



Lawrence, KS #486

THE RESOURCE

April 2014



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Leigh Branham, SPHR, brings 30 years experience in business, education, and management consulting to his mission of helping employers implement best practices in employee engagement and retention.

He is the author of *Keeping the People Who Keep You in Business: 24 Ways to Hang On to Your Most Valuable Talent* (AMACOM, 2001), which consistently ranks on Amazon.com as one of the best-selling books on employee retention. His newest book is *The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late*.

Leigh was Vice President, Organizational Consulting with Right Management Consultants in Kansas City and leader of the firm's Talent Management practice in the Heartland region. Prior to that, he was a Senior Consultant with Lee Hecht Harrison in Irvine, California.

In these roles, Leigh has consulted in a wide range of industries, including manufacturing, retail, banking/finance, telecommunications, hospitality, insurance, government, health care, energy, and construction.

He has been widely quoted in the media, including *Fortune*, *Business Week* and *The Associated Press*, as an expert on employee retention. He writes a regular commentary on managing talent for *The Kansas City Star*.

Visit www.keepingthepeople.com for more information about Leigh.

70% of American workers are not engaged or actively disengaged. What is employee engagement? Why is employee engagement important?

Leigh will describe the critical elements of employee engagement and other objectives including:

- ◊ Distinguish degrees of engagement in team members and identify those on whom you want to focus your engagement efforts.
- ◊ Identify the correctable and avoidable root causes of associate disengagement.
- ◊ Take away practical associate re-engagement best practices for dealing with current realities.
- ◊ Prepare for and conduct an effective re-engagement discussion with one or more associates.
- ◊ Use new insights and tools from the participant workbook to engage and re-engage associates in the future.

WHO SHOULD ATTEND:

Human Resource professionals and managers who want to get better at inspiring associate energy and enthusiasm to achieve expected business results, especially high potentials and top performers. Managers with direct reports who may have become less engaged for any of several reasons, including the uncertainty caused by job insecurity or disruptive change and managers. Business owners who want to maximize employee productivity.

GENERAL INFORMATION

DATE: Tuesday, April 8, 2014

TIME: 9:45 am to 2:00 pm
(Registration begins at 9:15 am)

REGISTRATION

- ◊ Early bird fee on or before April 1
Members—\$45 Guests — \$55
- ◊ After April 1
Members — \$60 Guests — \$70

Registration fee includes workshop and buffet lunch catered by PACHAMAMA'S.

REGISTER & PAY ONLINE!

- ◊ www.jayhawkshrm.org—upcoming events and registration.
- ◊ If paying by check, register online and pay at event or mail check to: Jayhawk Chapter—SHRM, PO Box 442033, Lawrence, Kansas 66044.
- ◊ Questions? Call Debbie Snyder at 785-550-5760 or email Professionaldevelopment@jayhawkshrm.org

Approval pending for 3.5 credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

Tuesday, April 8, 2014

Location: Pachamama's Alton Ballroom, 800 New Hampshire Street, Lawrence, Ks 66044

REGISTER ONLINE: www.jayhawkshrm.org



2014 Board of Directors

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President's Message



"To win in the marketplace you must first win in the workplace"
Doug Conant, CEO of Campbell's Soup

Those in the HR arena are some of the most engaged people I have ever met. We get into this field, because we truly care about others. That being said, keeping an engaged staff can be challenging. Our upcoming SHRMinar will address this critical issue with a nationally ranked speaker, Leigh Branham. He will be discussing tactics to identify disengagement, and conversely, effective re-engagement strategies. While this is a longer event than our normal meeting, it is a great opportunity to really explore this issue in depth.

Our Question of the Week on LinkedIn seems to be progressing nicely. Several of you have had some great pieces of wisdom to share! Another new networking avenue we are rolling out is a virtual discussion group which will be hosted by Angela Fleming. This will give each of you a good opportunity to interact in another format.

Now that most of us are able to move forward from March Madness, I am really looking forward to seeing you all at the SHRMinar and hearing what you have to say in our non-traditional networking events.

Submitted by,

Heather Bunker, SPHR
President Elect, Jayhawk Chapter SHRM
presidentelect@jayhawkshrm.org



WELCOME NEW & RETURNING MEMBERS!
Anne Meyer (New Member)
First Management, Inc

Gina Vervynck (Returning Member)
Hinman and Associates

We are glad to have you join us!

JOIN THE CONVERSATION VIA The Jayhawk Chapter of SHRM LinkedIn Group!

Thank you to everyone who has participated in one of our LinkedIn conversations! We have gotten some great ideas about what books are helpful to read and how to better manage time. We will be having a drawing during the monthly meetings for everyone who has participated. If your company is interested in donating something for the drawing prize, please let me know.



Keri Rodriquez
Social Media and Recognition.

Mark Your Calendars – 2014 Upcoming Events

April 8th – SHRMinar

“Driving Engagement One Employee at a Time”

Presented by Leigh Branham, www.keepingthepeople.com



May 13th

“How to Feel Good and Stay Positive No Matter What”

Presented by MK Mueller, Author of 8 to Great: The Powerful Process for Positive Change

June 10th – TBD

July 8th

“The All-in Way: 5 Strategies to High Performance”

Presented by Kelly Tyler Byrnes



VP of Professional Development
Debbie Snyder
professionaldevelopment@jayhawkshrm.org

Alternative Networking Opportunity

One of the Chapter’s focuses for 2014 is to identify alternative ways we can provide networking opportunities for our membership. One avenue that we would like to test is a virtual “book” club. A topic for this conversation will be announced at both our Chapter meeting and in our monthly newsletter. Members who are interested in joining will contact myself to obtain teleconference information. Those who opt to participate will then gather together “virtually” to discuss various books or articles that we have read that relate to specified topic. Our goal with this approach is to give individuals who have a hard time leaving the office the ability to build on their existing skills and network with their peers to help overcome some of the challenges they may be experiencing in their organizations.



Our May topic will focus on Employee Engagement – which will be a timely topic after hearing our April SHRMinar presentation by Leigh Branham.

If you wish to participate in this event, please email myself directly at membership@jayhawkshrm.org



Angela Fleming, PHR
VP of Membership
membership@jayhawkshrm.org

INSPIRATIONAL QUOTES FOR WORK

“Far and away the best prize that life offers is the chance to work hard at work worth doing” Theodore Roosevelt

“The important work of moving the world forward does not wait to be done by perfect men” George Eliot

If you have a favorite quote and would like to share, please email jennyhiatt@lpcenet

Community Volunteer Needs



The United Way of Douglas County seeks a volunteer to coordinate an ongoing program that provides donated books to children in various schools. Time requirement of 2-10 hours weekly, depending upon how the volunteer sets up the program. Organizational skills and interest in independent work is required. Duties include organizing current book inventory by reading level, identifying book requirements by school, matching requirements with the current inventory of books, and assisting with and tracking book distribution. Duties are primarily at the United Way building, 2518 Ridge Court, during office hours, M-F 8am-5pm, with potential for some work from home. Minimum commitment through the end of this school year is requested. If interested, please contact Lori Johns at rhvc@unitedwaydco.org for a full position description

The Douglas County Child Abuse & Neglect Prevention Task Force strives to promote awareness of child abuse and neglect in Douglas County and to prevent child abuse and neglect in Douglas County. The task force is looking for a volunteer to serve as Pinwheel Distributor and Prevention Educator. Responsibilities include distributing pre-made vases of awareness pinwheels and associated prevention information to area businesses during the month of **April**. Volunteer will provide their own transportation. Training in child abuse and neglect prevention is provided. For more information, please contact Jenn Preston at 843-0721, Michelle Wilson at 832-5172, or Erika Dvorske at 843-6626.

The West Middle School Garden provides produce for the West Middle School cafeteria, as well as clients of Douglas County Health Department, Bert Nash Mental Health Center, Visiting Nurses Association, and Health Care Access. A garden work day is planned at West Middle School, 2700 Harvard Road, on **April 5**, 9:00 am - 3:00 pm. Please contact Lily Siebert at Lily@TheMerc.coop or at 785-843-8544, to volunteer.

Healthy Sprouts is a Farm to Preschool program that partners with child care centers to connect children to healthy food and eating habits. Volunteers are needed on the mornings of **March 24 and 25**, to help pick up compost from the Lawrence city site and deliver it to child care centers and in-home care providers for their preschool gardens. Volunteers must have a truck that can be loaded with compost. For more information, please contact Melissa Freiburger at melissa@dccda.org or at 785-842-9679.

Big Brothers Big Sisters of Douglas County provides one-to-one relationships for children facing adversity. BBBS is looking for volunteers to assist with their fund raising event, Bowl for Kids' Sake, on **April 11 and 12**, at Royal Crest Lanes, 933 Iowa Street. Volunteers are needed to assist bowlers during the bowling sessions by collecting t-shirts for the team members. A few greeters are needed, as well. Sessions will run on Friday, April 11, and Saturday, April 12, at 4-5:30, 6 - 7:30 and 8- 9:30. Please contact Stacie Salverson-Schroeder at 785-843-7359, ext. 112, or at sschroeder@ksbbbs.org to volunteer.

FOUNDATION NEWS

SHRM Foundation Identifies Future Global Trends In 2013, the SHRM Foundation launched a new strategic thought leadership initiative to help HR professionals prepare for future changes. Working with the Economist Intelligence Unit (EIU), the Foundation began a multiphase program to identify and analyze critical trends likely to affect the workplace in the next 5-10 years. They

conducted a rigorous process of surveys, expert panel discussions and analysis to identify key themes. The following three critical themes were identified from this process:

1. **Evolution of Work and the Worker.** The globalization of business, changing demographics and changing patterns of mobility will continue to change the nature of work and the worker

2. **Engaging and Integrating a Global Workforce.** Cultural integration and clashes/unrest will continue to grow globally at both a societal and a corporate level.

3. **Use of Talent Analytics for Competitive Advantage.** Talent shortages will continue to grow globally, requiring HR to become the provider of human capital analytics for input to strategic busi-

ness decision-making. Now that the trends have been identified, the Foundation is focusing on informing "what's next," and promoting more evidence-based research to identify solutions for the resulting HR challenges. An extensive report on Theme 1, the Evolution of Work and the Worker is now available for complimentary download.

Two similar reports will be released later in the year to provide evidence for the next two themes. These reports will provide insights to help leaders plan more effectively for the future. In addition, these data present excellent background information for students and researchers who wish to study the many questions raised. Addi-

tional articles and reports will be created to identify specific implications for HR and to guide future research on these themes. Download your complimentary report and read more about this initiative at www.shrmfoundation.org/ShapingTheFuture.



Holly Goodman
Foundation Activities Chair

KANSAS LEGISLATIVE UPDATE

March 21, 2014

This week was the last week for non-exempt committees to meet. From this point out, most legislative work will be completed either on the floor of each chamber or in conference committee between negotiators for the House and Senate committees.

Legislators worked this week on school finance and determining their response to the Kansas Supreme Court. The House Appropriations Committee spent this week studying school finance law and issues regarding equalization and in particular local option budget and capital outlay. The Kansas Supreme Court told the Legislature they need to equalize school funding by July 1, 2014. If the Legislature were simply to write a check to equalize the funding issue it would be in the amount of \$130 million. The goal is to fully equalize Local Option Budget (LOB) and capital outlay. If it is not equalized by July 1, 2014, the district court panel could essentially stop all the state's LOB equalization.

Attorney General Derek Schmidt told the House Appropriations Committee the simplest way to respond and meet the Supreme Court's requirement to equalize school funding would be to simply put an additional \$130 million into K-12 funding. Of course, he also offered other options for the committee including rewriting the law dealing with those equalization funds or not do anything at all, which he encouraged the committee members not to do. The Senate and House Democrats both introduced bills in their respective chambers by House Minority Leader Paul Davis that would essentially fund the \$130 million.

The House released on Thursday its bill that would spend nearly \$130 million in equalization and create a new class of schools financed by up to \$10 million in tax credits for scholarships to enable children to attend charter schools. The \$130 million from the State General Fund will equalize state support for schools' local option budget and capital outlay funds as directed by the court. The bill also creates in statute the presumption that in future lawsuits against the state for low school funding that of all receipts of a school district, state aid shall be counted as being spent for education.

The Senate Ways and Means Committee will be announcing and working their education funding plan next week committee, and the House Appropriations Committee will work their school finance bill on Monday.

The Senate Ways and Means Committee worked its budget this week. The committee took out all of the K-12 education and higher education funding out of the budget bill and put it into SB 434, which has been termed the Success Act. The non-education budget bill is SB 325. During the budget work in committee, several amendments were made that cut funding to other funds and programs as a means to add to the State General Fund balance to meet the response needs to the school finance lawsuit.

One such cut included eliminating \$8 million transfer from the State General Fund to the Kansas Bioscience Authority (funding for KBA was reduced from \$35 million to \$27 million in FY 2015).

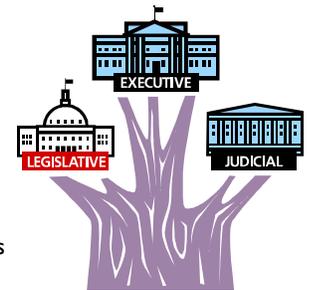
Workers Compensation

There were several bills heard and debated this week by committees in regards to workers compensation. HB 2616 would require the Secretary of the Department of Labor to propose a plan by January 12, 2015 for the state to provide for safe and healthful employment that is at least as effective as the standards set by the federal Occupational Safety and Health Administration. The Senate Committee worked the bill and amended it to only require the Sect of Labor to present a recommendation as to whether the state should look to implementing a state OSHA. The Committee stated the original bill went too far in authorizing the Sect. to devise a plan, which they felt should be the work of the Kansas Legislature. The bill was passed out of the Senate Commerce Committee as amended and sent to the Senate floor for debate.

In House Commerce Committee a hearing for HB 2615 was held. This bill would change the manner of selection process for the administrator of the Workers Compensation Assigned Risk Plan and would clarify some of the duties of the position. The bill would also change the composition of the Assigned Risk Plan Governing Board and the manner in which members of the Board are appointed. Rep. Hutton (R-Wichita) amended the eleven member board to include six insurance companies, two agent reps and three business representatives. The amendment also added term limit provisions and audit provisions every four years at the expense of those in the fund. The bill passed as a substitute bill and advances to the full house.

Next week

Non-exempt committees will no longer meet after today. Each chamber will meet Monday through Wednesday to debate bills. March 26 is the deadline in which all bills need to pass either chamber. Conference committees will meet after that to negotiate bills as needed before sending them to the Governor. They are working toward the April 4 deadline of first adjournment of the 2014 session.



Scott Criqui
Legislative Affairs
legislative@jayhawkshrm.org

Volunteerism Chair
volunteerism@jayhawkshrm.org

Top 8 Reasons to be a Member of Jayhawk SHRM

Networking! The Jayhawk Chapter of SHRM provides a variety of opportunities for our Chapter members to network with their peers and create professional relationships. We are the leading organization for HR professionals in Lawrence and the surrounding areas with nearly 80 members. Nationally, SHRM boasts over 190,000 members and over 600 chapters throughout the U.S. We provide the opportunity for you to network with others so that you can increase and share your knowledge! It is the strength of this network that we as professionals can tap into when we have HR related questions.

Great Programming! The Jayhawk Chapter of SHRM provides top-notch programs to its membership on a monthly basis. As a member, you get access to these programs at a reduced fee!

HRCI Credits! On top of the amazing programs, those who carry HRCI credentials often times earn much needed continuing education credits. We strive to host a variety of programs that will provide this credit to our membership.

Community Connections! The Jayhawk Chapter of SHRM works with many other organizations in the community to strengthen HR resources for both professionals and our employees through a variety of initiatives. In the past we have partnered with Work-Well Lawrence, as well as sponsored the Community Career Connection event. If you wish to participate in any of our community related events, please contact Scott Criqui, our Volunteerism Director.

Certification Assistance! PHR? SPHR? GPHR? Whether you have certification or not, we want to help! Through sponsorship of study groups, monthly meetings and programs, we will do what we can to help you advance in your career through certification!

Legislative and Legal Updates! As HR professionals we know how important it is to stay on top of changes and updates on the laws that regulate us. As part of our service to our members, we have a team dedicated to staying on top of this information and sharing it with the entire membership! Updates are shared both on our webpage (www.jayhawkshrm.org) and at monthly meetings!

Our Website! As a local member, you will have access to our website with features such as the recruitment connection (members can post jobs for FREE!), calendar of events, and the password protected membership directory.

And Last, but Not Least – Our Monthly Newsletter! This publication is focused on HR issues in Kansas. We are the voice of HR in our community and we pride ourselves on providing our members information that they need!

If you know someone that would benefit from becoming a local chapter member, please share this listing with them OR share their contact with a board member.

Jayhawk Chapter Board Members with Phil Hayes and Trinidad Galdean at the KSSHrm Leadership Conference that was hosted on Friday, March 7th.



March 12, 2014

Proposed Change to the Fair Labor Standards Act (FLSA)

It is anticipated that, yet this week, President Barack Obama will formally announce a proposed change to the Fair Labor Standards Act (FLSA) to direct the Department of Labor to revamp its regulations to require overtime pay for several million exempt employees who are currently classified as "executive or professional."

As you know, under the FLSA 541 Regulations, an employee qualifies as exempt from the overtime requirements if he or she satisfies a "duties test" (does specific job responsibilities under the executive, administrative, professional, computer and outside sales regulations) and the employee is paid on a "salary basis" (that is, salary does not fluctuate based on hours that the person works). Under the current regulation, the employee must be paid a salary of \$455 per week to meet the salary basis test. If the changes to the overtime regulations are made, it will fall to the Labor Department's wage and hour administrator to put them into effect.

Although we still know little about what changes to the duties tests the administration will propose, it is likely that the changes will touch almost every employer and employee in the country. At this time, it is not clear whether the change to the FLSA will be issued as a proposed regulation from the Department of Labor (which is the normal process for a change of this magnitude) or an Executive Order from the administration, as a formal proposal has not yet been released by the administration.

According to press reports, the proposal will likely include an increase to the "salary basis" amount from \$455 a week "by a significant amount." This means that a substantial number of employees currently classified as exempt from the overtime requirements would be eligible for overtime pay.

SHRM's Government Affairs Department will continue to monitor developments and will provide a thorough analysis of the proposed change once it is formally released. After our review, we'll send an update to the membership outlining the key components. The last time the 541 Regulations were modified (which was about 10 years ago) SHRM engaged in a significant direct lobbying and advocacy effort. As in the past, SHRM will be actively involved in communicating HR's position on this proposed change to the Department of Labor and the Obama administration.

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.

Current Assets: 03/31/2014

Checking Account: \$ 7,957.61

CD's:
91-Day (2/4/14) \$ 1,136.25
182-Day (3/7/14) \$ 5,128.78
12-months (5/13/14) \$ 8,450.08
\$14,715.11

Pay Pal Account \$ 940.80

Petty Cash: \$ 100.00

Total: \$ 23,713.52

Financial Report

Prepared by:
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VP Of Finance
finance@jayhawshrm.org

