



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

DECEMBER 2017



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Annual Jayhawk SHRM Holiday Social Tuesday, December 12, 2017

Join us at our annual Holiday Social 11:30 a.m. at Maceli's. All who wish to attend should register for this event no later than Friday, December 8th at noon.

If you are a current member of the Jayhawk Chapter of SHRM (i.e. your dues are paid for 2017), 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 5th, you will get your meal for free too!

Non-members who submit their completed membership application and dues payment prior to December 31, 2017 will also qualify for our end of year membership promotion, which provides you with membership to the Jayhawk Chapter of SHRM through December 31, 2018 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 Cassie Gilmore, 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. The theme is "Home for the Holidays". 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 Lori MacDonald at foundation@jayhawkshrm.org.

December Meeting Sponsor:



Tuesday, December 12, 2017

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 Free. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



REGISTER ONLINE: www.jayhawkshrm.org



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Financial Report

Current Assets: 12/4/2017

CD's:

91-Day	\$	n/a
182-Day (9/3/15)	\$	n/a
12-months (5/12/16)	\$	8,560.53

Checking Account:	\$	18,929.80
Pay Pal Account	\$	6,892.35
Petty Cash:	\$	101.00
Total:	\$	34,483.68

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

**OCTOBER 2017 LABOR MARKET REPORT**

Please find the links below to the October 2017 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%20Oct2017%20Maps.pdf>

Jayhawk SHRM Board Vacancy

If you've ever thought about serving on the board, this is a great time! We have a current opening for a Workplace Readiness Chair.



President's Message

Hello fellow Jayhawk SHRM members.

It is with all the joy and celebration this time of year brings in which I write to you my final column as president of your chapter. It has been my honor to serve you in this capacity in 2017.

I hope during this past year you have had the opportunity to learn something new either in the human resources field or in an area of personal passion of your own. I also hope that you have been able to put a keen eye toward your goals for the upcoming year and your dreams for the future. I know that this year has been a time of assessment and redefining of my personal goals which also tie into my professional goals. I am excited to put it all into play! I have had several reminders of how precious family, friends and yes, even professional colleagues are in one's life. All provide us with a helping hand, a friendly ear and advice when we need someone to give us a little boost.

My desire is for this chapter to provide you with some comradery around our common professional desires and give us the ability to develop friendships in this chapter that allow us to share our professional highpoints, a confidential ear to hear our challenges and just maybe some words of wisdom to assist us with our problem solving. I have found that so many of us work in small human resources offices that it is helpful to assist each other so we don't feel so isolated. Individually we may not have all the answers, but I believe collectively we come darn close!

My personal goal, which I think is in line with what I hear from other board and chapter members alike, is that together we become better at our profession and are in turn able to share that expertise with each other and with businesses in need of Human Resources assistance throughout our community.

It gives me great pride to know that I am stepping back and leaving the next year in such great hands with Cynthia Colbert as your president. She has some great ideas to bring to you. She along with a fantastic board of new and returning members will give this chapter strong leadership in 2018.

Again, thank you for this opportunity to serve you. My deepest gratitude and wishes of health and happiness to each of you as we all celebrate in our own personal ways the peace, joy and community of those around us.

Lori



Recognition and Social Media

How to Develop a Social Media Policy

Your Employees Are Participating in Social Media

By Susan M. Heathfield

Your prospective, current, and former employees, customers, and vendors are all hanging out on social media sites such as LinkedIn, Facebook, Twitter, YouTube, and Flickr. You need to monitor social media to learn what all of these stakeholders are sharing and saying about your company, your employees, and your workplace.

Use social media to your company's advantage. Shama (Hyder) Kabani, author of the *Zen of Social Media Marketing* and the President of Click to Client, a full-service web marketing firm, asks, "What are they saying about you, your company, and your practices?"

Better yet – how are you responding?

Having a social media policy in place does not mean that you get to dictate your image. But, you do get to interact responsibly in the conversation that forms your image. And, you get to help your employees do the same."

Why a Social Media Policy and Company Best Practices Are Needed

Kabani says, "The world is changing fast, and how we communicate is changing even faster. It isn't just Gen Y that blogs and twitters – it is a growing phenomenon embraced by all generations. There are great benefits to today's technology and its widespread use, but there are also some risks as pointed out by Raj Malik of Network Solutions."

He writes that "unauthorized or inappropriate commentary or posts online can:

- Get the Company, and you, in legal trouble with the U.S. and other government agencies, other companies, customers or the general public.
- Diminish the Company's brand name by creating negative publicity for The Company, owners, and partners, as well as yourself or your team.
- Cause damage to The Company by releasing non-public information or proprietary information.
- Cost us the ability to get patents or undermine our competitive advantage.
- Cost you your job at the Company.

He suggests that most of these won't trouble companies if employees use common sense and good judgment in their online interaction.

10 Steps to a Social Media Policy

Kabani, who has been named one of the top 10 most influential and powerful women in social media, suggests these ten steps to creating your company social media guidelines and strategy.

1. Decide where your company stands with respect to their desired relationship with social media. You also need to decide where you stand relative to monitoring employee use of social media.
2. Determine what constitutes social media.
3. As with any offline or online content written, used, received, developed, or saved in company-owned electronics provided to employees, clarify who owns what.

4. Keep confidential and proprietary information private. Respect the privacy rights of other employees and your customers.
5. Decide who is responsible for managing and participating in social media.
6. Establish ground rules for employee participation in social media.
7. While your employees probably already exercise good common sense while participating online, your social media policy must specifically address examples of taboo topics.
8. Create a system for monitoring the social media sphere.
9. Make training easily available to your employees who want to participate in social media.
10. Social media is expanding with millions of people worldwide interacting in ways that few dreamed possible just a short time ago. Your employees are interacting in social media. Your company should be interacting on social media, too.

And, your social media policies and strategies need development now. Take the opportunity to influence the conversation that is occurring around your company and your brand.

Don't believe for a minute that the conversation isn't occurring. Jump on the chance to influence the direction – now.

Submitted by: **Keri Rodriguez**
Recognition and Social Media Chair



Legislative Update

Legislative Update and Reflections

The 2017 Kansas legislative session adjourned June 10th, essentially equaling the record-setting session in 2015. The additional time was necessary to resolve the pressing budget and school finance issues. Following are some of the more significant actions.

State Budget, Senate Substitute for House Bill 2002

The Legislature passed a two-year budget as their last piece of business before adjourning. Some of the key spending provisions in the bill:

State Employee Pay Raises – \$12.2 million in FY 18 to provide a 2.5% raise for all state employees with less than five years of service (except Legislators, Highway Patrol, Schools for the Deaf and Blind, Kansas Bureau of Investigation employees part of the recruitment and retention plan, and other statewide elected officials), 5% for all state employees that have not had a pay adjustment in the last five years, and 2.5% for judges and non-judicial staff.

Tax Package, Senate Bill 30

The Legislature finally passed an income tax plan, followed by a successful override of Governor Brownback's veto. The bill is expected to raise \$1.2 billion over two years – \$591 million in FY18 and \$633 million in FY19. Below is a summary of parts of the bill:

- Non-Wage Business Income – 100% repeal of the non-wage business income tax exemption effective January 1, 2017.
- Individual Income Tax Rates – A three-bracket system will be implemented beginning in tax year 2017 of 2.9%, 4.9% and 5.2%.
- 2018 Individual Income Tax Rates – Low income exclusion threshold is reduced to \$5,000 for married filers and \$2,500 for single filers. A three-bracket income tax system will be implemented of 3.1%, 5.25% and 5.7%
- Itemized Deductions, Credits, Other Provisions – 50% of medical expenses, mortgage interest and property taxes paid in 2018; increased to 75% in 2019 and 100% in 2020 and thereafter.

School Finance, Senate Bill 19

A new school finance formula establishing funding for K-12 education in Kansas for the next ten years. The measure boosts spending on schools by \$295 million over two years – \$194 million in FY18 and \$100 million in FY19.

Some lawmakers argued that the amount of additional dollars is not enough to satisfy the court's adequacy ruling. Ultimately, the Kansas Supreme Court ruled in the fall that the funding would not be adequate. This will necessitate legislative action in the 2018 session.

Next year's legislative session will begin on January 8, 2018.

11th Annual KS SHRM Employment Law & Employee Benefits Conference

This is a very informative conference that provides valuable recertification credits and an opportunity to see the State legislative process in action. The conference will be held at the Topeka & Shawnee County Public Library in Topeka as in years past and the dates are Tuesday, February 27th and Wednesday, February 28th.

Submitted by: Dennis Meier, SPHR, SHRM-SCP
Legislative Affairs Chair

