



Northeast S.D. Society for Human Resource Management

April 2013

2013 CHAPTER BOARD MEMBERS

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Laurie Gates -Newsletter/Website
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April Program

**Worksite Wellness
& Achieving Greater Return on Investment**

Tuesday, April 9th
11:30-1:00pm
The Drake

Part1 – Implementing a Worksite Wellness Program.

- Learn direct and indirect costs of unhealthy lifestyles
- Will differentiate from what participants have seen in the past

Part 2- Maximizing R.O.I. on Your Wellness Program.

- Learn cost-saving methods to optimize your wellness program.
- Will Highlight practices of each phase to increase effectiveness.

Speaker: Nicholas Swisher is a SDSU graduate in Health Promotion (now called Exercise Science) and is a Certified Health Education Specialist by the National Commission for Health Education Credentialing. Prevention is his livelihood, not ha new interest like some major health system. He is currently a Certified Health Education Specialist at ProCare Wellness in Brookings, SD.

To RSVP for this seminar please visit <http://nesd.shrm.org>

Under the “Events and Education” tab, click on the March Program Registration Form

Please RSVP no later than April 5, 2013

HRCI Credits Approved!



COST

FREE TO NESD SHRM PLUS MEMBERS
\$10.00 TO NESD SHRM MEMBERS
\$20.00 TO NON NESD SHRM MEMBERS

The 2013 SD State SHRM Conference!

May 1-3, 2013~ Watertown Event Center

Go to our website, <http://nesd.shrm.org> for our registration brochure!

HR: MERGING THE PAST, PRESENT & FUTURE 2013 STATE CONFERENCE AGENDA

Wednesday, May 1, 2013

- 11:00-1:00pm** State Council Meeting
12:00-6:00pm Registration
1:30-2:00pm Welcome & Opening Remarks— Sheila Mennenga & Laurie Gates (Conference Co-Chairs) & Nancy Conway (SHRM Field Services Director)
2:00-3:15pm **Friend or Foe: Is Your Employee Handbook Doing More Harm Than Good?**—Jean Bender
3:15-3:30pm Break/Refreshments
3:30-5:00pm **Keynote: How to Create a Passionate Present and a Fearless Future**—Amy Dee-Kristensen
5:30-7:30pm Evening Social at the Redlin Art Center with Wine Sampling & Hors D'oeuvres—Guests Welcome

Thursday, May 2, 2013

- 7:30-4:00pm** Registration
7:30-8:15am Continental Breakfast & Networking
8:15-8:30am Welcome & Opening Remarks—Laura Millett, State Council Director
8:30-10:00am **Break-Out Sessions**



PAST	PRESENT	FUTURE
Payroll Law 2013 <i>Chuck Nelson</i>	FLSA: Are You Compliant? <i>John Bedell</i>	Healthcare Reform: What the Future Holds <i>Steve Frisbee</i>

- 10:00-10:30am** Break with Vendors
10:30-Noon **Break Out Sessions**

PAST	PRESENT	FUTURE
How to Smoke Out Imposters In Job Interviews <i>Trish Dougherty</i>	Building Employee Engagement <i>Duane Salonen</i>	Workforce Readiness Matters! <i>Greg Johnson/Ahmed Alasfour</i>

- Noon-1:00pm** Networking Lunch
1:00-2:30pm **Break Out Sessions**

PAST	PRESENT	FUTURE
Share the Glory <i>Duane Salonen</i>	Workplace Flexibility <i>Nancy Conway</i>	Planning for Results! <i>Bob Prentice</i>

- 2:30-3:00pm** Break with Vendors
 Silent Auction Begins (ends at 5:30pm)
3:00-5:00pm **Keynote: Vuja De—Shift Your Thinking and Accelerate Your Results** - Simon T. Bailey
6:00-9:00pm Evening Social & Dinner at Joy Ranch with Dueling Guitar Duo "The Head Monkeys" - Guests Welcome

Friday, May 3, 2013

- 7:30-8:30am** Continental Breakfast & Networking
8:30-10:30am **Keynote: Inspire Your Greatness** — Melanie Brown
10:30-11:00am Break
11:00-12:30pm **Ask An Employment Law Attorney** — Amy Conway, Dominic Cecere, & Joel Abrahamson
12:30-12:45pm Closing Remarks and Door Prizes



HRCI Credits Pending!

NESD SHRM MISSION STATEMENT

NESD SHRM Chapter's purpose is to advance the Human Resource profession by providing educational opportunities, legislative updates, informational programs, and a network to facilitate ideas, as well as promoting and encouraging membership and professional development through participation in the National SHRM organization.

Upcoming Events

4/09- April Lunch
Program- Drake
11:30 AM – 1 PM

4/27- Unity in Diversity
Event - Arena
10 AM- 3 PM

5/14- May Program
- LATI
4:00 PM – 5 PM

5/1 -5/3 – 2013 SD State
SHRM Conference ~
Watertown Event
Center

RSVP Programs:

<http://nesd.shrm.org>

*Dates/Programs subject to change

SHRM FOUNDATION NEWS:



SHRM Foundation News: Scholarships for HR Professionals

Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? The SHRM Foundation will award \$100,000 in scholarships to SHRM professional members in 2013.

The scholarships are allocated equally among the five SHRM geographic regions, which means you are competing only with applicants in your own part of the country. Recipients are selected primarily on merit, and a significant portion of the selection criteria includes HR involvement and future career plans, as well as volunteer activities and leadership experience.

Academic scholarships are available to those working toward a graduate or undergraduate college degree in HR or a related field. Certification scholarships are available to those working toward certification (SPHR, GPHR, PHR, or California) and to affiliated SHRM chapters and state councils that are organizing local certification preparation programs.

The application deadline is July 15, 2013. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website (www.shrm.org/foundation).

NESD SHRM Communications Disclaimer:

Our chapter, or its Board of Directors, accept no liability for the content of this newsletter or for the consequences of any actions taken on the basis of the information provided, unless that information is subsequently confirmed in writing.

Pregnancy, Grandchild Care Present FMLA questions

~ by Tammy Binford, HRHero.com

Questions surrounding employer obligations under the Family and Medical Leave Act (FMLA) seem endless. Recently, questions on how to handle a pregnant employee wanting to go against doctor's orders and when leave should be granted to an employee wanting to take care of a grandchild were put to attorneys. Here is what they said.

Employee, doctor at odds

What if a pregnant employee's doctor tells her to take two weeks off work for bed rest? The employee doesn't think that's necessary and wants to return to work. The employer doesn't have any paperwork stating that she must be off work. What should the employer do?

Karen McAndrew, a director at Dinse, Knapp & McAndrew, P.C. in Burlington, Vermont, reminds employers a lot depends on what kind of work the employee does, but she stresses that employers shouldn't make assumptions that a pregnant employee should not be performing any physical work or should be banned from a broad category of jobs.

"However, if the employee is in a physically demanding job that you have reason to believe could pose a direct threat to her health or the health of her unborn baby, then you may reasonably conclude that she presently isn't qualified for the job," McAndrew says.

She adds that the U.S. Supreme Court has ruled that a regulation allowing denial of employment to a disabled employee when the job poses a direct threat to the safety of the employee or others is a permissible regulation under the Americans with Disabilities Act.

McAndrew says before making a decision, the employer would be wise to have the employee take a fitness-for-duty exam by the company's physician or provide a note from her doctor stating she can safely do the job. "If she isn't cleared to perform the specific job, you may reasonably require her to take leave," she says.

Michael Petrie, of Jorden Burt LLP in Simsbury, Connecticut, points out that "the law doesn't require you to overrule her and prohibit her from returning to work against her doctor's orders." But if an employer is concerned about a safety risk, precautions are permitted.

"For example, if you already have certified the employee for FMLA leave, you may be able to require a fitness-for-duty certification from her doctor," Petrie says. "FMLA regulations mandate that employers notify employees of such a requirement in the notice of rights and responsibilities that accompanies FMLA requests. If you haven't gotten to that part of the FMLA process, you still should consider whether the employee is able to safely perform the essential functions of her job."

Leave to care for grandson

Another FMLA question relates to whether workers can take leave under the Act to care for a grandchild. An employer wonders if an employee requesting such leave should provide proof that she has "in loco parentis" status (i.e. she acts as a parent) before she's given FMLA paperwork.

Under the FMLA, employees can take leave to care for a son or daughter with a serious health condition, not a grandchild. But Joanna Vilos, an attorney with Holland & Hart LLP in Cheyenne, Wyoming, reminds employers that "son or daughter" includes a child of someone standing in loco parentis, and individuals can be considered in loco parentis "when they financially support the child or are involved in the day-to-day responsibilities for his care."

Vilos says the employer is entitled to ask for confirmation of the family relationship and the employee can be required to provide reasonable documentation of the relationship. "That could include documentation such as a tax return showing the grandson as a dependent," she says. "It also could include a simple statement from the employee."

Vilos says a statement from the employee should include the name of the child and that the employee provides him with financial or other support. "Despite the relatively low threshold of documentation needed to declare in loco parentis status, the employee still has to meet all the other FMLA requirements, such as eligibility, qualifying reasons for leave, and medical certification to use FMLA leave," she says.

Membership News & Notes:

Don't let your membership expire! Don't risk being cut off from emails and communications. Renew your NESD SHRM membership for 2013 by the deadline of March 31st by going to our website at <http://nesd.shrm.org> today!

Employment change? Ensure your membership stays intact should you change jobs or move by updating your membership data on our website. Go to <http://nesd.shrm.org> to update your contact information!

**NESD SHRM Board Meeting
Drake
621 5th St. SE, Watertown, SD 57201
605-886-8411**

March 27, 2013

Agenda

In attendance – Julie Plunkett, Laurie Gates, Leigh Kuecker, Matt Sawyer, Bobbie Halonen, Leslie Hendrickson (by phone), Sheila Mennenga, Amber Dahl, Tammy Davis

Additions to Agenda – none

Approve minutes of Board meeting (minutes in newsletter) – Motion by Laure Gates, Second by Sheila Mennenga, motion carried

Past President

Laurie Gates

Wage Survey

- Survey will go out early May
- No changes to the survey
- Review the results in September

President Elect

Leigh Kuecker

Treasurer

Theresa Tesch

Financial Statement

Audit

- Still looking for a Treasurer. If you are interested contact Julie Plunkett.

Membership Director

Nicole Nuttbrock

- 63 members
- 6 have not renewed, 12 have not paid.
- The Chamber is closed for relocation and we will verify if any checks have arrived

SHRM Foundation Representative

Matt Sawyer

- **WELCOME to the NESD SHRM Board**
- Still plan to have Change for Charity in September

Diversity Advocate

Bobbie Halonen

UiD April 27 – Sponsorship

- Motion by Sheila Mennenga to donate \$150 for table clothes and we will receive advertisement, Second by Tammy Davis, motion carried

Government Affairs Representative

Leslie Hendrickson

- Email of new I9 form effective March 8.
- Healthcare Reform – increase projections of 32% for renewals. Good luck everyone!
- Health plans have to include pediatric dental and vision through the medical plans.
- Exchange notification will be in the fall.

Workforce Readiness Advocate

Traci Stein

- No report

Certification Representative

Sheila Mennenga

- April Wellness program approved for HRCI credits

Vice-Presidents of Programming

Amber Dahl & Kathy McInroy

- No program in May

Secretary

Tammy Davis

- No report

Old Business

State Conference Update

- 98 people have registered. Some issues with the credit card however PayPal still active.
- Looking for a \$200-\$300 iPad mini or Kindle Fire HD for the passport prize. If you find a great deal contact Laurie Gates or Sheila Mennenga.
- Need volunteers for wine bottling the 2nd shift of 2:30pm – 4:00pm. Please contact Sheila Mennenga.

Pinnacle Project

2013 – SD MyLife – Need Champion

- We need a Champion for the Pinnacle Project. If you are interested, please contact Julie Plunkett

New Business

Strategic Planning

- Each board member needs to consider strategic plans we want to accomplish this year. An email was sent by Julie to each member to submit their ideas.

SHRM Foundation Silent Auction Item

- We will donate Terry Redlin print and chocolate and wine basket