



Northeast S.D. Society for Human Resource Management

July 2014

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**Join us 8/21!**

## NESD SHRM HEALTHCARE REFORM

Whether you represent a large or small manufacture, a small service organization or would like to keep current on the broad range of HealthCare Reform changes, in each of these sessions, you will find the tools and information needed in order to be compliant and abreast of changes.

**Session Three: 8/21/2014**

**Session Four: 10/23/2014**

Each session will be held from 3:00 to 5:00pm and will include time for questions and answers.

### Topics of discussion during our second working session are:

- IRS Reporting
- Measurement Periods

Any new developments prior to the session will also be discussed at the meeting.

Please use the Chapter website to RSVP by August 18,2014.

<http://nesd.shrm.org>

Under the "Events & Education" tab

*Training materials will be provided at each session.*



Tom Pruner, Jr. a Partner with Eide Bailly has more than 30 years of tax experience with an emphasis on providing trust and estate income taxation on retirement plan services. He also serves as one of the firms's Health Care Reform Champions and has presented on this topic to clients and a variety of organizations.



**2nd Street Station—Watertown, SD**

FREE for NESD SHRM Plus Members

\$10 for NESD SHRM Basic Members

\$20 for Non -NESD SHRM Members

## Get A First Time Discount To Join SHRM National!

If you are looking for a way to increase your professional knowledge in HR, one great way is through national membership! National members have access to the following benefits and more:

- 24/7 SHRM Info. Center
- HR Magazine
- HR News
- TeleSHRM
- HR Legal Report
- MembershipNet
- Annual Conference
- Government Representation
- Prodigy
- Job Bank USA, Credit Card Services, Group Life, Rental Car & Subscription Discounts

First time SHRM members who join online at [www.shrm.org](http://www.shrm.org) will now receive a discount. The 0118 discount code automatically populates the form on the drop down menu. For chapters or states using a paper process, the SHRM membership application in the Volunteer Leaders Resource Center already includes the 0118 promotion code, and we encourage you to use this version going forward. Please paste the link below to access the SHRM Membership Application for Local Chapter Members.

[http://www.shrm.org/Communities/VolunteerResources/Documents/2014\\_SHRM\\_application\\_for\\_chapters.pdf](http://www.shrm.org/Communities/VolunteerResources/Documents/2014_SHRM_application_for_chapters.pdf)

### **SHRM Membership Note:**

**Be sure to indicate that you are a member of the NESD SHRM chapter when you renew your SHRM membership so our chapter receives credit!**

## SHRM FOUNDATION NEWS:



### **SHRM Foundation News: Student Scholarships**

The SHRM Foundation supports the development of future HR leaders through several programs that support students and their educators.

Each year, the SHRM Foundation awards \$50,000 in scholarships for SHRM student members. Only national SHRM student members are eligible to apply for these scholarships and the application deadline is October 15, 2014.

In addition, the SHRM Foundation recognizes the important work of SHRM student chapter advisors by supporting the annual Advisor of the Year Award.

The SHRM Foundation also partners with the HR Division of the Academy of Management to present four \$5,000 awards to support the dissertation research of promising doctoral candidates.

These are just a few examples of the many activities the SHRM Foundation undertakes to support the future of the HR profession, which is made possible by your generous support.

For more information on these and other SHRM Foundation-sponsored awards and scholarships, visit the SHRM website

[www.shrm.org/foundation/educationgrants.asp](http://www.shrm.org/foundation/educationgrants.asp)

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### **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.

## 12 Terrible Excuses Employees Actually Used for Being Late ~by Christian Schappel

Oh, yes. The survey gods have smiled down upon us once again. A dozen HR professionals and hiring managers out of a poll of 2,201 shared excuses they've heard from employees arriving late to work that are so horrible, they're awesome. These were the crown jewels of the survey, conducted by Harris Poll on behalf of the surveying masters at CareerBuilder:

1. **Zebra congestion.** Employee claimed a zebra running down the highway held up traffic (turned out to be true).
2. **Rough night.** Employee woke up on the front lawn of a house two blocks away from his home.
3. **Feline shenanigans.** Employee's cat got stuck in the toilet.
4. **Couldn't make breakfast.** Employee ran out of milk for cereal and had to buy some before getting ready for work.
5. **Cozy parking.** Employee was late to work because he fell asleep in the car when he got to work.
6. **Temporary blindness.** Employee accidentally put superglue in her eye instead of contact lens solution, and had to go to the emergency room (wonder if she drove herself).
7. **Free candy = national holiday.** Employee thought Halloween was a work holiday.
8. **Roofing issues.** Employee said a hole in the roof caused rain to fall on the alarm clock and it didn't go off.
9. **The suspense was brutal.** Employee was watching something on TV and really wanted to see the end.
10. **Short-term memory loss.** Employee forgot that the company had changed locations.
11. **Tangled.** Employee got a hairbrush stuck in her hair.
12. **Boogeyman paid a visit.** Employee was scared by a nightmare.

**Traffic No. 1 excuse overall** - Those offbeat excuses aside, most employees stick to convention when giving reasons for their tardiness. In addition to HR and hiring pros, the survey also polled 3,008 full-time employees. And the employee portion of the survey found these to be the most common reasons employees say they're late:

- Traffic (39%)
- Lack of sleep (19%)
- Problems with public transportation (8%)
- Bad weather (7%), and
- Dropping the kids off at daycare or school (6%).

Just how often are employees whipping these excuses out? Nearly one-quarter (23%) say they're late at least once a month, and 15% admit they arrive late at least once a week. The consequences for committing such offenses? Only 35% of employers say they've fired a worker for tardiness, and another 34% say they try to work with employees — allowing them to arrive late once in a while as long as it doesn't become a pattern. Nearly one in five (18%) of employers don't care how employees manage their time as long as the work gets done.