

BAHRA

Brookings Area Human Resource Association



April 2011

Issue 4, Volume 1

From the President

Happy Spring!

I know I am personally very happy to write, "happy spring"! Our thoughts excitedly turn to warmer weather, outdoor activities and looking ahead to the summer months!

I want to reflect for a moment on the 2010 year and share some information with the members. The BAHRA Chapter remains committed to our affiliation to Society of Human Resource Management (SHRM). As part of that commitment, we submitted our year-end report to SHRM in January. SHRM had created new award guidelines beginning with the 2010 calendar year. They restructured the award levels and requirements to reach those levels for the chapter and state councils.

Although our chapter completed many initiatives in support of the HR profession at the local level, we did not qualify for an award for 2010. Our Board of Directors have set some great goals for 2011 and hope to qualify for an award at the end of the year! If you have any questions about this, please feel free to contact me!

To further support the HR profession, we are happy to promote two upcoming conference opportunities. The South Dakota Society for Human Resource Management (SDSHRM) will host its annual conference in Deadwood, SD on May 18, 19, and 20th. Carpooling opportunities will be available for our members! SHRM is hosting their annual conference in Las Vegas, NE on June 26, 27, 28, and 29th. Online information is available for the SHRM conference at <http://annual/shrm/org>

We are excited to include some additional information starting this spring newsletter! We received great feedback during our Membership survey in February. We have included those results for the entire membership to view. We are using these results to schedule future meetings, plan for our Certification Prep course and to understand the needs of our membership.

Look for the latest installment of "Meeting the Board" and our updated calendar of events.



- Patty Romsdahl, PHR
BAHRA Board President

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BAHRA Member Only Benefits:

In return for your investment to BAHRA, we would like to offer the following resources to you:

- SHRM Foundation DVD-Once the Deal is Done: Making Mergers Work (Featuring Wayne Cascio, Ph.D.)
- 2010 SHRM Learning System

Members are able to "check out" these items as a benefit of their membership. Please contact Patty Romsdahl if interested (contact information located on the last page)

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

brookingshr@gmail.com

Get to Know Your BAHRA Board Members

Name:

Mesa Price

BAHRA Position:

Director of Technology

For Pay Job:

Human Resources Manager at Sterling Technology, Inc.

Non Pay Job (s):

Wife to Doyle, husband of 1 year

Mom to Ty, our Mini Doxie

Member of the Board of Directors for Advance in Brookings

Years in Human Resources:

7 Years

Most Rewarding HR Moment:

Being hired into an HR Manager position at the age of 24.

Favorite Food:

Cheese Quesadillas

Fun Fact:

My husband and I had a destination wedding in the Dominican Republic



Name:

Katie Krogman

BAHRA Position:

Director of Public Relations

For Pay Job:

Administrative Coordinator at Brookings County

Non Pay Job(s):

Wife of Travis Krogman

We are expecting our first child this October

Years in Human Resources:

1 Year

Most Rewarding HR Moment:

I really enjoy the opportunity to work with the Department Heads and assist them in the hiring process and meeting people from the public.

Favorite Food:

My favorite food is anything from Hu Hot!

Fun Fact:

We bought our first home in Volga this past October and have been busy remodeling and making the home our own. We love it!



Survey Results

- 7 out of 32 individuals said they would be interested in HR Prep Course
- # 1 meeting topic requested—Eliminating Drama in the Workplace (17 out of 32)
 - # 2 Life & Work Balance (12 out of 32)
 - # 2 Solutions to Communication and Leadership (12 out of 32 tied with Life & Work Balance)
 - #3 Stress Management (11 out of 32)
 - # 4 EEOC Update (10 out of 32)
 - # 5 Creating Bulletproof Documentation (9 out of 32)
 - # 6 Performance Management (8 out of 32)
- We also had a number of great comments and suggestions for topics and ways to make our meetings better.

Thank you so much for taking the time to complete the survey! The feedback will certainly help us plan for the topics you want to learn about!

Presenter Spotlight

HR for the Non-HR Professional

Presented by Roxie Loftesness with Availability Employment Services

June 15th, 2011

Roxie Loftesness is owner and President of Availability Employment Services / AbilityBuilders a full service staffing, human resources and marketing services company with offices in Sioux Falls and Brookings South Dakota. Availability Employment Services is a Sioux Falls company that celebrates 45 years in business and has been awarded the #1 position as the Local Best in Employment and Staffing for 6 years in a row.

Roxie holds a degree in Organizational Behavior and Management, w/emphasis in Human Resource Management and has spent the last 26 years working in the field of Human Resources and Management; the last 17 years as the owner of Availability Employment Services in Sioux Falls and of course celebrating 7 years in Brookings! Prior to Availability Employment Services she was the Human Resource Director for Sunshine Food Markets. The team at Availability Employment Services are degreed professionals with many years of experience in the recruitment, staffing, marketing and sales industries.

Roxie's areas of expertise include Human Resource Management, Organizational planning, Executive Recruitment & Staffing, Career Planning, Outplacement Counseling, Executive Coaching, Business Management, and Sales and Marketing and training.

She has a broad range of consulting experiences in a variety of industries including healthcare, banking, retail, manufacturing and non-profit.

We are excited to have Roxie present at our June Membership meeting. To register, please go to our website www.bahra.us.

Legislative Updates

- SD lawmakers overrode Gov. Dennis Daugaard's veto on a measure that would limit the co-payments insurance companies charge for visits to a chiropractor. The law, which takes effect July 1, prevents insurance companies from offering policies that charge higher co-payments for visits to chiropractors than for visits to primary care physicians.
- The Patient Protection and Affordable Care Act signed into law on March, 23, 2010 contained a provision that requires employers to provide accommodations to nursing mothers to allow them express breast milk at work. This mandate is effective immediately.
 - The new law states that an employers shall provide "a reasonable break time for an employees to express breast milk for her nursing child for 1 year after the child's birth"
 - A reasonable break time must be grant to a breastfeeding employee "each time such employee has a need to express the milk." the frequency of breaks, as well as the duration of each break will vary.
 - The employer must provide a place "shielded from view and free from intrusion from coworkers and the public" to express milk. A bathroom is not an acceptable place. If the space provided is not dedicated solely to the mother's use, it must be available when needed by the mother.
 - The law does not require an employer to compensate an employee during break time. However, if an employer usually compensates an employee for break time, the employer must continue to compensate the break time where the employee uses the time to express milk. In addition, the employee must be completely relieved from duty or the time must be compensated under the FLSA's general work time requirement.

and the winners are.....

- Elena McKeown from Mills Property Management won the SDSHRM Conference Registration—\$199 Value! Congrats Elena!



- Gail Bunker from Dakota Mobile Hydraulics won the Membership Survey Drawing of \$25.00! Congrats Gail!

2011 South Dakota Workers' Compensation Summit

May 18 & 19th, 2011

Best Western Ramkota Hotel—Sioux Falls, SD

The SD Workers' Compensation Summit is a two-day educational summit structured to allow the exchange of ideas among professionals working in, or affected by, the workers' compensation industry. Participants will include case managers, claims examiners, insurance agents, safety and human resource professional, employers, physicians and mother medical providers.

To learn more or to register for this event please visit www.workcompsd.com.

SD SHRM Conference

May 18-20th, 2011

The Lodge—Deadwood, SD



If you are interested in attending the SD SHRM Conference and would be interested in carpooling with someone from the area please email brookingsshr@gmail.com and we will do our best to try to get you connected with someone to carpool with.

Businesses Should Beware of Poster Scams

Pierre, SD—The South Dakota Dept. of Labor and Regulation (DLR) has labor law compliance posters available at no charge for any local DLR office. This poster includes the six federal posting requirements. Various federal agencies such as the U.S. Labor Dept., OSHA and EEOC have posting requirements.

Business should beware of companies soliciting unsuspecting individuals and attempting to sell compliance posters. They often use scare tactics about potential fines and penalties. The company's solicitations use an official-looking seal to create the impression the advertisement is actually an official communication from a government entity. Victims of poster scams should contact the Consumer Protection Unit at 1-800-300-1986 with information or to file a complaint.

There are two state posting requirements. The Division of Unemployment Insurance requires a posting, which can be downloaded from www.sdjobs.org. State workers' compensation law also requires a posting encouraging workplace safety; there is no required format.



Upcoming BAHRA Board Meetings and Important Dates

- April 20th– “Workplace Safety & Program Documentation” presented by Tom Slattery
- May 18-20th– State SHRM Conference located at The Lodge in Deadwood
 - Visit www.sd-shrm.org for registration and agenda information
- May 25th– BAHRA HR Roundtable–Discussing hot topics that affect all of us in HR
 - Meeting will take place at the Pizza Ranch from 12:00-1:00
- June 15th– “HR for the Non-HR Professional” presented by Roxie Loftesness with Availability Employment Services
- July 20th– “Eliminating Drama in the Workplace” presented by Don McCoy with Avera EAP
- August 17th– 1/2 day session on the Solution to Communication and Leader and Conflict Management presented by Kostas Voutsas



Don't forget to check us out on Facebook!

- Find us by searching for Brookings Area Human Resource Association.



2011 BAHRA Board Members

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