

Springfield Area Human Resources Association

PO Box 4252 · Springfield, MO 65808-4252

# HR Horizons



Volume 15, Issue 1  
January 2009

## From the President

Happy New Year!

I am honored to be serving as your president for 2009. I look forward to working with all of you throughout the year. On behalf of the 2009 board, I want to let you know we are here to serve you the SAHRA members. We hope to bring you programming throughout the year that will meet your needs as an HR professional, as well as give you opportunities to network with fellow HR professionals. We had a transitional board meeting in early December and have set some terrific goals for 2009. Some of our goals include:

1. Donate more time to the Springfield area community
2. Work towards a 2010 professional development conference that will be held here in Springfield
3. Increase publicity of SAHRA events
4. Work closer with organizations here in Springfield to co-sponsor events
5. Focus on membership recruitment and retention

I would like to thank the outgoing 2008 board members who have dedicated countless hours to this terrific organization. We appreciate your willingness to serve!

Thank you to all of you who joined SHRM this past year or renewed your SHRM membership. SAHRA received national recognition at the SHRM Leadership Conference in November. The number of SAHRA members who are SHRM members grew by more than 6% in 2008 which earned SAHRA "Membership Star" status. The 2009 Board has set a goal to achieve "Membership Superstar" status in 2009 which would be more than a 10% growth in SHRM membership.

Please do not forget to complete your application for the Summit Award by January 31. The Summit Award is presented to SAHRA members who demonstrate excellence in support of professional development through the Springfield Area Human Resources Association. The purpose of the award is to promote professionalism in the field of human resources and to encourage volunteerism in the organization. The form can be found on the last page of this newsletter or on the SAHRA website (<http://sahramo.shrm.org>). Please take a look at the form, fill it out and submit it if you qualify. All of those who qualify will be recognized at the February monthly meeting. One name will be drawn to receive \$250 for reimbursement for professional development expenses incurred during 2009.

Once again I look forward to serving you in 2009! I hope to see you at our January meeting!

Sincerely,

Jill Wiggins  
SAHRA President

In an ongoing effort to increase communication, the SAHRA Board of Directors has set up a distribution e-mail address through GoogleGroups™. The e-mail address is: [SAHRAboard@googlegroups.com](mailto:SAHRAboard@googlegroups.com). Use the address to send communication to the entire board with only one e-mail! This will serve as a great tool to provide feedback to the entire board, or get a quick answer to a question.

### SAHRA Meeting Spotlight

**Topic:**

**HR Hot Topics**

**Speaker:**

**Jennifer Mueller**

**When:**

**January 15th, 2009**

**11:30-1:00**

**Place:**

**Oasis Hotel**

**2550 N. Glenstone**

**(Sahara Room)**

**This has been approved for 1 hr. HRCI certification credit!**

Reservations are required and will be taken until January 12th. The cost for the meeting is \$20 per member, \$30 non-member and \$10 for students. Go to the Events page at <http://sahramo.shrm.org> to make your reservation.

Be sure to include your name and company name. Those making reservations, but not attending, will be charged for the meal.

## Governmental Affairs

By Randall Gammill, SPHR

**C**hange is coming, and it will be most obvious at the federal level with President-elect Obama taking office on January 20<sup>th</sup>. As one of his final cabinet appointments President-elect Obama nominated U.S. Rep. Hilda Solis, D-Calif., as Secretary of Labor, making the formal announcement at a press conference on Dec. 19<sup>th</sup> in Chicago. "I am humbled and honored to be nominated Labor Secretary by President-elect Obama," Solis said. "And as Secretary of Labor, I will work to strengthen our nation's unions and our diverse workforce." Needless to say, we will see a return of at least two pieces of federal legislation that failed to pass in 2008. These are the Healthy Families Act, which mandated 7 days of paid sick leave, and the Employee Free Choice Act, which eliminated secret ballot elections from unionization drives.

In other federal news, the U.S. Department of Labor has issued its long-awaited final rule to update FMLA regulations which becomes effective January 16<sup>th</sup>. The final rule addresses various issues raised in court cases interpreting the FMLA, as well as implementation of the new military leave law which was enacted into law as part of the 2008 National Defense Authorization Act earlier this year. Examples of changes in the new rules include:

**Employee Notice** – The new regulation requires employees to follow the employer's usual and customary call-in procedures for reporting an absence, absent unusual circumstances.

**Medical Certification Process** – The final rule recognizes the applicability of the Health Insurance Portability and Accountability Act privacy rule to communication between employers and employees' health care providers. The new rule specifically allows HR professionals to contact an employee's health care provider for the sole purpose of clarifying a medical certification.

**Employer Notice Requirement** – The final rule extends the time for employers to provide various notices under the Act from two business days to five business days.

Our state senators and representatives go back to Jefferson City on January 7<sup>th</sup> and Governor-elect Jay Nixon is inaugurated on January 12<sup>th</sup>. A few issues we hope to see addressed in 2009 include:

Overturing court decisions which allow individual supervisors and HR managers to be sued.

Overturing a Supreme Court decision that allows jury trials to proceed in employment discrimination lawsuits based on a lower evidentiary standard of "contributing factor" rather than the previous standard of "motivating factor."

Multiple changes in the Workers' Compensation Second Injury Fund including limiting the number of permanent total disability claims to one and terminating benefits if the worker becomes gainfully employed.

These items should keep the Governmental Affairs Committee busy for the foreseeable future. We invite other SAHRA members to join our committee and help us keep our SAHRA membership informed and up to date as changes occur.

## Interested in Joining SAHRA?

**I**nterested in joining SAHRA or know someone who is? Contact Parker McKenna at [pmckenna@spsmail.org](mailto:pmckenna@spsmail.org) for membership information.

## Diversity Corner

Don't forget to attend the Unite Multicultural Festival on Martin Luther King, Jr day. Festivities will be held at Juanita K. Hammons Hall at the corner of Cherry Street and JQ Hammons Parkway from 1:00-5:00pm on Monday, January 19, 2009. The event is open to the public and admission is free. Mark it on your calendar and celebrate culture in the Ozarks!

Watch for more information regarding diversity every month! For more information contact Tina Moore, 2009 Diversity Chair, at [tmoore@drury.edu](mailto:tmoore@drury.edu).

## Upcoming Events!

SAHRA Meeting  
February 19th, 2009  
11:30-1:00  
Bass Pro

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SAHRA Meeting  
March 19th, 2009  
11:30—1:00  
Tower Club

## Invitation From SHRM-KC

**SHRM-KC** is hosting national speaker, Kimberly Alyn on Wednesday, January 28, 2009 for a luncheon program and two-hour seminar to follow. The program is outlined below. If you or any of your chapter members are interested in this opportunity to see Kimberly, you are welcome to attend at the SHRM-KC member rate. The program has been submitted to HR Certification Institute for 1.0 and 2.0 hours respectively. Kimberly was a speaker at the 2008 SHRM National Conference in Chicago and at the 2008 SHRM Leadership Conference. I was able to participate in her session at the Leadership Conference and she was awesome! Registration is now open at [www.hrma-kc.org](http://www.hrma-kc.org).

## Moving?

Be sure to let us know where to forward your SAHRA information, including HR Horizons. E-mail Parker McKenna; [pmckenna@spsmail.org](mailto:pmckenna@spsmail.org) and Kelli Fleck; [humanresources@brownderby.com](mailto:humanresources@brownderby.com). If you have changed jobs, we will send you a form to return that will help us determine your eligibility for membership. We ask that you also update your membership with a new job description. Thanks for your cooperation!



## Write an Article!

SAHRA Members are invited to submit articles that would be of interest to other professionals. The deadline is the 20th of each month for the next month's issue. Articles may be submitted for publication to Julie Cummings at:

[jcumings@metronationalbank.com](mailto:jcumings@metronationalbank.com).

**SPRINGFIELD AREA HUMAN RESOURCES ASSOCIATION (SAHRA)  
SUMMIT AWARD SELF-AUDIT FORM  
YEAR: 2008**

**INSTRUCTIONS:** Members wishing to receive this recognition must submit a completed self-audited form to the SAHRA Secretary no later than January 31<sup>st</sup> of each year for the preceding 12 months. *(60 points minimum required)*

**SAHRA Member Name:** \_\_\_\_\_

**SAHRA Member Signature:** \_\_\_\_\_

Activity/Qualification	Max Points Allowed	Points Earned	SAHRA Use Only
Achieved or maintained PHR/SPHR certification	10		
Served as committee chairperson or officer	10		
Participated in a committee work session or volunteered at a committee sponsored activity (ex – career fair / clothing drive donation / diversity fair / new member luncheon / SAHRA sponsored booth / mock interview / workforce readiness partnership event) – <i>(3 pts per session/activity – max of 36 pts per year)</i>	36		
Attended monthly SAHRA meeting <i>(2 pts per meeting)</i>	22		
Brought guest to monthly SAHRA meeting <i>(1 pt per guest, per meeting)</i>	unlimited		
Served as program speaker at monthly SAHRA meeting	10		
Referred a new member to SAHRA <i>(2 pts per approved &amp; dues paying member – please list the names of the new members)</i>	unlimited		
Completed or participated in the completion of the annual SAHRA/AIM Wage/Salary Survey for your company	5		
Wrote an article that was published in the SAHRA newsletter <i>(2 pts per published article)</i>	22		
Nominated an organization for the SAHRA Diversity Award <i>(2 pts per company nominated)</i>	unlimited		
Wrote a legislative letter to a state or federal representative regarding current HR related legislation <i>(1 pt per month in which 1 or more letters/e-mails were sent through HR Voice or through personal submission – max of 12 pts per year)</i>	12		
Participated in a MSU SHRM Student Chapter activity (ex – chapter meeting / special event) <i>(2 pts per event)</i>	unlimited		
Served as a mentor to a HR student from the MSU SHRM Student Chapter <i>(5 pts per student per semester)</i>	unlimited		
Served as a guest speaker in an outside organization regarding a Human Resources issue/topic <i>(2 pts per event)</i>	unlimited		
Served on a state or national level SHRM board or committee <i>(5 pts per position)</i>	unlimited		
Joined or maintained SHRM membership	5		
Made a donation to the SHRM foundation	2		
<b>TOTAL POINTS:</b>			

**Mail To:**  
Springfield Area Human Resources Association  
Attn: Kelli Fleck, Secretary  
PO Box 4252  
Springfield, MO 65808-4252

**Or Fax To:**  
Kelli Fleck – 417.881.8075