



Northeast S.D. Society for Human Resource Management

March 2013

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March Program

**Active Shooter
How to Respond to Protect
Your Business & Employees**

Tuesday, March 12, 2013

11:30 – 1:00pm

The Drake

Next to Walgreens on the corner of Hwy 81 & Hwy 212

Course Overview:

The recent mass shootings around the county have awakened the nation to the reality that these tragedies could happen anywhere. This has created a greater public demand for Active Shooter Preparedness training. Many businesses and public organizations are drafting plans to be prepared for this type of situation in their buildings the same way they prepare for a potential tornado or fire. This program will include:

- **Discussion of recent incidents.**
- **Studies on causes and how to identify a potential situation before it escalates.**
- **How to plan and train your staff to respond to protect themselves, customers, & others.**

Speaker: Captain Tracy Schaefer was born and raised in Watertown, SD where he graduated from High School in 1982. After High School, Tracy served four years in the U.S. Air Force as a Security Specialist. He began his Law Enforcement career as a Deputy Sheriff in Howard, SD. Tracy started with the Watertown Police Department in 1988 where he continues to work as the Special Operations Captain.

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 **March 8, 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— Sheilla 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**

Conference Attire is Business Casual

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

3/12- March Lunch
Program- Drake
11:30 AM – 1 PM

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:

Effective Practice Guidelines

If you are like most HR professionals, you probably lack the time to keep up with the latest research findings in human resource management. Yet knowing which HR practices have been shown by research to be effective can help you in your role as an HR professional. The SHRM Foundation's Effective Practice Guidelines are a series of reports that distill the latest research findings and expert opinion into specific advice on how to conduct effective HR practice. They are written in a concise, easy-to-read style to provide practical information to help you do your job better.

The SHRM Foundation publishes new reports each year. Recent reports include Promoting Employee Well-Being, Transforming HR through Technology and Onboarding New Employees: Maximizing Success.

Promoting Employee Well-Being summarizes the latest research on wellness and prevention programs and their impact on the workforce. It will help you assess your organization's health risk, lower your health care costs and develop a healthier workplace culture.

Transforming HR through Technology explores both the opportunities and the potential pitfalls of HR technology. This report will help you to better leverage e-HR to transform your HR practices and market your HR brand.

Other titles in the series include The Search for Executive Talent, Employment Downsizing and Its Alternatives, Recruiting and Attracting Talent; Retaining Talent; Developing Leadership Talent; Implementing Total Rewards Strategy; Learning System Design; Employee Engagement and Commitment; and more. All of the titles are available as free .pdf downloads under "[SHRM Foundation Products](#)" on the Foundation website (www.shrm.org/foundation). The Effective Practice Guidelines series is made possible by your tax-deductible contributions to the SHRM 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.

Guns do not belong in the workplace

~ by Al Vreeland

In these pages, we try—often ham-handedly—to infuse a little humor into the very real workplace dilemmas you face on a daily basis. When we first conceived this article, obvious redneck gun jokes were, well, obvious. But the recent massacre in Newtown, Connecticut, has left us humorless, while recent events in several state capitals have left us dumbfounded. Multiple state legislatures are considering a law that would give employees the right to bring guns onto their employer's property—regardless of the employer's policy. That is a very, very bad idea.

What's all the fuss about?

Politicians attach names to legislation that are hard to oppose, such as the Freedom, Fairness, and Fuzzy Kitten Act. When it comes to guns at work, proponents call it a "parking lot" law. It would require employers to allow employees to keep guns only in their cars on the employer's property. What could possibly go wrong with that? A lot. Few employers have TSA-level security screening in their facilities; a gun in the parking lot is just a few quick steps from becoming a gun in a supervisor's face.

As our readers know, most folks define themselves by their work. When asked about

themselves, people's first response usually involves their occupation and, sometimes, whom they work for. Most employees are proud of what they do, and almost all believe they're good at what they do, even if they aren't. As a consequence, when employees fall short at work, they take it very personally. They may consider their self-worth under attack and, more important, their ability to provide for their family at risk. Unfortunately for some, the insult to their dignity may be too much and lead to a violent response.

According to Representative Craig Ford, who sponsored the Alabama guns-at-work bill, "You're not violating a person's property rights just by keeping a gun locked in your vehicle." We wonder if Representative Ford would like to be standing in an HR manager's office when an employee who just got sacked is within a few yards of his car—which happens to contain a loaded weapon. The car may be locked, but a very angry ex-employee has the keys to it.

Bottom line

In our view, the Legislature has no business telling employers they must allow guns on their property. That decision should be left to each employer's judgment. They know their workforce. For some, safety during the work commute may be a valid concern. Others may leave directly from work and head to the hunting camp during deer season. But for many employers, it may not be worth the risk when a gun in a glove box makes the short trip up the sidewalk and into a manager's office.

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

February 26, 2013

Agenda

In attendance

Julie Plunkett, Laurie Gates, Leigh Kuecker, Theresa Tesch, Traci Stein, Sheila Mennenga, Amber Dahl, Kathy McInroy, Tammy Davis

Additions to Agenda – no additions to the agenda

Approve minutes of Board meeting (minutes in newsletter) Motion by Sheila Mennenga, Second by Laurie Gates; motion approved

Past President

Laurie Gates

 Submit ideas to Laurie Gates for the newsletter
Next newsletter will include conference agenda

President Elect

Leigh Kuecker

No report

Treasurer

Theresa Tesch

Financial Statement

Still receiving membership dues

Audit

Will check with the Chamber to see if their audit would suffice for our purposes

Resignation

Theresa will be transitioning employers and has therefore tendered her resignation. She has done a fantastic job and we wish to thank her for her dedication. We wish her much success in her future and look forward to seeing her at our Chapter programs.

 Seeking a replacement Treasurer. Very good position and excellent opportunity to lunch monthly with a great group of people. Please contact Julie Plunkett if you are interested.

Membership Director

Nicole Nuttbrock

DEADLINE for renewal MARCH 31, 2013

SHRM Foundation Representative

Matt Sawyer

Brian is unable to complete his obligation, Matt Sawyer has agreed to assume this role.

Our \$300 donation for 2012 was received

Diversity Advocate

Bobbie Halonen

UiD April 27 – Sponsorship?

A motion by Kathy McInroy and seconded by Theresa Tesch to donate up to \$150 to the UiD was approved.

Government Affairs Representative

Leslie Hendrickson

Posters from the DOL have not yet arrived. When they do arrive they will be available for distribution.

Workforce Readiness Advocate

Traci Stein

Watertown Development Company has agreed to sponsor a program this fall that will discuss Workforce Readiness/Flexibility. The hope is to have Sid Goss and Lisa Horn address the upcoming demographics for SD workforce and provide suggestions to keep, retain, attract talent to SD.

Certification Representative

Sheila Mennenga

March certification has been approved
April and the State Conference certification is in progress

Vice-Presidents of Programming

Amber Dahl & Kathy McInroy

March – Active Shooter
April- Workplace Wellness
May – Change of date to May 14
The importance of the wage survey

Secretary

Tammy Davis

No report

Old Business

State Conference Update

Mayor to do introduction

Color guard

 Wine making – Need help on Saturday, April 13 from 1:00 – 2:30 or 2:30 – 4:00 to bottle wine. If you are interested and able, 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

Wage Survey

Will be emailed out May 1st with a return date of June 30th and results on September 10th.

Watertown Development Company will pay ½ of the \$3200 expense

New Business

Next 2 meeting Dates:

DOL Career Fair March 26 – Changed to Wednesday, March 27, same time and location.

State Conference May 1 (April 30 meeting?) – We will meet April 30th, same time and location

Traci Stein motioned to adjourn the meeting, Leigh Kuecker second; motion approved.