

South East South Dakota SHRM HR HAPPENINGS

June 2013



Upcoming Events!

June

- 6/11 "Impact of Domestic Violence on the Workplace" @ Marketplace Café from 11:30-1:00

July

- 7/16 Tour of Business @ Baldwin Filters from 12:00-1:00

August

- No scheduled meeting

September

- 9/10 Board Member Elections

[Click here for more information!](#)

MERGING THE PAST PRESENT AND FUTURE SHRM STATE CONFERENCE



Pictured from left to right Jackie Backer, Jennifer Herrbolt, John Friend (North Dakota State Director) Melanie Brown (Keynote Speaker), Bernie LeCates, Simon T. Bailey (Keynote Speaker), Traci Beeson and Bridget Benson.

Article and Photo submitted by Jackie Backer

A fun and educational time was had by all that attended the South Dakota State SHRM conference in Watertown, SD on May 1-3, 2013. In attendance from our local chapter was Linda Anderson - Gehl Company, Jackie Backer - Baldwin Filters, Traci Beeson - Kolberg-Pioneer, Bridget Benson - Applied Engineering, Jennifer Herrboldt - Truxedo; Bernie LeCates, Vishay Dale Electronics.

The first day provided wonderful group sessions on Employee Handbooks and "How to Create a Passionate Present and a Fearless Future". The evening was spent at the Terry Redlin Art Center where an evening of appetizers, wine sampling and a lot of networking kept everyone entertained. Thursday was an agenda filled with great break-out sessions that provided many tools and tips to do our jobs better. We ended the education day with a fabulous presentation on "Vuja De" by Keynote Simon T. Bailey. It was truly one presentation we will never forget due to his contagious humor and laugh!

The evening networking event was at the beautiful Joy Ranch, northeast of Watertown where we were treated to a wonderful dinner, entertainment and our own bottle of wine to take home that was made by the Watertown SHRM chapter. On Friday, we "inspired our Greatness" by listening to Keynote Melanie Brown and then the conference concluded with an interactive discussion panel with attorneys, Dominic Cecere and Joel Abrahamson. The attorney panel was a popular session at the past few conferences and we were glad to see it return. After all, who doesn't want good legal advice in HR?

If you are ever interested in getting more information about attending a state conference, any of the past attendees would be willing to share their experiences. Attending a state conference is definitely money well spent and is valuable to your profession. You will come back more of an HR professional than before and meet a lot of other professionals that become friends and colleagues for life. Next year's state conference will be held in Sioux Falls on April 30- May 1-2, 2014 and the theme is HR MISSION: POSSIBLE. Our chapter is already gearing up to host the 2015 state SHRM conference and all members are welcome to participate in the preparation of this huge task. If you are interested in volunteering, please contact the 2015 conference co-chairs, Jackie Backer or Rhonda Kocer.

Past Meetings Recap:

March:

Workplace Flexibility: The Next Imperative for Business Success and HR Leadership

In March, the regular monthly meeting was held at The Marketplace Café on Tuesday, March 12, 2013. This breakfast meeting provided a great start to the day, with a delicious breakfast buffet and registration that began at 7:30 a.m. Our chapter had the honor of hosting Nancy Conway, the Field Services Director for the North Central Region of SHRM. She presented a wonderful presentation entitled, Workplace Flexibility: The Next Imperative for Business Success and HR Leadership. In this 1 hour 15 minute presentation, we gained insight on how the issue workplace flexibility is a significant demand of the changing workforce. Workplace flexibility is more than just work schedules. It includes how when, and where work gets done. When implemented properly, workplace flexibility can drive employee engagement, boost productivity, energize retention and have an overall positive impact on profitability. Companies were encouraged to apply for the Sloan Award for Business Excellence for their own efforts in workplace flexibility. For more information, check out the website. <http://familiesandwork.org>.

April:

Secrets to Making Diversity Work

April was an exciting month for the SESD Chapter, as we were pleased to host Kostas Voutsas as the speaker for the annual Spring Conference, Secrets to Making Diversity Work. This year, the conference was held at the Kolberg-Pioneer Training Center on April, 9, 2013. As in past years, the Spring Conference is open to non-members for registration. We had a great turnout with about 45 HR professionals, supervisors and managers from local businesses in attendance. The 3 hour conference began with a breakfast buffet that was catered by JoDean's. The conference was separated into two sessions with a refreshment break that was sponsored by Kolberg-Pioneer. The first session focused on cultural differences that may be encountered while working with employees or overseas customers. The second session concentrated on how generational

differences can impact the workplace. Kostas' ability to deliver information with humor was well received by those in attendance. As door prizes, we were delighted to be able to give away 20 copies of Kostas' book. As an extra bonus, Kostas was available after the conference to autograph the book for the lucky winners.

**May:
FMLA, ADA, and Worker's Compensation**

Legal updates, specifically focusing on FMLA, ADA, and Worker's Compensation were the subject of the May meeting. As always, Tim Loudan from Jackson Lewis, LLC., exceeded our expectations with providing relevant information in how to maintain compliance with the intertwined regulations. Navigating the complex maze can feel like an overwhelming task and it is important to keep up to date with all the changing legislation. Tim was able to share strategies and answer questions on the interplay of these regulations. His very informative presentation included a PowerPoint, handout materials and he welcomed participants' questions at any time during the meeting. The May 14, 2013 meeting was held at Minerva's and featured a delightful build-your-own chicken wrap buffet. As the door prize winner, Deb Sage brought home a nice tote bag with the SHRM logo that also included some SHRM logo notebooks. Our chapter believes it is important to bring legal focused meetings for the benefit of its members. If there is a legal update meeting topic, you would like to see addressed at an upcoming meeting, please contact Traci Beeson at tracibeeson@kolberpioneer.com.

**Save the Date
Attitudes for Excellence
*SESD SHRM Fall Conference***

**October 8, 2013
7:30 – 11:30 a.m.
Robert "Mr. Attitude" Prentice**

Learn how attitude is everything and build your communication skills.

This is a great opportunity for managers and supervisors! Registration is open to the public, so please encourage others from your company to join this great conference.

More detail will be available soon.



**Looking for ideas
for the newsletter!**

**We want to hear
about your
certifications,
promotions,
accomplishments,
conferences
attended, etc.
Submit ideas
[Here!](#)**



Member Spotlight:

Kim Jensen~

Vice President Talent Management at Avera Health

Tell us something about yourself that would surprise people.

I took what started as a onetime floral design class for fun – which resulted in multiple classes and now I am a certified florist.

Books or movies? Favorite?

I love both – but anymore it takes longer for me to read a book as I tend to get dozy and fall asleep and movies can't be too scary or too violent.

Any hidden talents you would like to share?

I can play the piano and use to accompany soloists and other musical groups. I evidently could use more practice because now when I play my dogs start howling.

What is your favorite smell?

This time of year I love the smell of lilacs – I especially enjoy my drive home when they are blooming by the lake.

What did you want to be when you grew up? **A marine biologist.**

Then I decided that me in a wet suit was not a good idea!

Mayo or Miracle Whip?

Mayo

What outside activities or recreation do you enjoy?

Flower gardening– when the deer don't get to them first.

If you weren't in HR what would you be doing? Why?

Teaching Theatre, Speech or English. My involvement in those activities while in high school had a significant impact on my interests and skills today and I enjoy students.

Describe your perfect vacation.

Any vacation that is with my husband and kids! We have a great time together whether it's a trip to the Black Hills or a much greater distance.

What is your most prized possession?

Family

Paper or plastic?

Plastic – because I usually forget to grab my reusable bags from the car when I go into the store.

Stay informed... click to read more:

- **What Are The Signs Of Workplace Violence?**
- **Workplace Bullying: The Problem — and Its Costs — Are Worse Than We Thought**
- **(Almost) Everything We Think About Employee Engagement is Wrong**
- **Have You Heard? Employers Must Notify Employees of Exchange Option**



Member Spotlight :

Odalis "Odie" Tollefson ~

Vision Care Associates

Tell us something about yourself that would surprise people.

I was born in Havana, Cuba and am bilingual in Spanish. People are often surprised because I do not look Hispanic and I do not have a Hispanic accent when I speak English.

Books or movies? Favorite?

Love to read. Lately I've been enjoying biographies. I thoroughly enjoyed reading Tom Brokaw's biography and was surprised by Penny Marshall's recent book. As a new transplant to South Dakota I thought I would learn not only about Mr. Brokaw because I enjoy the caring and compassion he shows when reporting news and interviewing individuals, but I figured I'd get a little local history too.

My husband and I regularly enjoyed plays at a very small local theater owned by Garry Marshall (Penny's brother) so when I saw Penny Marshall's new book, I anticipated it would be a fun read... which it was!

I do have a favorite movie that I never tire of watching... Under the Tuscan Sun. It is a feel good movie. Looking back, I think this movie also helped open my mind to the idea of picking up stakes and moving to a completely new and different area! I have to admit leaving Los Angeles after living most of my life there has definitely been a change. Maybe not as dramatic as moving completely out of the country as in the movie, but still quite dramatic. 😊

Tell us about a favorite family tradition.

My husband and I kiss before every meal we have together whether in private at home or in public at a restaurant. We started doing it about 18 years ago and enjoy that small moment of connection and gratefulness for or time together.

Any hidden talents you would like to share?

I make a mean Guava cheesecake.

What did you want to be when you grew up?

I wanted to be a teacher when I was around 5 or 6 years old. My mom would share stories about me sitting our elderly neighbors down in our home in Cuba and using a small chalkboard to teach them. I wish I could remember what exactly I was teaching!

Hobbies you enjoy?

I enjoy shooting target archery.

Favorite TV show?

The Ellen DeGeneres Show is my favorite show. She's positive, uplifting and always looking for ways to help others and make them smile.

What do you keep in the trunk of your car?

It's no longer an earthquake kit!! I now have an ice scraper and an emergency kit with a blanket. I also have my Literacy Council English as a second language books there. I am volunteering 4 days a week teaching some local Spanish speakers to speak and read English.

Getting a Master's in HR?

Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship for Graduate Study in HR award is designed to support master's degree students who are either SHRM members or HR professionals who have been certified through the HR Certification Institute. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

We encourage volunteer SHRM leaders and academics to share this information with HR professionals who are applying now to begin studying HR at the master's level in spring or fall of 2013. Anyone who meets the eligibility requirements is encouraged to apply.

The Frequently Asked Questions (FAQs) document, available online at www.shrm.org/meisinger, details the eligibility and submission requirements. The application form is also available online.

Applications are due on Monday, August 19, 2013.

Please note: application packages will not be returned.

Questions? Contact: fellowship@shrm.org



CHICAGO
JUNE 16-19, 2013
SHRM 2013 ANNUAL CONFERENCE & EXPOSITION



Attending the Annual SHRM Conference in Chicago?

[Click here](#) to connect with other SESD SHRM members at the conference!

Lost in Legislation – FMLA Update

Family and Medical Leave Inclusion Act

Since the Family and Medical Leave Act's enactment, in 1993, more than 50 million Americans have taken leave protected by it. But Sen. Richard Durbin, D-Ill., thinks the law's coverage is too narrow, so he reintroduced the Family and Medical Leave Inclusion Act on April 25, 2013.

The bill, S. 846, would amend the FMLA to permit leave to care for a same-sex spouse, domestic partner, parent-in-law, adult child (regardless of whether he or she has a disability), sibling, grandchild or grandparent who has a serious health condition. Rep. Carolyn Maloney, D-N.Y., introduced a companion bill, H.R. 1751, in the House.

Read the rest of the SHRM Online article: Expansion of FMLA to More Relatives Proposed – May 2013
<http://www.shrm.org/LegalIssues/FederalResources/Pages/FMLA-proposed-expansion.aspx>

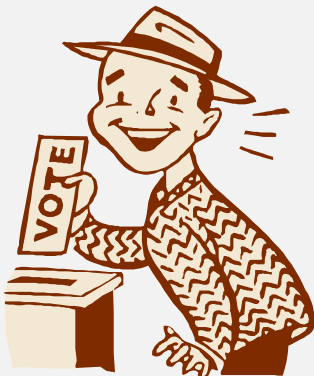
Military Family Leave Act of 2013

New bipartisan legislation would enable parents, children and spouses of military service members to take up to two weeks of leave in connection with the service member's deployment, even if the family members work part-time or for a small employer and are therefore ineligible to take existing military family leave.

Introduced by Rep. Matt Cartwright (D-PA) and cosponsored by 25 others, the Military Family Leave Act of 2013 (H.R. 1333) would entitle eligible employees to take up to two workweeks of leave in any 12-month period if the uniformed service family member: (a) is notified of an impending call or order to active duty in support of a contingency operation; or (b) is deployed in connection with a contingency operation. A "contingency operation" is a military operation that involves or may involve military actions, operations, or hostilities against an opposing military force, or one that results in a call to active duty during a war or national emergency. These provisions would apply to both full and part-time employees in any size company.

Read the rest of the SHRM Online article: Bill Would Entitle More Workers to Leave for Family Member's Deployment
<http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/Military-Family-Leave.aspx>

See your name on the ballot!



September will be here soon, and so will the Board Member elections. Positions of President Elect and Secretary will be open and ready for volunteers to accept a nomination.

Click [here](#) for more information about the positions.

To see your name on the ballot, click [here](#)!

State Conference



Yankton will be hosting the State SHRM conference in 2015 and planning has already begun. Rhonda Kocer and Jackie Backer have volunteered to Co-Chair this event!

As a small chapter, we will need as many volunteers as possible!

[CLICK HERE](#) to help!

Thank you for your time, contribution, and interest in promoting the HR profession and our SHRM chapter! We're going to have a fantastic conference in 2015!

Visit the chapter
website!

sesd.shrm.org



Subscribe to SHRM RSS
Feed



Follow SHRM On Twitter



Like SHRM on Facebook

SESD SHRM Board Contact

Chapter President - **Traci Beeson, PHR**

President-Elect - **Bernie LeCates**

Treasurer - **Linda Anderson, PHR**

Secretary - **Julie Perakslis**

Chapter Membership Dir. - **Lizz Nedved**

Chapter Past President - **Bridget Benson, PHR**

HRCI Certification Chair - **Jackie Backer, PHR**