



SHRMA
Salem Human Resources
Management Association
shrmsalem.org

Chapter Newsletter
February 2013 Edition

Message from Past Chapter President, *Barbara Cecil*



Introducing your 2013 Chapter Board

December 2012 marked the close of a professional chapter in my life as I stepped down as your Chapter President. I'm confident, however, that SHRMA will be in good hands under the direction of Scott Cantu, your 2013 Chapter President. While I have stepped down in this official capacity, I will continue to serve as a support to Scott and the board throughout 2013. Please join me in welcoming the following officers elected to the board effective January 1, 2013:

President: Scott Cantu
Vice President/Membership: Carolyn Ross, SPHR
Secretary: Marney Roddick
Treasurer: Lisa Hylton

The board is also composed of several other volunteer "core leadership" area directors appointed by the board. The following individuals will be serving the Chapter in important areas of Chapter leadership:

Programs Director: Deborah Jeffries
Diversity Director: Kevin Alano, MS, SPHR
Workforce Readiness Director: Heidi Carter
College Relations Director: Donna Montoya
Legislative Affairs Director: Jennifer Paul, JD
Technology Director: Amy Sanford
Ambassadors: Katie Clapper, PHR/Becky Crose



I want to take this opportunity to personally thank all our volunteers for their service to our board and Chapter members. We could not operate without them!



Message from the President, *Scott Cantu*

I look forward to representing the Salem Chapter for 2013 and believe this will be a great year. We have a great board committed to continuing the successes our chapter has had throughout the years prior. I would like to thank Barbara and all the volunteers that have served in the past for all their accomplishment and contributions.

Year of the Member

If you follow the Chinese calendar, 2013 is the Year of the Snake. Well we are making 2013 the “Year of the Member”. What does that mean to you? Well we want you to know how much we value your membership and participation with SHRMA. So we are focusing our energies on how we can help and support you within your profession as well as recognize you.

When you come to meetings we want you to have a nametag. We know that you know who you are, but do you know everyone else in the room? And they will be fancy upscale nametags no sticky back piece of paper.

Our programming will focus on helping you get to the next level. We will be offering programming that counts for strategic credit and offering extended programming to give you even more information. In addition to monthly programs we want to be able to offer several networking opportunities for our members as well. So stay tuned for those additional announcements.

We are also working on our website so it is a better source and tool for communication within and about the Chapter.

The Chapter has a very active Board this year and you will be hearing from our core leadership areas (Workforce Readiness, College Relations, Diversity, Advocacy, SHRMA Foundation) and how you can get more involved, help move the profession along, share your expertise and participate within the community.

We hope you are as excited as we are and as always if you have any question or want additional information on this article or ways to get more involved in the Chapter please feel free to contact me at Scott.L.Cantu@doc.state.or.us, or reach out to any of our Board members.



We Still Need You!

Do you have a passion for HR and for helping others in our field? If so, we'd like to hear from you, so we can discuss how your talents can serve the Chapter.

Deborah Jeffries, our long-time programs director may soon need to step back from her position as SHRMA Programs Director in order to accommodate her increased responsibilities with SHRM's Oregon State Council.

I want to take this opportunity to thank Deborah for her dedication to SHRMA for the past several years, and for ensuring that our Chapter events provide members with meaningful and useful information each month. The board will need to ensure that Deborah is able to step back and that we can fill the void her absence would create.

Please consider whether this is an opportunity you might be well suited for and, if so, contact djeffries@hranswers.com. We'd love to visit with you about this rewarding opportunity or any other opportunity for you to serve the Chapter and put your best HR foot forward!

Legal Update

Jennifer C. Paul, J.D. – Saalfeld Griggs PC, SHRMA Legislative Director



Preliminary Look at Employment Bills in the 2013 Legislature

The 2013 Oregon legislative session started on January 14, and is expected to run through the end of June.

Last November's election resulted in Democratic majorities in both the Oregon House and Senate. While both parties encourage working together, the swing of control to the Democrats will likely lead to more action on employment-related bills. Below are some featured House and Senate Bills of particular concern for employers and HR professionals. In addition, the 2013 session has a significant amount of Oregon employment legislation that we will be following throughout the upcoming months. The Oregon State Council will be providing more comprehensive reports and updates throughout the session. The reports will be posted on the SHRMA website under the "Legislative Update" link. To receive updates directly, you can email me at jpaul@sglaw.com.

HB 2068: Workers' Comp Remedy Provisions to LLC's: This bill would extend the exclusive remedy protections found in workers' compensation statutes to partners, limited liability company members, general partners, limited liability partners, and limited partners. The exclusive remedy protection provides that when an employee is injured on the job, the employee cannot sue the employer and the employee's exclusive remedy for that injury is to file a workers' compensation claim. However, in 2012, the Oregon Court of Appeals issued a



decision that allows employees to obtain their usual benefits under the workers' compensation system *and* to sue members and managers of an LLC and partners of a partnership for their negligence. This means that under current Oregon law, managers and members of a LLC and partners of a partnership can be held individually liable for on-the-job injuries, despite the fact that partnerships and LLCs are almost always required to have workers compensation insurance. The proposed legislation will extend the exclusive remedy provision to cover members and managers of LLCs and partners in a partnership.

HB 2654 and SB344: Employee Rights to Social Media: These bills would prohibit employers from obtaining social media usernames or passwords, and prevent employers from using other means of accessing the personal social media accounts of employees and prospective employees. The bills would make it an unlawful employment practice to access an individual's social media account as a condition or continuation of employment; or in relation to any terms, conditions or privileges of employment. The law does not contain any exceptions for high profile positions. For example, a company looking to promote a current employee to a highly visible lead sales position could not first require the person to allow the company to see the employee's Facebook page. The bills also contain no exceptions for workplace investigations or attempts by the employer to verify an employee's absence. The bills expressly state that employers *are not* prohibited from accessing publically available information about an employee or a prospective employee that may be available through a social networking site. Nevertheless, employers should be cautious when using social media of any kind to make employment decisions.

HB 2606 and SB394: Extension on Time Frame to File Claim or Action for Unlawful Discrimination: These bills would extend the time limit for filing complaints with BOLI or civil actions related to unlawful discrimination in employment due to an employee's race, color, religion, sex, sexual orientation, national origin, marital status and age if the individual is 18 years of age or older. These bills extend the current one year time frame for filing unlawful discrimination claims to two years after the last occurrence of the alleged unlawful employment practice.

Please look for regular updates on the 2013 Legislative Session published by Randy Sutton, our SHRM Oregon Council Legislative Director in the upcoming weeks.



Workforce Readiness Update

*Heidi Carter, Workforce Readiness Director
Katie Clapper, Ambassador*

Throughout the year we will be sharing opportunities with you related to how you can become involved in the area of Workforce Readiness. Recently we were contacted by Josephine



Fleetwood, a Workforce Development Specialist with the Salem Area Chamber of Commerce and she indicated that McKay High School is seeking volunteers to assist with mock interviews for students on Thursday, March 7 from 12:30-2:30pm. If you are available to help with these mock interviews, please contact Josephine. Be sure to tell her that you were referred to her by the Salem SHRMA Chapter. Josephine's contact information is as follows: (503)581-1466, extension 308 or www.WorkandLearnNow.com



Diversity Corner

Kevin Alano, Diversity Director

Welcome back to the Diversity Corner! At our January 8th breakfast meeting we hosted Frank Garcia, Governor Kitzhaber's Director of Diversity and Inclusion to share his experiences and insights with us. Frank did not disappoint as his presentation title implied: "*Moving the Needle Forward – Diversity & Inclusion*" as he took us from his personal journey growing up in rural settings to 21st century progress and challenges in diversifying and leveraging Oregon's workforce.

We need to keep "moving the needle forward" and in that spirit I will be seeking your input and interest areas via a collaborative effort with Heidi Carter, Workforce Readiness Director, in the form of a survey of the SHRMA membership.

What's the payout you ask? In return, I'll work on finding business leaders, employers, and employees who have great ideas to share and discuss about diversity and inclusion, and plan on one to two more breakfast meeting sessions this year. Here are some interest areas I've thought about:

- Many employees don't know about or buy into diversity, why?
- Glass ceiling
- Leveraging diversity & inclusion (workforce & customer base)
- Recognizing barriers & ways to eliminate them
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In addition to the planned survey, if you know of individuals in your professional networks that have been successful in leveraging and sustaining diversity and inclusion in their company or organization, please let me know. I can be contacted at: kalano@oce.oregon.gov or 503-428-5518.

Let's continue to "move the needle forward" and always consider the strength, knowledge, and power that comes from diversity and inclusion as we enter 2013!





Membership Update

Carolyn Ross, SHRMA Membership Director and President-Elect

As your 2013 Membership Director, I wanted to remind you, if you're a SHRM member and you regularly attend our Chapter meetings, to please take the time to affiliate with our Chapter if you haven't already done so. Part of our financing for the Salem Chapter is provided by SHRM in the form of reimbursement for SHRM members that become affiliated with our Chapter. This is an important and vital financial support that allows us in part to cover our expenses for monthly meetings. There's no additional charge for affiliating with the Salem Chapter and it's easily done by providing your SHRM ID and a statement requesting to affiliate with the Salem Chapter.

Should you have questions or decide to affiliate with the Salem Chapter, please email me at Carolyn.Ross@State.or.us

Chapter Programs Update

Deborah Jeffries, SHRMA Programs Director and Oregon State Council Director-Elect

HERE'S A LOOK WHAT'S COMING...

We want you to be able to plan ahead so while we will list items in the calendar we also want you to be able to see what is coming for Chapter Programs, Conferences, and other HR related activities on our community. Remember we typically meet on the second Tuesday of the month at 7:30am at the Comfort Suite on Hawthorn near Costco.



February 12: Student Chapter Members from Willamette University will be discussing The Impact of Social Media on Business and Employers.

February 28: Oregon State Council and Stoel Rives are offering the annual Employment Law Conference - HR Recipes for Success. This has been pre-approved for 6.75 General HRCI credits. To learn more about the agenda and registration, please visit the [Stoel Rives web site](#). ***During the SHRMA chapter meeting on February 12, 2013 a raffle will be conducted and one lucky winner will receive free admittance to conference!***

March 12: We will host **Chris Sheesley from InAccord** to discuss with us Conflict Resolution and Mediation. This is a program not to be missed. You will walk away with some incredible tools. 1.5 Strategic credit is pending.



April 9: We welcome **Natalie Miller from Lee Hect Harrison** where she will be covering **Thinking & Acting Strategically: Aligning HR Strategies w/ Business Strategy**. Natalie made this presentation at the NHRMA Conference in Alaska and it is pending for 1.5 Strategic credit.

May 14: Our own **Carolyn Ross from the Department of Human Services** will present a **Workforce Strategy Plan for Redesigning HR**

June 11: TBD. This spot is currently open, but speakers have been approached and we are awaiting confirmation.

July 9: We are very fortunate to have **David Briggs** (you loved him when he did Viva Loss Wages) come to us from **Saalfeld Griggs** and present a **Legislative Update** (since the Oregon Session has ended).

August 13: Also an open month.

September 10: We welcome **Jean Bonifias** from **Springboard NW** who will provide us with a half-day session on **Fierce Conversations**. More details and pricing will follow.

October – December are open months at this time, but we will keep you posted.

Please click [HERE](#) or on the Chapter Meetings tab on our web site for a schedule of upcoming Chapter Programs. We work to keep this information updated on our site, and you may register for current programs there as well as through the meeting invitations we send out.

SHRM Foundation Update

Thank you to all our members who helped support the SHRM Foundation through 50/50 raffles and attendance at our annual networking and fundraising event last October. Through these efforts, we raised \$976 in support of the SHRM Foundation for 2012.

Why do we support the SHRM Foundation? The SHRM Foundation is a 501(c)(3) nonprofit affiliate of SHRM. The Foundation is a legally separate organization, and is not funded by SHRM membership dues. Their work includes:

- **Innovative academic research grants.** The SHRM Foundation is a **leading funder** of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.
- **Scholarships.** The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.



- **Educational resources.** The SHRM Foundation's **Effective Practice Guidelines** series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational **DVDs** for SHRM chapter programming, staff trainings, and executive education sessions.
- Our support of the SHRM Foundation helps ensure they are able to continue the great work they do supporting HR professionals!

SHRMA Sponsorship Opportunities

Are you, or is someone you know, interested in sponsoring a Chapter meeting? Meeting sponsors ensure that we continue to offer the quality of programs we as a Chapter are committed to providing our members. We offer four levels of sponsorship opportunities to meet the advertising needs of businesses. More information regarding sponsorship opportunities is available by clicking on the **Sponsorship** tab on our web site located at shrmsalem.org.

Easter Seals Update

We have again partnered with Easter Seals for 2013. Would you like to help out a Veteran? A representative of Easter Seals will be attending our monthly meetings and will be sharing opportunities for doing just that! If you are interested in helping, you may want to proactively reach out to Easter Seals Program Manager Janet Norton and let her know where your area of interest lies. Janet can be contacted at 503.362.1572, extension 306, or jnorton@or.easterseals.com.

HRCI Update

Are You Certified? Do Read Books? Then you will want to know about this!

The SHRMStore now offers a select number of books that have been approved for either General or Strategic recertification credits. Purchase your book from the SHRMStore and receive a link for an e-learning test. After reading the approved book, simply complete the online test and score 70% or higher. You will then receive a program ID number that entitles you to 2.5 credit hours. Up to 20 total credits are available in a 3-year recertification cycle. Visit the [SHRM Book Club](#) for a list of the approved books.

HRCI Study Materials

While we currently have limited resources to facilitate the offering of a member study group for 2013, we continue to seek ways to provide study resources for our members. We have plans to purchase one SHRM learning system this year and offering it to our members on a first-come, first-served check-out basis. We will be providing more information as we further develop this idea.





Pending Affordable Care Act “Exchange Notice” Requirement Delayed
Heidi Carter, Account Manager - AKT Benefit Advisors LP and SHRMA Workforce Readiness Director

The Affordable Care Act (ACA) requires employers to provide all new hires and current employees with a written notice about the ACA’s health insurance exchanges (Exchanges), effective March 1, 2013. However, the Department of Labor (DOL) recently announced **employers will not be held to the March 1, 2013, deadline**. They will not have to comply until final regulations are issued and a final effective date is specified*.

EXCHANGE NOTICE REQUIREMENTS

In general, the notice must:

- Inform employees about the existence of the Exchange and give a description of the services provided by the Exchange;
- Explain how employees may be eligible for a premium tax credit or a cost-sharing reduction if the employer's plan does not meet certain requirements;
- Inform employees that if they purchase coverage through the Exchange, they may lose any employer contribution toward the cost of employer-provided coverage, and that all or a portion of this employer contribution may be excludable for federal income tax purposes; and
- Include contact information for the Exchange and an explanation of appeal rights.

This requirement is found in Section 18B of the Fair Labor Standards Act (FLSA), which was created by the ACA. The DOL has not yet issued a model notice or regulations about the employer notice requirement.

WHEN DO EMPLOYERS HAVE TO COMPLY WITH THE EXCHANGE NOTICE REQUIREMENTS?

Section 18B provides that employer compliance with the notice requirements must be carried out “[i]n accordance with regulations promulgated by the Secretary [of Labor].” Accordingly, the DOL has announced that, until regulations are issued and become applicable, employers are not required to comply with the exchange notice requirements.

The DOL has concluded that the notice requirement will not take effect on March 1, 2013, for several reasons. First, this notice should be coordinated with HHS's educational efforts and IRS guidance on minimum value. Second, the DOL is committed to a smooth implementation process, including:

- Providing employers with sufficient time to comply; and
- Selecting an applicability date that ensures that employees receive the information at a meaningful time.



****Note: The DOL expects that the timing for distribution of notices will be the late summer or fall of 2013, which will coordinate with the open enrollment period for Exchanges.***

Worth Pondering . . .

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

—Dr. Martin Luther King, 1963

A successful person is one who can lay a firm foundation with the bricks that others throw at him or her.

—David Brinkley