



JAYHAWK CHAPTER

Lawrence, KS #486



THE RESOURCE

December 2016



2016 December Holiday Social Tuesday, December 13, 2016

Join us at our annual Holiday Social on Tuesday, December 13th at 11:30 a.m. at Maceli's. All who wish to attend should RSVP for this event no later than Friday, December 9th at noon.

If you are a current member of the Jayhawk Chapter of SHRM (i.e. your dues are paid for 2016), you can join us for the holiday social for FREE!

If you are not currently a member of the Jayhawk Chapter of SHRM and you join and remit your dues prior to or on December 6th, you will get your meal for free too!

Non-members who submit their completed membership application and dues payment prior to December 31, 2016 will also qualify for our end of year membership promotion, which provides you with membership to the Jayhawk Chapter of SHRM through December 31, 2017 at our current dues price (\$75 for dual National members/\$95 for non-National members).

Any new member who wishes to take advantage of either of these special promotions should contact Holly Goodman, VP of Membership at membership@jayhawkshrm.org.

If you don't want to join our Chapter yet, just join us for lunch. Guests can attend for a cost of \$30.00. We love meeting new people!

Be sure to bring a gift for our gift exchange. This year, we have a theme – "Fun and Games". This could include puzzles, games, craft kits, etc. We are asking that gifts be in the vicinity of \$10. No "gag" gifts please.

We will also be selling chances to win some great prizes and all money collected will go to the SHRM Foundation. Bring some \$1s (or more if you'd like). We will also accept cash, check or credit cards. You could be a winner!

We would love drawing donations. If you are able to make a donation for the drawings, please contact Christa Jacelone at foundation@jayhawkshrm.org.

We look forward to seeing you on Tuesday, December 13th at 11:30 a.m. at Maceli's!

Tuesday, December 13, 2016

Registration begins at 11:15 a.m. *
11:15 a.m. Buffet Lunch Available *
11:45 Opening Business /Chapter
Announcements * 12:00 Holiday
Social * 1:00 Meeting Adjourned

Location: Maceli's, 1031 New
Hampshire, **Parking is available
across the street and in the parking
garage at the north end of the block.

Pricing: Member in advance \$20.
\$25 after Thursday noon pre-
registration deadline or walk in at
the door. Guest in advance \$30 if
pre-registered by Thursday noon
deadline prior to chapter meeting.



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REGISTER ONLINE: www.jayhawkshrm.org



President's Message

Have you asked yourself recently what happens now? The presidential campaign is over and employers are now preparing for new initiatives to be introduced that will affect the workplace, revised laws, and regulations, and last minute changes.

Your memberships with the Jayhawk Chapter and SHRM will continue to be valuable resources and will keep you informed on the new initiatives as they happen, the latest research and more! Mary McKenzie, our VP Professional Development, is working hard to schedule informative programs for chapter meetings in 2017.

SHRM has also just announced **Refer a Friend program!** When you give the gift of SHRM, everybody wins! Refer a friend to join SHRM and they receive \$15 off when they join online and use promo code FRIEND16. You receive a \$20 Amazon gift card. For more details, go to shrm.org/refer

As you plan for 2017 be sure to [renew your memberships](#) to stay up to date on the latest in Human Resources!

Best,

Debbie Snyder
President, Jayhawk SHRM
president@jayhawkshrm.org



Membership

2016 is almost over, wow! As a reminder all memberships are up for renewal effective January 1, 2017 unless you are a new member who joined during our 4th Quarter 2016 membership drive.

Our 4th Quarter membership drive allows new members who join during the 4th Quarter to receive a membership for the remainder of 2016 and all of 2017 at our current dues prices:

- Professional Membership National SHRM Member - \$75
- Professional or Associate Membership - \$95

You can join our chapter here: <http://jayhawkshrm.org/join-now>.

If you are an existing member you can renew here: <http://jayhawkshrm.org/members-only> and select Membership Renewal Form. You can also navigate here from the main page by clicking on the Members Only tab.

You may also submit a paper application to join or renew if preferred. Thank you for your understanding and commitment to our Chapter! We hope you will join us next year. Should you have any related questions, please reach out to me via email at membership@jayhawkshrm.org.

Submitted by: Holly Goodman
VP of Membership



Financial Report

2016 Board of Directors

President

Debbie Snyder

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Kelly Calvert, SPHR, SHRM-SCP

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Keri Rodriguez, CESP

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Cassie Gilmore

College Relations Chair

Annette Delaney

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org

Linked 

Current Assets: 11/29/2016

CD's:

91-Day	\$	n/a
182-Day (9/3/15)	\$	n/a
12-months (5/12/16)	\$	8,534.93

Checking Account:	\$	11,952.47
Pay Pal Account	\$	2,688.51
Petty Cash:	\$	235.01
Total:		\$ 23,410.92



Prepared by: Heather Bunker SPHR, SHRM-SCP
VP of Finance

OCTOBER 2016 LABOR MARKET REPORT

Please find the links below to the October 2016 Labor Market report and the map of county unemployment rates/over-the-year change of unemployment rates.

Highlights and Quotes: <https://klic.dol.ks.gov/gsipub/index.asp?docid=472>

Kansas Map w/county unemployment rates (not seasonally adjusted unemployment rates):

<https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20Oct2016%20Maps.pdf>



The Overtime Rule Has Been Blocked. Now What?

A federal judge in Texas has blocked the Department of Labor's (DOL's) new federal overtime rule, which would have raised the Fair Labor Standards Act's (FLSA's) salary threshold for exemption from overtime pay from \$23,660 to \$47,476.



Does my company still have to do anything by the Dec. 1 deadline?

The short answer is no. For now, the overtime rule will not take effect as planned on Dec. 1, so employers may continue to follow the existing overtime regulations.

Is this a final decision that permanently puts an end to the rule?

No. The overtime rule could still be implemented later down the road.

A preliminary injunction isn't permanent, as it simply preserves the existing overtime rule—which was last updated in 2004—until the court has a chance to review the merits of the case objecting to the revisions to the regulation.

Can the Labor Department challenge the decision?

Yes. The department said in a statement that it is currently considering all of its legal options.

Does this ruling apply to all employers nationwide?

Yes. Because the overtime rule would apply to all states, the judge decided to apply the injunction nationwide.

What should I do if my company has already either raised exempt employees' salaries to meet the new threshold or reclassified employees to nonexempt status?

Employers will likely want to leave decisions in place if they have already provided salary increases to employees in order to maintain their exempt status, said Alfred Robinson Jr., an attorney with Ogletree Deakins in Washington, D.C., and a former acting administrator of the DOL's Wage and Hour Division. It would be difficult to take that back.

— an excerpt of an article by Lisa Nagele-Piazza, SHRM-SCP, J.D.

Sponsorship

Add to your list of accomplishments for 2016, facilitating an important WIN-WIN for Jayhawk SHRM, which by extension benefits your employer. By forwarding to me the solicitations you receive from service providers, I have been able to invite them to sponsor a SHRM meeting. It's really a 3-way "WIN-WIN-WIN." 1) your service provider gets to meet 30-40 HR professionals face-to-face, all at one time, which saves them miles and miles of driving, and countless time waiting for appointments to begin. 2) The sponsorships are vital to our chapter's finances, netting over \$4,000 this year. 3) We get to hear a boiled-down version of how their services can benefit our organizations.

Thanks to all of you who either: 1) sponsored a monthly meeting or a booth at the Spring SHRMinar, 2) shared contacts of service providers with me, or 3) attended a SHRM luncheon and gave our sponsors your attention and a warm welcome. We hope that many of them will want to make another visit this year.

The 2017 lunch meeting sponsorship calendar has already begun to fill up, with Miller Retirement Group, Invisor, Breakout, and American Century Investments taking the first few months. Booths and various sponsorships are available at the April SHRMinar, as well as June through November lunch meeting sponsorships.

Thanks again for all you do to serve people at work, and to help develop the HR profession in Lawrence and the surrounding communities.

Submitted by Peter Steimle
Sponsorship Chair

Certification

IN THE NEWS

HRCI Is GOING GREEN with Digital Badges!

Starting in 2017, HR Certification Institute® (HRCI®) will become more environmentally friendly by making Digital Badges the official format for displaying HRCI credentials. Digital Badges will also provide HRCI certification holders with an instant way to have their credentials verified and displayed across social media, email signatures, digital resumes and more!

Paper certifications will be available for purchase through the [new HRCI online store](#) beginning January 1, 2017.

[Read more about HRCI Digital Badges>>](#)

Submitted by: Jenny Hiatt
PHR, SHRM-CP
Certification Chair



Accreditation News

I hope you heard the exciting [announcement](#) that the SHRM-CP and SHRM-SCP exams are now accredited by the prestigious Buros Center for Testing—and we accomplished this important goal in just two years. The Center is the leading test review body that also accredits the premier exams of the legal, medical and other professions. According to Kurt F. Geisinger, Ph.D., director of the Buros Center, SHRM not only met the standards for accreditation, but was also found to be “thoroughly, competently and appropriately meeting the mission of SHRM, and therefore, the needs of the public.”

Volunteer leaders, you were the biggest influence in getting our profession on board with this next-generation credential. Accreditation is a true testament to the quality and rigor of our certification exams and the value that our Competency Model is delivering to the profession.

Henry “Hank” Jackson
SHRM President and CEO

SHRM Member Spotlight



Tim Mock, Certified Credit Union Financial Counselor, is the Business Development Office for the Lawrence Market at Truity Credit Union. He enjoys getting to interact with their many business partners throughout the community working with HR professionals to help their employees understand the benefits of what Truity has to offer. Tim accomplishes this through benefits fairs, lunch and learns, and sponsorships. Some advice he has received that he wants to pass along is to learn about the pitfalls of credit before you experience them. If you can understand how to establish and maintain a good credit score, there are so many benefits. In his spare time, Tim is kept busy by his two daughters, a 7 year old and 7 month old. He also hits the golf course when he needs a break. He is looking forward to spending time with his family and spoiling the daylights out of his kiddos!

Kathy Perkins, JD, manages Kathy Perkins LLC. She has an undergrad degree in Civil Engineering and got a job working in a law firm that represented clients in construction disputes. At some point, she started doing their employment law work and decided that people issues were much more interesting and from then on Kathy has devoted her continuing practice growth to employment law. In 2008, she opened her own law practice with the primary focus of resolving workplace conflict as early as possible and she offers proactive employer counseling and training, serving as an outside neutral investigator, and mediating employment disputes. Kathy enjoys the complete flexibility to do work she finds to be meaningful. A good piece of advice she has received is to figure out your own style and contribute in a way that suits you and your skills. As this is being written, Kathy is sailing from St. Vincent to Grenada. She also likes bicycling, gardening, and spending time creating cool outdoor spaces and spending time with family.



I-9 Violations Can Be Costly for Employers

By *Shelby S. Skeabeck*
Nov 16, 2016

The U.S. Department of Homeland Security's Immigration and Customs Enforcement (ICE) imposed substantial fines on a small transportation employer for I-9 form violations. The majority of the fines were upheld by the 2nd U.S. Circuit Court of Appeals.

Section 274A(b) of the Immigration and Nationality Act requires employers to verify that their employees are legally authorized to work in the United States. Employers must prepare the Employment Eligibility Verification Form (known as the I-9 form) within three days of hire. An employer may be "considered to have complied" with the I-9 requirements if there is only a "technical or procedural" mistake on the form. However, failure to prepare an I-9 at all constitutes a substantive violation pursuant to Immigration and Naturalization Service guidance.

ICE audited the I-9 forms of Buffalo Transportation Inc. (BTI), a small travel company with 138 employees. ICE found six technical or procedural errors, and 138 substantive I-9 violations for either failing to prepare or present Forms I-9 for employees or failing to prepare I-9s on a timely basis (that is, within three days of hiring). As a result of these violations, ICE levied a fine of \$935 for each violation. However, ICE reduced the fine as a result of the following mitigating factors: absence of bad faith, absence of illegal workers and no history of prior violations by BTI. Despite these mitigating factors, ICE still assessed what constitutes an upper-range penalty.



BTI appealed the fine to the Office of the Chief Administrative Hearing Officer for the Executive Office for Immigration Review (OCAHO). An administrative law judge (ALJ) for OCAHO found the penalties proposed by ICE to be disproportionate in light of the mitigating factors and because ICE failed to establish why the two different violations—the failure to prepare or present I-9s versus the failure to complete the forms on a timely basis—had the same penalty when they carry differing degrees of seriousness.

The ALJ reduced BTI's penalty cost to the midrange of penalty amounts permitted, based on the presence of differing degrees of violation and mitigating factors, which included: the small size of BTI's business, the lack of bad faith, the absence of unauthorized workers, the absence of a history of noncompliance and financial factors (i.e., inability to pay) raised by BTI. The ALJ imposed a \$600 per violation fine for I-9 violations related to past employees and a \$500 per violation fine for the I-9s of current employees.

BTI appealed the ALJ's decision to the 2nd Circuit. The court held that the ALJ made an allowable judgment in reducing the fines after assessing the various factors, including the degree of seriousness and number of violations. The \$500 and \$600 fines were upheld.

Buffalo Transp. Inc. v. United States, 2d Cir., No. 15-3959-ag (Oct. 18, 2016).

Professional Pointer: This case provides a crucial reminder to employers about the importance of correctly completing I-9 forms. An employer's diligence in ensuring that new hires complete the I-9 in a timely and correct manner can mean avoiding costly fines and defense costs later. In particular, it is critical to train HR professionals tasked with maintaining I-9 forms, and it may be wise to conduct periodic internal audits in order to ensure compliance.

Shelby S. Skeabeck is an attorney with Shawe Rosenthal LLP, the Worklaw® Network member firm in Baltimore.

WHAT HAS HAPPENED TO YOU?



2017 SUCCESS BY 6 COMMUNITY BREAKFAST


- When:** Thursday January 19, 2017. 8:00 – 9:30 a.m.
- Where:** Maceli's Banquet Hall & Catering, 1031 New Hampshire Street, Lawrence.
- Who:** Marcia R. Weseman, Ed.D, Trainer, Trauma Smart, Crittenton Children's Center, Saint Luke's Health System
- What:** Join the Conversation to make Lawrence a Trauma Informed Community
- New Ways of Understanding Life Long Health
 - Child Trauma Becomes Life Long Trauma
 - Trauma Informed Adults Make a Difference
- How:** RSVP to docofamily2family@gmail.com or 785-842-8719. A free-will donation will be requested to help cover the cost of breakfast.

Healing is possible. Join the conversation to change the paradigm from one that asks, 'What's wrong with you?' to one that asks, 'What has happened to you?' "

A Trauma Informed Community teaches caregivers including parents, teachers, medical professionals, social workers and police to address underlying trauma. Children's behavior caused by emotional responses can change; therefore, changing their future!

A Trauma Informed Lens benefits all children regardless of their trauma history.

While we can't protect all children from traumatic experiences, we can teach them to cope and recover.



SHRM of Greater Kansas City
Invites You to Our

Holiday Social

December 8th
4:30 p.m. to 6:30 p.m.

Bar Central – Main Lobby
Kansas City Marriott Downtown
200 W. 12th Street, Kansas City, MO
Free parking is available in the hotel garage
Bring your ticket to the social for validation

Please R.S.V.P. by registering at SHRM-KC.org

Join us for holiday cheer and networking! Bring an HR colleague and enjoy complimentary appetizers and a cash bar. In the spirit of the season, SHRM-KC encourages each attendee to bring an unwrapped gift to donate to Toys for Tots.

Food, Venue & Parking sponsored by KC Marriott Downtown
Raffle prizes and 1 drink ticket per attendee sponsored by Paycor



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