your overall wellness incentive score matrix. Ask WorkWell professionals for more details.

In conclusion, mental wellbeing is far reaching. It is time to destigmatize this illness and help people manage their symptoms. Businesses that create a self-care culture and empower individuals to take care of their personal wellbeing as well as care for others is critical. Once we embrace the realities associated with mental illness, we take a big leap forward to managing our risks at our workplace.

¹ Lake, James, MD; Perm J. 2017; 21: 17-024. Published online 2017 Aug 11. ² Kaiser Family Foundation, Visualizing Health Policy: The Costs and Outcomes of Mental Health and Substance Use Disorders in the US; August 2017. ³ Depression: Fact sheet [Internet] Geneva, Switzerland: World Health Organization; updated 2017 Feb [cited 2017 Jun 15]. Available from: www.who.int/mediacentre/factsheets/fs369/en/ ⁴ Kaiser Family Foundation, Visualizing Health Policy: The Costs and Outcomes of Mental Health and Substance Use Disorders in the US; August 2017. ⁵ 2016 Nebraska Worksite Wellness Survey Report, March 2017; Nebraska Department of Health and Human Services ⁶ Dembe A, Ericson JB, Delbos RG, Banks SM [2005]. The impact of overtime and long work hours on occupational injuries and illnesses: New evidence from the United States. *Occup Environ Med* 62:588_597.



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#0048



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