



Lawrence, KS #486

# THE RESOURCE

January 2014



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## 2014 Hot Topics & Strategic Initiatives



### Happy New Year!

Join us on Tuesday, January 14 for our first luncheon of the year!

We have an exciting year planned for our chapter members. Come hear about the 2014 strategic initiatives for the chapter and meet the board members.

This is a great opportunity to network with chapter members and HR professionals, present your ideas of what you want to see the chapter take on, discuss hot topics and your challenges for the New Year!

Also, just a reminder to complete the Professional Development Survey that was emailed in December. As a member of the chapter, we value your input on professional development opportunities. This survey will help us to prioritize and provide the most relevant speakers at future chapter meetings.

### Tuesday, January 14, 2014

Time: 11:30 a.m. to 1:00 p.m.  
Registration begins at 11:15 a.m.  
11:30 a.m. Buffet Lunch Available  
11:45 Opening Business, Chapter Announcements

12:00 Speaker Presentation  
1:00 Meeting Adjourned  
Location: Pachamama's Alton Ballroom  
800 New Hampshire Street, Lawrence, Ks 66044

Cost: \$15 if pre-registered by Thursday noon deadline prior to chapter meeting.  
\$20 after Thursday noon pre-registration deadline or walk in at the door.

**REGISTER ONLINE:**  
[www.jayhawkshrm.org](http://www.jayhawkshrm.org)



The SHRM LINE Employment Expectations report for January 2014 has been released.

Key findings:

- Hiring will be limited in January
- Recruiting difficulty was mixed in December
- Most types of job openings decreased in December

Please go to [www.shrm.org/line](http://www.shrm.org/line) to download the report.



## 2014 Board of Directors

### President

Heather Bunker, SPHR

### Past President

Mary McKenzie, SPHR

### President-Elect

Kelly Calvert, SPHR

### VP of Membership

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[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

## President's Message



Every man should be born again on the first day of January. Start with a fresh page. -Henry Ward Beecher

Thank you for your membership in Jayhawk SHRM! As we begin 2014 and look ahead I want to share my excitement. As you know our organization is designed to support the needs of the HR Practitioner at various levels. Not only do we have engaging speakers scheduled but we have several initiatives that I hope will engage you in our chapter. At the recent strategic planning meeting the Board of Directors had a lot of ideas for getting us all more involved. These include increasing networking opportunities to include breakfast or after hour events, mentoring programs for both students as well as those new to the profession, and increasing our involvement by volunteering throughout the community.

What are you interested in? Where do you want to see our chapter put its energies? At our January chapter meeting we will be discussing the benefits of SHRM, but we also hope to hear your opinions on what you would like to see from *your* Jayhawk SHRM membership. I look forward to seeing you there.

Submitted by,

Heather Bunker, SPHR  
President Elect, Jayhawk Chapter SHRM  
[presidenelect@jayhawkshrm.org](mailto:presidenelect@jayhawkshrm.org)

### WELCOME NEW MEMBERS!!

**Andrew Brookens**, Recruitment Manager, LMH

**Annette Delaney**, HR Manager, Kansas Geological Survey

**Nick McCaskill**

**Jordan Schuette**, Truist Credit Union



## New Year New YOU in 2014!

New Year's Eve is often seen as a time of rebirth, the chance to start anew. We all come up with the regular resolutions, but often our ideas of what should change are too broad. What are some of your 2014 goals? If you would like to share your goals, thoughts or your 2014 resolutions, We the readers would love to hear from you, please submit your goals/resolutions to [jenny-hiatt@lpcu.net](mailto:jenny-hiatt@lpcu.net). The response from our readers will be shared in the February / March Newsletter. We look forward to hearing from you!

Registration is now open! KS SHRM \* 2014 Employment law & Legislative Conference, 2/19/14 — 2/20/14

7th Annual

# KSSH RM ★ 2014

EMPLOYMENT LAW ★ LEGISLATIVE

C O N F E R E N C E



Register online at [www.KSSH RM.com](http://www.KSSH RM.com)

F E B R U A R Y 1 9 t o F E B R U A R Y 2 0 - T O P E K A , K A N S A S

## RAMADA DOWNTOWN TOPEKA HOTEL AND CONVENTION CENTER & THE KANSAS STATEHOUSE

HR Professionals are being asked to do more in today's business environment. In addition to the traditional issues involving employee benefits, the FMLA, and a myriad of other issues, HR professionals are expected to track the ever changing mandates of the Affordable Care Act (ACA). That's why the KS SHRM 2014 Employment Law and Legislative Conference has assembled Super Lawyers to help walk you through this maze of legal requirements. There will be extensive discussion on the ACA and its impact on employee benefits, a regulatory update, and discussion of other issues all to help you remain compliant in this changing world of regulations. There will also be a full day to meet and greet legislators and learn about the latest issues in Kansas. Don't miss this opportunity to gain HRCI credit, network with other HR Professionals, and learn the tips, tools, and resources to help your company mitigate risk.

### Wednesday, February 19th

#### **Ramada Downtown Topeka Hotel** Regency West Ballroom

- 8:00 a.m. Registration
- 8:30 a.m. Announcements
- 8:45 a.m. ACA Update: 2014 and Beyond -  
Jason Lacey\*\* and Tom Dowling\*\*
- 10:45 a.m. Break
- 11:00 a.m. Employee Benefits - DOMA, Cafeteria Plans,  
& More with Jason Lacey\*\* & Tom Dowling\*\*
- 12:00 p.m. Lunch
- 1:00 p.m. Supreme Court and Regulatory Update -  
Mike Blumenthal\*
- 2:00 p.m. HR Tips and Tactics - Julie McKee
- 3:00 p.m. Break
- 3:10 p.m. Social Media & Anti-social Behavior: One More  
Thing for HR to Deal with  
- Anthony Byergo\*
- 4:10 p.m. Break
- 4:15 p.m. Legislative Update and Preparation for Day on  
the Hill - Natalie Bright and Trinidad Galdean\*

### Thursday, February 20th

#### **The Kansas Statehouse**

- 8:30 a.m. Registration
- 9:00 a.m. Welcome and Announcements
- 9:15 a.m. Introduction, View Legislative Session/  
Committees, and Meet Your Legislators
- 12:00 p.m. Lunch (on your own)

#### **Jayhawk Tower**

Florentine Room - 7th & Jackson

- 12:45 p.m. Hear from your State Agency
- 1:30 p.m. Immigration in Kansas and the Federal  
System - Mira Mdivani\*
- 2:30 p.m. Exchanges and Health Care Reform in  
Kansas - Linda Sheppard
- 3:30 p.m. Break
- 3:40 p.m. KS Workforce Readiness & Training  
Initiatives: Panel Discussion - Dr. Blake  
Flanders, Jay Scott, & Eddie D. Estes
- 4:40 p.m. Closing Remarks

\*Super Lawyers for 2013 in Kansas or Missouri

\*\*Super Lawyers Rising Stars for 2013 in Kansas or Missouri

## REGISTRATION FEES

(Includes Wednesday sessions, Day on the Hill, and Thursday afternoon sessions)

### **EARLY BIRD**

(Prior to 1/10/14)

SHRM MEMBER - \$199 or NON-MEMBER - \$249

### **REGULAR**

(1/11/14 and after)

SHRM MEMBER - \$249 or NON-MEMBER - \$299

Above fee does not include hotel charges. To reserve a room call 785.234.5400 and ask for Room Block: KSSH RM.

## CANCELLATION POLICY

Cancellations received before January 10, 2014 will be refunded. No refunds after January 10. Substitutions are acceptable.



## Have you Renewed Your Jayhawk SHRM Membership for 2014?

Membership in the Jayhawk chapter means access to a local network of HR professionals, as well as professional-development programs, products and services in our community that can broaden your skills and make you more valuable to your organization. It is because of our members that we are able to provide programs to our professional HR community. If you still need to renew your membership for 2014, now is the time to do it. To complete this renewal online, please go to our website, [www.jayhawkshrm.org](http://www.jayhawkshrm.org). Click the "Online Registration" link. This will open the online membership application. **Please complete this form with all of your information.** (Those items indicated with a red \* are required fields and must be completed.) If you have a designation from HRCI (PHR, SPHR or GPHR) please make sure this is noted. Additionally, if you are a National SHRM member, please

include your National Membership number). Then select "Submit".

Once you have submitted the application online, you will receive an email letting you now that the application/renewal form has been received and that you need to proceed to the payment page or mail in your payment. This will then take you to the payment page. You can log in to your pay pal account and pay with your credit card or you may select "Pay with a debit or credit card" if you prefer not to use Pay Pal. For those members who prefer to mail a check in please just exit the Pay Pal page and mail a check/money order to:

**Membership  
Jayhawk Chapter of SHRM  
PO Box 442033  
Lawrence, KS 66044**

**Thank you to all members who have already submitted their application and dues to the chapter. We are looking forward to a very exciting 2014!**

Should you have any questions or concerns relating to your membership, please feel free to contact me directly at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org).



Angela Fleming, PHR  
Vice President of Membership

## Quote of the Month:

"Imagination is more important than knowledge" Albert Einstein

## Are you not receiving emails from The Jayhawk Chapter of SHRM?

If you are not receiving emails from the chapter, it could be that they are not getting past the spam filters. The easiest way to ensure you are not missing out is to add our email address (Jayhawk SHRM [webadmin@jayhawkshrm.org](mailto:webadmin@jayhawkshrm.org)) in your address book to ensure proper delivery. **Please, add [webadmin@jayhawkshrm.org](mailto:webadmin@jayhawkshrm.org) to your address book! Thanks!**

Website-In-Training  
Eva Lopez-Iskandrani



## Financial Report

Prepared by:  
Mary Seyk  
VP Of Finance  
[finance@jayhawkshrm.org](mailto:finance@jayhawkshrm.org)



### Current Assets: 12/31/2013

Checking Account: \$ 3,884.67

#### CD's:

91-Day (2/4/14)	\$ 1,135.68
182-Day (3/7/14)	\$ 5,122.39
12-months (5/13/14)	\$ 8,450.08
	\$14,708.15

Pay Pal Account \$ 1,015.45

Petty Cash: \$ 100.00

**Total: \$ 19,708.27**



## Calculation of Overtime Pay -- the Importance of "Regular Rate"

An employer who requires or permits an employee to work overtime is generally required to pay the employee premium pay for such overtime work. We all understand that to mean "time and a half" for all overtime hours worked.

But time and a half of what? This question confuses many people -- employers and employees alike. Time and a half refers to the employee's regular rate. By statute, an employee's regular rate includes not only the employee's hourly rate (e.g., "I earn \$9.00 per hour"), but also any other compensation earned, subject to certain exceptions.

Consider this example. Joe earns \$9.00 per hour, plus a bonus for hitting performance targets each workweek. Assume Joe works 45 hours, and he also earns a \$60.00 performance bonus. Joe is a non-exempt employee. Therefore, Joe is entitled to overtime because he worked 45 hours. Joe's employer will pay him \$9.00 per hour for each of the 45 hours and the \$60.00 bonus.

So what is Joe's regular rate for purposes of computing his overtime? Many would erroneously assume it is 1 1/2 of his hourly rate. In other words, 1 1/2 multiplied by \$9.00 per hour, which is \$13.50 per hour. That is wrong.

The regular rate generally includes all compensation attributable to the workweek (with certain exceptions -- such as discretionary bonuses, gifts, and premiums paid for week-end work). So Joe's regular rate is computed by adding up the total amount of compensation and then dividing it into the number of hours worked. The total amount of compensation for Joe in our sample workweek is \$465.00, which represents 45 hours at \$9.00 per hour plus the \$60.00 bonus. Thus, Joe's "regular rate" is \$10.33 per hour.

That figure represents total compensation (\$465.00) divided by the total number of hours worked (45 hours).

For each of Joe's five overtime hours, he is entitled to receive premium pay of one half the regular rate, or \$5.17 per hour (\$10.33 per hour divided by 2). Thus, Joe's overtime rate of pay for the sample workweek should be \$14.17 per hour (which is \$9.00 per hour plus \$5.00 per hour as premium pay). If the employer only pays Joe \$13.50 for each overtime hour, then Joe is being shorted 67 cents per overtime hour.

Such miscalculations may seem trivial. But when aggregated over time, and across hundreds or thousands of employees, the miscalculation of premium rates can lead to significant liability. And the law presumes that double damages are awarded unless the employer shows it had a good faith and reasonable basis not to pay the appropriate overtime compensation. Therefore, care must be taken in calculating employees' "regular rates."

-prepared by Withers, Gough, Pike, Pfaff & Peterson, LLC, a Wichita, Kansas law firm



Scott Crique  
Legislative Affairs  
[legislative@jayhawkshrm.org](mailto:legislative@jayhawkshrm.org)



Beginning on Jan. 1, 2014, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 56 cents per mile for business miles driven
- 23.5 cents per mile driven for medical or moving purposes
- 14 cents per mile driven in service of charitable or organizations

The business, medical, and moving expense rates decrease one-half cent from the 2013 rates. The charitable rate is based on statute.

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than four vehicles used simultaneously.

These and other requirements for a taxpayer to use a standard mileage rate to calculate the amount of a deductible business, moving, medical, or charitable expense are in Rev. Proc. 2010-51. Notice 2013-80 contains the standard mileage rates, the amount a taxpayer must use in calculating reductions to basis for depreciation taken under the business standard mileage rate, and the maximum standard automobile cost that a taxpayer may use in computing the allowance under a fixed and variable rate plan.

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## Diversity: Duck Dynasty, the Pope, Palestinians, Jews and Christians

Diversity became front page news as the Pope was made Time magazine's Person of the Year, and Duck Dynasty personnel and Steve Martin made statements that set social media and talk shows ablaze. One-perspective comments do so much damage, that I am glad that people are talking more about other perspectives, in the wake of these events.

I once lived on the outskirts of Jerusalem in a school where Palestinians, Jews and Christians collaborated to create a world-class learning environment. A Christian university hired Palestinian staff and professors, and all security was, of necessity (only Israelis could possess weapons), provided by Israelis. We had guests from various political and religious groups, and we visited dozens of their social, educational and religious sites. All of us studied either Hebrew or Arabic, and all of us were immersed in both cultures. While we began the semester weakly and blindly in favor of the Israeli position, we finished it as ardent supporters of both sides!

True collaboration is synergistic, and produces better results *for both parties* than one side winning and the other losing—it's even better than being the "winner" of a win-lose scenario where the loser cannot contribute their strength to the output (see Stephen Covey). As Chair of Diversity for the 2014 my **goal is to help you build respect and appreciation** between diverse employees. Not to change anyone's values or belief systems—since this would probably cause people to build higher the walls that divide them anyway—except to provide reason to extend our perspectives. Dale Carnegie said that if we were born with "the other person's" genes, and were exposed to the life experiences they had experienced, we would "be them!" At least we would understand them much better, and be able to accomplish a LOT together. That applies on the West Bank in Jerusalem, and it applies in our work places.



Peter Steimle  
Diversity Chair - Jayhawk Chapter of SHRM  
[diversity@jayhawkshrm.org](mailto:diversity@jayhawkshrm.org)

## Welcome your 2014 Board Members!

President – Heather Bunker  
Past President – Mary McKenzie  
President Elect – Kelly Calvert  
VP, Membership – Angela Fleming  
VP, Professional Development – Debbie Snyder  
VP, Communication – Jenny Hiatt  
VP, Finance – Barry Kingery  
Certification Chair – Dennis Meier  
Diversity Chair – Peter Steimle  
Foundation Activities Chair – OPEN  
Legislative Affairs Chair – Scott Criqui  
Social Media & Recognition Chair – Keri Rodriguez  
Volunteerism Chair – Scott Criqui  
Student Relations Chair – Lori Carnahan  
Sponsorship – OPEN  
Website / IT – Eva