

NORTHEAST S.D. SOCIETY FOR HUMAN RESOURCE MANAGEMENT



Quarter 2 Newsletter

June 2016

HR Roundtable Discussions: Session 1

Ever wondered how other HR Professionals handle some of the biggest, toughest challenges that we face in Human Resources every day, around-the-clock? Well, here is your opportunity to share best practices, ask questions and network with other HR Professionals in our Chapter!

Tuesday, 6/14/2016 @ 11:30am—1pm

Watertown Regional Library

Session 1 will feature the following topics:

- ▶ Sexual Harassment Training—how often, what method, etc.
- ▶ Years of Service Recognition—how often, what method, etc.
- ▶ Disciplinary Action Forms—pros, cons, and on the horizon
- ▶ Q&A—what other topics do you have a question on?

RSVP at the Chapter Website: <http://nesd.shrm.org> under the Events & Education Tab by **Friday, 6/10/2016**. Pizza and pop will be provided. Hope to see you there!

Mark your calendars for future Roundtable Discussions!

- ▶ Session 2: Tuesday, 7/12/2016
- ▶ Session 3: Tuesday, 8/9/2016

As you can see below, our members have earned our Chapter some amazing awards over the years. Local experts on hand to assist and give input during our Roundtable Discussions!



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See last page for contact information!

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FINAL RULE released: Fair Labor Standards Act Overtime Regulations

On Wednesday, 5/18/2016, the Department of Labor (DOL) released its final regulations making changes to Part 541 governing overtime exemptions under the Fair Labor Standards Act (FLSA). While this change has been met with both support and opposition from differing parties, here are the key elements that employers and HR need to know now:

- 1. Salary threshold changed to \$913/week (\$47,476/year).**
This threshold doubles the current salary threshold level. While this level is slightly lower than the proposed threshold, it still encompasses many employees that are currently classified as exempt. Also to note, up to 10% of this income may come in the form of non-discretionary bonuses, incentive pay or commissions, as long as the portion of the compensation is paid at least quarterly.
- 2. Automatic salary threshold increases every 3 years (not annually) to maintain level at 40th percentile in lowest-wage census region.**
Automatically updating the salary threshold does not allow the government to take into account changing economic conditions, specific impact on certain industries or regional differences. It also denies the public the ability to have input on it as required by the regulatory process. Based on the current projections, the salary threshold is expected to rise to more than \$51,000 with its first update on January 1, 2020.
- 3. Effective date is December 1, 2016.**
HR Professionals should review their current workforce immediately to determine which employees are affected, whether to re-classify those employees and execute a communication plan.
- 4. Highly Compensated Employee (HCE) exemption is now \$134,004/year.**
This exemption can be used when an employee carries out a limited number of executive, administrative or professional duties, but is very well-compensated. The new rule sets the HCE threshold at the 90th percentile of all full-time salaried workers nationally. This number will also increase every three years and is expected to rise to approximately \$147,524 on January 1, 2020.
- 5. Duties test is unchanged.**
The DOL did not make changes to the standard duties test.

Reactions and Next Steps:

- ▶ Congress will continue its attempts to nullify the rule through legislation requiring DOL to conduct a robust economic analysis, by refusing to fund the rule's enforcement and other means.
- ▶ SHRM has taken a leading role in educating the Obama Administration and Congress on the rule's impact on the workplace. SHRM's employer coalition, the Partnership to Protect Workplace Opportunity, has shared its views on numerous occasions through various means. These efforts will continue with the goal of a full economic analysis of the changes to overtime regulations.
- ▶ Closer to home, S.D. Senator Mike Rounds co-sponsored the *Protecting Workplace Advancement and Opportunity Act*, which would make certain the DOL pursues a balanced and responsible approach to updating federal overtime rules.

Sources: HR Support Center, Rounds Report and SHRM Governmental Affairs (online articles)

New website for Lake Area Technical Institute promises more options for all!

As of Monday, 5/23/2016, Lake Area Technical Institute (LATI) launched its new website. The new website is going to promote the following:

- ▶ An opportunity for employers to post jobs directly to the website, which will alert students and alumni based on areas of interest. Example: Sally, the graduating dental assistant, will receive notification when Bob, the local dentist, posts an open position in his office.
- ▶ A gateway for businesses to post announcements and communicate more with the community at large. Example: Businesses will be able to link their own websites from LATI's for more visible and convenient access.
- ▶ Plus, the new website supports the efforts of the Alumni and Foundation Offices to stay connected with alumni in a more user-friendly environment.

If interested, please visit <http://www.lakeareatech.edu/jobs/> to start your account.

It's Your World!



From a Diversity Standpoint...

Each HR Professional is dealing with some form of diversity in his/her role, whether we interact with every day, every week or maybe once a year. The question always comes up: what do I need to do?

- ▶ **What motivates your workers? It depends on their generation.** From Traditionalists to Generation Z and all the Baby Boomers and X-Yers in between, HR Professionals have to make it important to create an inclusive culture that meets the varying needs of each age group. Kimberly Abel-Lanier recommends 8 tips for Motivating the Different Generations. Visit <http://www.maritzmotivation.com/shared-content/Press-Releases/2016/MMS-8-WAYS-TO-MOTIVATE-THE-FIVE-GENERATION-WORKFORCE> to read more.
- ▶ **Transgender Health Benefits: another step to consider.** In a new survey, a growing number of U.S. organizations—currently 12% - offer one or more transgender-inclusive healthcare benefits. To read more from Stephen Miller, CEBS with SHRM.org, visit <https://www.shrm.org/hrdisciplines/benefits/articles/pages/transgender-benefits.aspx>.
- ▶ **Last, what is the best way to recognize an employee's outstanding work? The answer is: it depends.** Read more by googling University of Washington Employee Recognition Program for guidance, support and ideas.



Please join us in welcoming the our new Chapter members for 2016:

- Misty Brenden, Benefits Coordinator—Watertown School District
- Justin Dunn, General Manager—Minervas Restaurant & Bar
- Ashley Frerichs, HR Representative—Valley Queen Cheese Factory (Milbank)
- Lindsey Frederick, HR Generalist—Sparton
- Michelle Giesen, HR Recruiter—Valley Queen Cheese Factory (Milbank)
- Sarah Hansen, HR Assistant—Persona, Inc.
- Karissa Karels, HR Manager—Valley Queen Cheese Factory (Milbank)
- Cheryl Mack, Benefits/Accounting Associate—Building Products, Inc.
- Nicole Nuttbrock, HR Generalist—Larson Mfg. Company (Brookings)
- Jason Redmond, HR Director—Dakota Granite
- Brenda Uses Arrow, HR Manager—Dakota Sioux Casino & Hotel

Onboarding Mistakes to Avoid—and Some Great Ideas to Adopt

It's as true with starting a new job as it is with meeting new people: You never forget your first impression—and companies only get one chance to make it. Done well, onboarding leads to higher job satisfaction and performance levels as well as lower turnover. But a bad initial experience with your organization can send your new employees running for the door.

Fortunately, a little planning can go a long way toward creating a great encounter. To gather some practical ideas, SHRM.org asked the HR community to share stories on social media about onboarding wins and losses. Some are real game changers:

Not Prepared

One mistake I've experienced is when no one arranged to have my login, database access or computer ordered and set up prior to my start date. Once I had to wait almost two weeks, sitting idle at my desk, until my computer and accounts were set up. —Brittney D. Screws, talent search consultant, Donald L. Mooney Enterprises, San Antonio

Video Greeting

At a health care facility where I previously worked, we created personalized welcome videos to the new hires from their supervisor. It was a good way for the candidates to put a face to a name and feel like part of the team even before they started their first day. —Ben Crenca, graduate student, University of Baltimore, former HR specialist

A Welcome Sign

Our new hires tell us that having their desk ready, a welcome sign and co-workers taking them to lunch the first day are their fondest onboarding memories. —Colene Rogers, SHRM-SCP, talent acquisition manager, Syntech Systems, Tallahassee, Fla.

Clueless

When I walked into a job as an HR manager with a previous employer, all the people I had interviewed with and would be working with were out of the country. The vice president of operations walked up, introduced himself and said, "So, what do I do with you now?" —Mary Otto, SHRM-SCP, HR manager, TouchTunes Music Corp., Schaumburg, Ill.

Source: SHRM.org (online article by D. Meinert, 2016)

CONTACT US



Do you have ...

- a HR or business-related question,
- exciting news or information to share, or
- an upcoming event?

If so, contact any one of us any time, any day. We want to hear from you!

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Our last-minute tidbits:

- ▶ **Exciting news: our Chapter Board Meeting Minutes are now on the website!** Members can now access the monthly Board Meeting Minutes on the NESD SHRM website. After logging in as a member, the minutes can be found under the News tab. The links are found on the left-side bar (including last year). Check out what the Board was been feverishly working away at each month!
- ▶ The **Annual SHRM Conference and Exposition 2016** is June 19th—22nd in Washington, D.C. Visit <https://annual.shrm.org/> to register.
- ▶ Check out our website for future monthly programs!
- ▶ Are you looking to get **HRCI or SHRM certified** soon? Are you looking for a study group to help you? If so, contact Tammy Davis at tammy.davis@we-online.com for more information.



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