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LHRMA
Lincoln Human Resource Management Association

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

No Regular Program in August

2019 SHRM Nebraska State Conference—August 22-23

Hosted by LHRMA—Lincoln Human Resource Management Association

Register now—hrnebraska.org/conference

THE HUMAN ELEMENT
AUGUST 22 & 23

SHRM Foundation
2019 CHAPTER CHAIRS

SHRM
SHRM-CP | SHRM-SCP
RECERTIFICATION PROVIDER
2019

SHRM
EXCEL
2017

September Program

Program on September 10: Prescription Drug Abuse

Join us for our Program on Tuesday, September 10. Jackie Beau, BSN, RN and Kimberley Mundil, LIMHR, PLADC both the Independence Center will present from 12:00 to 1:00 p.m. The 2 drugs that they will be focusing on are Opiates and Benzodiazepines.

WELCOME NEW MEMBERS

LHRMA welcomes the following new members:

Andrew Huls
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Wendy Thomas
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MEMBERSHIP**



Visit www.lincolnhr.org to renew!

HR Certification Study Group

Earn the Standard in HR Certification
With a SHRM Learning System Study Group.

LHRMA is offering a SHRM Learning System study group to expand your human resource knowledge and prepare you for the SHRM Certified Professional (SHRM-CP) or the SHRM Senior Certified Professional (SHRM-SCP) exam.

This 11 week study group is designed for individuals interested in preparing for the SHRM-CP/SHRM-SCP exam, achieving professional advancement and building confidence for addressing today's human resource challenges.

Study Group Materials: 2019 SHRM Learning System

This study group is based on the SHRM Learning System, a premier-quality exam preparation tool that combines learning modules available in print and e-reader formats and online resources, accessible via mobile devices, to teach the entire SHRM Body of Competency and Knowledge™ (SHRM BoCK™).

Register now!! Study groups fill quickly and space is limited.

Whether you are a SHRM-CP/SHRM-SCP candidate or a manager seeking training for your staff, our SHRM Learning System study group can help you accomplish your certification and Professional development goals.

For more information or to register visit lincolnhhr.org/available-certifications/. Please contact Amy Spellman at certification@lincolnhhr.org with questions.



President's Message

By Lindsay Selig, LHRMA President



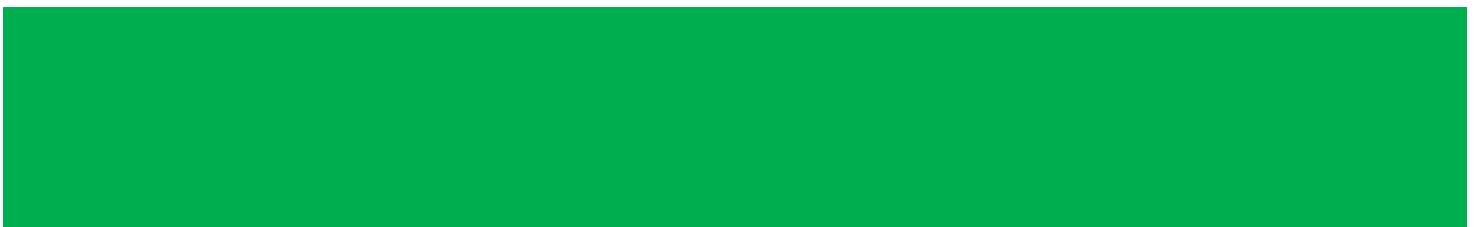
I read an article last week that Oregon passed the nation's most generous paid leave law, to date. I'm not sure why this intrigued me so much, as I know Nebraska tends to be later adopters on these types of things, but I do think it's interesting that these types of laws are becoming more and more prevalent.

In the article it discussed that Oregon is the 8th state to pass this type of law. It won't take effect until January 2023, but it will not only provide 12 weeks of paid time off (PTO) for new parents and those who need to care for an ill family member who has a serious health condition or for the employee's own serious health condition, it will also provide paid leave for victims of domestic violence, harassment, stalking or sexual assault. Oregon will be only the second state after New Jersey to include victims of domestic violence in its paid-family-leave law.

In addition to the unique domestic violence clause, the new Oregon law is also unique because of the broad coverage it provides. Almost all workers in the state, including part-time workers, will receive paid leave once the law goes into effect. The only requirement to be eligible for leave is that the employee has earned at least \$1,000 in wages during the previous year.

In the most recent Nebraska legislative session LB 305 introduced the Adopt the Healthy and Safe Families and Workplaces Act, which would require certain employers to offer paid leave for many of the same situations as the Oregon paid leave law.

No matter your political views, paid leave and/or family leave laws are something HR professionals will want to have on the forefront of their minds as we move forward.



Legal Update

New Cause of Action for Retaliation

Jerry L.Pigsley
Woods & Aitken LLP

Do you have a policy restricting employees from discussing their wages with co-workers? Having such a written or unwritten policy may now be unlawful under legislation approved by Governor Pete Ricketts on April 18, 2019, and which will take effect on August 31, 2019.

LB 217 creates a new cause of action for retaliation to the existing three retaliation bases currently enforced by the Nebraska Equal Opportunity Commission (NEOC). The new cause of action makes it an unlawful employment practice for an employer to discriminate against any of its employees or applicants for employment because he or she “has inquired about, discussed, or disclosed information regarding employee wages, benefits, or other compensation.”

The legislation does not “apply to instances in which an employee who has authorized access to the information regarding wages, benefits, or other compensation of other employees as a part of such employee’s job functions discloses such information to a person who does not otherwise have authorized access to such information, unless such disclosure is in response to a charge or complaint or in furtherance of an investigation, proceeding, hearing, or other action, including an investigation conducted by the employer.”

The legislation is not to be contrary to applicable state or federal law or:

1. Create an obligation for any employer or employee to disclose information regarding employee wages, benefits, or other compensation;
2. Permit an employee, without the written consent of the employer, to disclose proprietary information, trade secret information, or information that is otherwise subject to a legal privilege or protected by law. For purposes of this exception, proprietary information does not include information regarding employee wages, benefits, or other compensation;
3. Permit an employee to disclose information regarding wages, benefits, or other compensation of other employees to a competitor of the employer;
4. Apply to employers which are exempt from the Nebraska Fair Employment Practice Act under section 48-1102;
5. Permit an employee to discuss information regarding employee wages, benefits, or other compensation during working hours, as defined in existing workplace policies, or in violation of specific contractual obligations; or
6. Permit an employee to disseminate information regarding employee wages, benefits, or other compensation to the general public. For purposes of this exception, general public does not include public officials, judicial officers, legislators, trade associations, or other

Legal Update (continued from page 5)

The legislation is not to be “construed so as to impair or affect the obligation of any lawful contract in existence prior to the effective date of this act.” The legislation will become law on August 31, 2019, three calendar months after the Legislature adjourned on May 31, 2019.

The legislative bill’s principle introducer, Lincoln Senator Patty Pansing Brooks, stated the reasons for the legislation were to provide “that an employer shall not discharge or in any other manner retaliate against any employee because such employee inquired about, discussed, or disclosed comparative compensation information for the purpose of determining whether the employer is compensating any employee in a manner that provides equal pay for equal work.”

When the legislation was first introduced, it would have been enforced by the Nebraska Department of Labor (DOL) under the Nebraska Wage Payment and Collection Act. The DOL estimated the fiscal impact as \$75,305 in FY 2019-20 to pay a full-time Labor Law Specialist to address an assumed 100 cases per year. The law was amended to be under the NEOC’s jurisdiction, which then estimated no fiscal impact since it did “not expect the bill to substantially add to or burden the existing resources of the agency.”

LHRMA members can head off problems when employees believe there is an inequity among co-workers in how they are being paid by encouraging employees to approach management about wages or working conditions. Management can help employees understand the pay ranges and job potential, and inform them how additional skills, training, or certifications could impact their pay growth within the company.

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.



SUPERVISOR NOTES:

Top 3 Most Common Management Issues



Managing is not an easy task. New managers are promoted into roles with little training or maybe none at all. The lack of training for new managers can lead to mistakes. Some of those mistakes take a while for the team to recover from. Here are the top 3 most common issues facing managers today:

1. Employees need to know what the stakes are, what the game is and how it's played.

This is often difficult for a new mid-level manager who has never quite understood what these stakes are. As a new manager, remember that your company can support managers by having a clear vision and communicating it well and often. The CEO should be able to tell a great story about how the company came to be, what it stands for, and where it wants to go. HR can also help new employees understand why the company exists and what it strives for. TIP: *Does everyone in your organization understand what the company business goals are, its unique selling position, top brand promises? Take the time to discuss this when goals are set for the upcoming year, you could even come up with a team charter to help guide the team and increase buy-in.*

2. Employees need to understand how they can make the biggest contribution to the vision. All employees do not need to agree with the vision, but they should be able to align their work with the institution's goals. Performance evaluations should be conducted with an eye towards contributing to those goals. TIP: Bring the vision down to a more targeted level. Let your staff know how their work fits into the larger picture for your organization, for your consumer and clients. Communicate team successes towards the goals set.

3. Employees need a reason to care about contributing. A paycheck is not a reason to care. People do need to belong and feel like they matter. Does your employee's contribution matter to you? Do you understand how he/she wants to be rewarded or what will make them feel important to the success of the team? Are you as a manager engaged in your work? How good are your communication skills in terms of inspiring and thanking your team members? TIP: *A handwritten note goes a long way. If writing a note isn't your style, take the time to thank a team member in their next one-on-one or recognize them in a staff meeting.*

Do you have team leads or supervisors that could benefit from a basic class on managing people? Best Care EAP can help! Here are the upcoming dates:

MANAGEMENT BOOT CAMP AUG 8/\$219 PP

MANAGEMENT BOOT CAMP SEPT 19/\$219 PP

CONFLICT RESOLUTION BOOT CAMP SEPT 12/\$219 PP

CHANGE MANAGEMENT BOOT CAMP SEPT 24/\$139 PP*

MANAGING for MAXIMUM RESULTS OCT 10/\$219 PP

TIME: Full day 9 am – 4 pm, *Half day 9-noon, **SERIES IS 9-11:30 am FOR 4 WEEKS

Current Best Care EAP clients receive a discount on these classes. To register, call 800 801-4182 or send email eap@bestcareeap.org. For additional information, check out our website www.bestcareeap.org.

HYDRATION!!



As the days are heating up, it's important to think about hydration! Do you actually know how much water you're supposed to drink each day? Or how to monitor hydration? And why is this so important?

Water makes up more than half of your body weight. You lose water each day when you go to the bathroom, sweat and even when you breathe. Getting enough to drink is important whether you're playing sports or being active, traveling or just sitting in the sun.

Water is critical for many reasons including:

- ✓ Keep body temperature normal
- ✓ Lubricate and cushion joints
- ✓ Protect spinal cord and other sensitive tissues
- ✓ Get rid of wastes through urination, perspiration, and bowel movements
- ✓ Heart health – eases pumping of blood through blood vessels

So, how much water should I drink? It depends! Factors to determine how much water is sufficient include:

- ✓ Climatic conditions
- ✓ Clothing worn
- ✓ Exercise intensity and duration
- ✓ Amount of perspiration
- ✓ Certain medical conditions – diabetes and heart disease
- ✓ Cystic fibrosis – high concentrations of sodium in sweat
- ✓ Some medications – diuretics cause body to lose more fluid

How can I tell if I'm hydrated or dehydrated? Thirst is *NOT* the best indicator as once you feel thirsty, you may already be dehydrated.

The easiest way to track hydration is by monitoring to urine color:

Pale and clear = well hydrated
Dark = ***drink more water!***

Dehydration can occur at any time – it doesn't have to be hot. You don't have to have visible perspiration. You can become dehydrated in the water on a hot day or skiing on a winter day. Know the signs of dehydration.

Early signs are:

- ✓ Thirst
- ✓ Flushed skin
- ✓ Premature fatigue
- ✓ Increased body temperature
- ✓ Faster breathing and pulse rate
- ✓ Increased perception of effort
- ✓ Decreased exercise capacity

Later signs include:

- ✓ Dizziness
- ✓ Increased weakness
- ✓ Labored breathing with exercise

www.heart.org

<https://familydoctor.org/>

www.eatright.org

www.cdc.gov



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