



Greetings & Happy New Year! From the President

I hope each of you had a great holiday season! It hardly seems possible that we are transitioning into a new calendar year. For many of us, a new year can mean time to set goals and create new project lists both at work and at home. The first quarter of the new year can be a great time to complete an annual HR audit, archive "old" files, and start filling your 2011 calendar. Our 2011 Board of Directors have already been hard at work lining up fantastic speakers for our membership! Below are the upcoming presentation we want you to make sure get into your calendar:

- Wednesday, January 19th, 2011—Ignite Workplace Wellness Presented by Kandy Jamison of Howalt McDowell
 - Meeting will be held at the Brookings Public Library
- Tuesday, February 15, 2011—Legislative Briefing Presented by Jackson & Lewis Law Firm
 - Meeting will be held at the Staurolite
- Wednesday, March 16, 2011—Healthcare Reform Presented by SHRM
 - Location yet to be determined
- Wednesday, April 20, 2011—Workplace Safety Presented by Tom Slattery of SD Safety Council
 - Location yet to be determined
- May 18-20, 200- SDSHRM Conference
 - The conference will take place in Deadwood, SD at The Lodge
 - Please see page 4 for additional information.
- Wednesday, May 24th, 2011—HR Roundtable
 - Location yet to be determined
- Wednesday, June 15, 2011—HR for the non-HR Professional Presented by Roxie Loftness of Availability Employment Services
 - Location yet to be determined

We hope you can join us for many of these upcoming events. If you have additional meeting topics, please feel free to contact me at 605.696.2502 or promsdahl@falconplastics.com.

As a board, we decided to increase our annual membership dues for the 2011 year. This allows us to have funds to bring in speakers, partner with other Brookings organizations, and to be able to continue providing professional member meetings. If members chose to pay for their meeting fees in advance, they are receiving a discount. For any questions on membership, please contact a board member!

I look forward to a great 2011 year!

January 2011

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Job Openings

Have a human resource job opening in your company? Remember you can use the HR posting on the BAHRA website. If you are a member there is not cost.

Contact—
Mesa Price at
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Get to Know Your BAHRA Board Members

Name:

Patty Romsdahl, PHR



BAHRA Position:

President (2011)

For Pay Job:

Payroll & Benefits Coordinator at Falcon Plastics, Inc.

Non Pay Job (s):

Wife to Joe, husband of 5 years
Kindergarten Sunday School Teacher

Years in Human Resources:

6.5—Started as an Human Resource Intern May 2004

Most Rewarding HR Moment:

When I passed my Professional in Human Resource (PHR) certification exam in May 2009.

Favorite Food:

Tie between pizza & gourmet licorice

Fun Fact:

I have traveled to Europe twice!

Name:

Name:

Jamie Brutty



BAHRA Position:

President Elect 2011

For Pay Job:

Human Resource Manager for Counterpart, Inc.

Non Pay Job(s):

Proud Aunt to 2 beautiful nieces and a handsome nephew.

Years in Human Resources:

Soon to be 3 years. I started at Counterpart, Inc. in March 2008.

Most Rewarding HR Moment:

I would have to say that for me it is working with employees and building a solid working relationship with them.

Favorite Food:

My favorite food is my mom's homemade stuff that I only get at Thanksgiving and Christmas.

Fun Fact:

I LOVE anything Tweety Bird!

Did you Know?

Did you know that becoming a member of SHRM allows you to access a number of free webcasts? The 2011 webcast titles have yet to be posted but check out some of archived FREE webcasts from 2010:

- HR Innovation: Take the Lead
- Great Outcomes from Exit Interviews
- How Much is Absenteeism Costing You?
- What Web 2.0 and Social Media Mean for HR





Check out BAHRA on facebook and make sure you suggest it to your friends! We will post information about upcoming meetings and events in the area that may be of interest to you. It's also a great way for you to network with other BAHRA members and people from the community.

Remember if you have questions for the BAHRA group to visit www.bahra.us and post your question on the members only discussion board.

Labor Department Updates Regulatory Agenda

By SHRM Online Staff

The U.S. Department of Labor has posted its semiannual agenda and will host a series of online chats in January 2011 to answer questions about upcoming regulatory changes.

At www.dol.gov/regulations, visitors can watch a video message from Labor Secretary Hilda Solis and testimony from government officials, employers and employees, veterans, and nurses addressing the proposed regulations. Featured regulations, and responsible Labor agency include:

- Injury and Illness Prevention Program (Occupational Safety and Health Administration) - OSHA is developing rulemaking that would require employers to implement Injury and Illness Prevention Programs.
- Infectious Diseases (OSHA)- OSHA has developed a request for information on infectious diseases to better assess the extent of the problem and to better understand ways to protect health care workers from infectious diseases.
- Construction Contractor affirmative Action Requirements (Office of Federal Contract Compliance Programs) - Government contractors and subcontractors must comply with laws and regulations that ban discrimination and establish

affirmative action requirements to ensure equal employment opportunity.

- Right to Know (Wage and Hour Division) - The Labor Department is considering a proposed rule requiring covered employers to notify workers of their rights under the Fair Labor Standards Act and to provide information regarding hours worked and wage computation.
- Amendment to Claims Procedure Regulation (Employee Benefits Security Administration)-EBSA plans to update and clarify the claims procedure requirements to enhance retirement and health benefit security and to protect workers' rights and benefits.
- Improved Fee Disclosure for Welfare Plans (EBSA) - EBSA plans to enhance retirement security and bring transparency to service provider arrangements with group health and other welfare benefit plans by ensuring the plan fiduciaries have the comprehensive information they need to assess the reasonableness of the compensation being paid for plan services, as well as to assess potential conflicts of interest on the part of plan ser-

vice providers.

- Interpretation of the "Advice" Exemption of Section 203© of the Labor-Management Reporting and Disclosure Act (Office of Labor-Management Standards) - OLMS plans to publish a notice of proposed rulemaking to narrow the application of the "advice exception" in section 203© of the Labor-Management Reporting and Disclosure Act.
- Application of the Fair Labor Standards Act to Domestic Service (Wage and Hour Division) - This notice of proposed rulemaking concerning workers who provide companionship services will support the secretary of labor's goals of securing minimum wages and overtime.
- H-2B (Employment & Training Administration) - The Labor Department believes that there are insufficient worker protections in the current attestation-based labor certification model. The proposed rule will address the issue of U.S. Worker access to the jobs for which employers see H-2B workers through a re-engineered program design that focuses on enhanced U.S. worker recruitment and strengthened worker protections.

Meet me at the lodge The Lodge at Deadwood for the South Dakota Society for Human Resource Management State Conference

May 18-20, 2011



Take the gamble and join us for *HR... A Business's Trump Card*, where you will learn how to be that key resource, winning edge, ace-in-the-hole, for your business. Obtain the advantage personally and professionally by attending this conference!

Tentative topics include:

- Building Alliances
- Profiling
- Situational Leadership
- Legislative
- Social Media
- More to Come!



Hosted by the Black Hills Chapter of the Society for Human Resource Management.

For More Information Contact:

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