



Southeast South Dakota SHRM

HR HAPPENINGS

March 2017



Upcoming Events:

March

Spring Conference

April

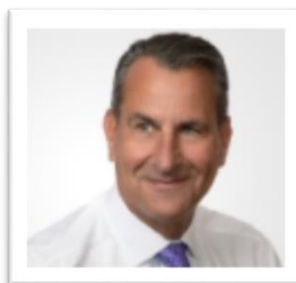
DOL Apprenticeship / Internship programs

May

To Be Announced

Click here for more Information!

"Labor and Employment Law Update: A New Sheriff is in Town"



Southeast South Dakota SHRM Chapter is excited to announce that Tim Loudon, Principal Attorney, and Catherine Cano, Associate Attorney with nationally recognized powerhouse labor and employment law firm, Jackson Lewis, PC will be our presenters for the Spring Conference on Tuesday, March 14, at Minerva's Bar and Grill!

Tim and Catherine will provide an update of the latest and emerging labor and employment law issues. Their topics will cover:

- **Accommodating Mental Health Conditions in the Workplace:** An analysis of the EEOC's new resource document and practical guidance on how to manage this challenging aspect of ADA compliance.
- **An Ounce of Prevention Is Worth a Pound of Cure:** Address practical strategies and "best practices" to help keep you out of the courtroom.

- **The Ever-Evolving Concept of Workplace Harassment:** An analysis of the current state of workplace harassment law, and practical guidance on how best to prevent and address harassment in the workplace.
- **90 Days In: A Recap of Changes under the Trump Administration:** Review relevant executive orders, the status of select regulations that were introduced by the Obama administration, and what we know about Trump's nominees for government leadership.
- **National Origin Discrimination Update:** Outline recent EEOC guidance on national origin discrimination and highlight differences between earlier guidance.

This year our Spring Conference will run from 11:00 am -2:00 pm, lunch will be served. There is no cost to attend the spring conference for SESD Chapter members. Pay at the door, price will be \$10.00 per meal. If you RSVP that you will attend and then do not attend, you will still be required to pay your portion for your meal.

The public is welcome to attend, so please encourage your leaders and co-worker to attend for a very affordable fee of \$25.

Visit sesd.shrm.org for times, fees, and registration information.



Drew Christensen:
Vermeer Manufacturing

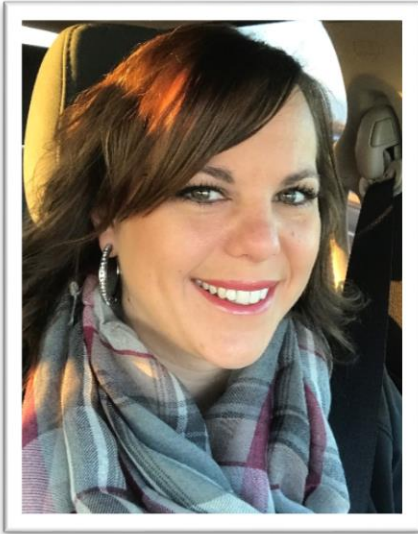
Katie Dollerschell:
First Dakota National Bank

Cassandra Haas:
First Dakota National Bank

Christopher Hahn:
Menno-Olivet Care Center

Jana Lane:
Yankton School District

Laura Schmidt:
Applied Engineering



Member Spotlight: Angie Bowen, HR Representative, L&M Radiator, Inc.

Tell us something about yourself that would surprise people. Diane Dickes, the owner of Diane's Greenhouse in Fordyce is my mom and I was raised on the farm where the greenhouse is located. The photos of the grandkids in her yearly book are my kids.

It's the weekend...what are your plans for relaxation and fun? I am pursuing my degree in Human Resources from Bellevue University and I will graduate in August, so most weekends include homework. My husband and I have 2 young boys and a tween girl and they keep us very busy

chasing and cleaning after them.

Tell us about a favorite family tradition. Every Christmas my husband and I trade off and purchase a Christmas ornament that symbolizes something that happened to our family that year. It is fun to see all of the ornaments we have accrued and see what we have accomplished as a family.

What outside activities or recreation do you enjoy? We love to camp, most weekends from spring to fall we are camping. Our favorite campground is in Pickstown, SD. Our kids love fishing from the steps that are by the campsites.

Interesting in earning your SHRM-CP or SHRM-SCP certification?

A SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field—and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills.

The SESD SHRM Chapter is starting a SHRM CP / SCP study group this spring. Please contact Rachael White (Rachael.White@usd.edu) if you are interested in joining by **March 15th**.

For more information about SHRM Certification visit:

<https://www.shrm.org/certification/about/pages/default.aspx>



You Want To Go, Now Convince Your Boss

As an HR professional, you're likely very well aware of how much of a game-changer the SHRM Annual Conference & Exposition really is. SHRM does its best to ensure that your experience is educational and engaging, so that when you leave you're both informed, inspired, and equipped with practical, ready-to-implement solutions to solve your organizations greatest challenges.

But, for any of this to be possible, you first need to convince your boss that it's worth it. If you're looking for help with that message, see below:

Step 1: Review and Map out Your Session Planner

What are your organizations greatest HR challenges? Engagement? Talent Acquisition and Retention? Use those challenges as your guide when selecting from the 200+ sessions.

Now think like a marketer. Reiterate your top challenges to your boss and position SHRM's Annual Conference & Exposition and the sessions you've planned out, as the roadmap to effectively navigate those challenges.

Step 2: Stress the Value of Investing in Your Education

More than most professions, HR evolves at an almost unmanageable pace. Professional development opportunities to learn and interpret new trends and complicated legislation, like the newly released FLSA overtime regulations, are essential to remain current and compliant.

Step 3: Find Your Solution Providers

With over 600 vendors exhibiting, there is no bigger or better place to find HR solutions.

Whether you're in the market for a new ATS, rewards programs, wellness strategies or beyond, the SHRM Exposition allows you to connect, learn more, and competitively price out all potential business partners to meet your existing and/or future needs.

Step 4: Complete the Request Letter

If your boss prefers a written request, SHRM took the liberty of getting that started for you too. **2017 SHRM Letter Template.** Tweak and customize as you see fit, but you'll find this to be a great head start.

Step 5: Bring it All Home

You'll leave #SHRM17 empowered, energized, and informed. Commit to a post-conference briefing for staff so that best practices and tactics can be shared. Implement those ready-to-use strategies and tools you acquired and #SHRM17. Solidify your reputation as an HR Rockstar.

[Register Now!](#)

Member Spotlight: Tracy Huff, HR Generalist , Sapa Extrusions

Tell us something about yourself that would surprise people. I like wearing costumes or holiday suits near the holidays. This is not necessarily a surprise to many, however, the reaction is fun to see.

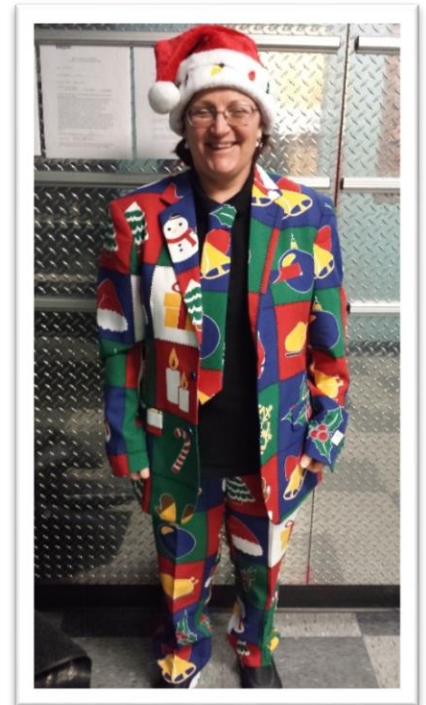
What is your most prized possession? My family

Favorite TV show? Modern Family

What is the #1 thing you carry with you at all times? Cell phone. With young adults it's pretty essential.

What is your favorite smell? Coffee

Tell us about a favorite family tradition. My family and I enjoy staying in the Old Market area during Thanksgiving in Omaha. Each year we also drive around one evening near Christmas to look at lights in our pajamas while eating fast food. This is great bonding time.



Don't forget to renew your chapter membership!

If you haven't already renewed, complete your membership registration on our website: <http://sesd.shrm.org/join-now-0> .

The Southeast South Dakota local membership rates are:

- **National Plus Membership** (\$75.00 annually): Local SESD SHRM membership with meals included. **You must have a National SHRM membership by 2/1/2017.*
- **National Basic Membership** (\$25.00 annually): Local SESD SHRM membership, no meals included. **You must have a National SHRM membership by 2/1/2017.*
- **Plus Membership** (\$125.00 annually): Local SESD SHRM membership with meals included.
- **Basic Membership** (\$50.00 annually): Local SESD SHRM membership, no meals included.

To renew your membership, please complete the on-line form and send your chapter dues to Julie Oien ASAP, or your membership status will become inactive.

If you know anyone who could benefit from a meeting, please encourage them to join!

"Bridging the Gap – Strategic HR for Today and Tomorrow"

May 3 - 5, 2017

Bridging the Gap
2017 State SHRM Conference



The South Dakota SHRM State Council, along with the Central South Dakota SHRM chapter, are delighted to host this year's State SHRM Conference in Pierre, South Dakota.

Registration Fees

Early Rate expires March 31, 2017

Early Rate: \$209 – Cash; \$219 – Credit Card

After March 31: \$249 – Cash; \$259 – Credit Card

[REGISTER NOW](#)

If you are planning on attending and want to meet up with members from our chapter, please contact Lizz Nedved.

SESD SHRM Board Contact

Chapter President - Jennifer Trenhaile MS, CRC

President-Elect - Rachael White

Treasurer - Julie Oien

Secretary - Megan Tjeerdsma

Chapter Membership Director - Julie Dather

Chapter Past President - Lizz Nedved

Visit the chapter website! sesd.shrm.org