



October 2022 NOARK NEWS

NOARK President's Message

Greetings NOARK,
Happy fourth quarter! For many in the HR profession, the fourth quarter brings a flurry of activity – open enrollment, performance evaluations, employee surveys, budget projections, year-end celebrations and our Arkansas SHRM Conference & Expo! I hope we will see you all in Hot Springs this month for a terrific conference filled with learning opportunities, fun social events and great networking!

As we look forward to our conference and a joyous fall season, your support is needed and I hope you will consider helping our colleagues in Florida. We've all seen the news coverage of Hurricane Ian - which is being called one of the worst hurricanes in history - and we can see the extent of the damage across so many Florida communities. Heartbreaking stories are pouring in about the storm's impact on organizations and families in the state. Many are reporting damage to - or loss of - their businesses, homes, cars, and other personal belongings. The days ahead will be challenging. Human resource professionals will be working under challenging conditions to serve their organizations, employees and the greater community. Please consider supporting their rescue efforts.

As we round the corner to November, the 2022 US midterm elections will be held on Tuesday, November 8, 2022. During this midterm election year, all 435 seats in the House of Representatives and 35 of the 100 seats in the Senate will be contested. Politics can be divisive in our work environments (and families!) but the act of practicing our right to vote should be celebrated and encouraged. Get out the vote!

Voting is also ahead for our 2023 NOARK Board! A nominating committee is being formed and a slate of Officers and Committee Chairs will be presented at the November membership meeting. If you have an interest in an Officer or Committee Chair position, please contact me directly.

Warm Regards,
Cindy Ruffing
NOARK President



NOARK Membership Meeting: November 10th Employee Engagement – The Ultimate ROI

Employee Engagement can feel like a mythical creature that is constantly changing. Why are some employees great while others make us pull our hair out? Why do great employees fail when we promote them? The fact is that people are messy, but when we understand our teams at the core level and the role they serve in, we can create a highly engaged workforce that gives us a greater ROI with far less headaches. In this training you will learn how to grow employee engagement through honoring, lifting, and optimizing your people, reduce employee turnover by getting the right people in the right seats and objectively hiring Top Performers.

About the Speaker | Rod Tillery - Executive Advisor with Exos Advisors
Rod has over 25 years of experience leading and training teams to perform at the highest levels. Rod has worked with everything from small companies to Fortune 500 companies to cause business growth through honoring, lifting, and optimizing people. Likewise, Rod is an excellent trainer and keynote speaker. He is an expert in team development and cultivating thriving cultures. As a certified practitioner of the Core Values Index™, Rod helps organizations increase employee engagement, grow their cultural health and guarantee that they hire top performers every time. Rod and his wife Kate make their home in Northwest Arkansas with their four amazing children. He loves to explore the outdoors, go camping, travel, make people laugh and smoke lots of meat.



Legislative Affairs Regulatory Update
by
Russell Holt, Chair, Legislative Affairs

On June 21, the Biden administration released the anticipated Spring 2022 Unified Agenda of Regulatory and Deregulatory Actions (Regulatory Agenda). According to the Regulatory Agenda, the Department of Labor (DOL) 's Wage and Hour Division (WHD) is now planning to release a Notice of Proposed Rulemaking (NPRM) to address changes to the Fair Labor Standards Act (FLSA) 's overtime pay requirements in **October 2022**.

The new rule is found in Part 541 and is titled *Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Computer, and Outside Sales Employees*
[CFR-2019-title29-vol3-part541.pdf \(govinfo.gov\)](#)

It's October, and we are waiting for the other shoe to drop when the DOL finally releases the NPRM. However, with the current inflationary concerns and staffing issues, the proposal might be delayed.

The public will be able to communicate with the DOL during the commenting period. With that in mind, NOARK's Legislative Committee intends to put out guidance on how to engage in the comment process if an NPRM is released, which is another way for us to be involved in the rules that affect our profession. Although the DOL will almost certainly grant employers several months of lead-up time before implementing the new threshold, understanding the potential impact of a dramatic increase now will help Human Resources Managers be better prepared to adjust in the future. Therefore, we should carefully review all pay practices, exemptions from overtime, and potential FLSA liability to help us prepare for these changes.

Comparing the current DOL rule to potential changes

<https://www.zenefits.com/workest/new-dol-proposed-overtime-rule-expected-in-october-2022>

If anyone has questions or is interested in being involved with NOARK's Legislative Affairs Committee, please contact Russell Holt, Committee Chair, at r.holt@superlinen.com.

SAVE THE DATE
NOARK Supervisor's Conference
Date: November 10, 2022
Location: AR BCBS-Springdale NWA Corporate Center
Time: 8:30am-4:30pm

Register Today!

We are seeking volunteers to serve on the Arkansas SHRM State Council as well as committees including our website redesign consulting committee, 2023 State Conference committee, and a volunteer for the 2023 ELLA committee with marketing/PR and graphic design experience. Please email cathleensphr@gmail.com and/or communications@arshrm.com for info.



Are you interested in getting your SHRM certification, but you need help studying for it?

The University of Arkansas offers the SHRM Learning System for SHRM-CP/SHRM SCP. This is a 15-week learning program. You can attend on campus or online (live stream or playback). This course helps ensure you're prepared for your certification exam with their prep course, which utilizes both the SHRM Learning System for SHRM-CP/SHRM-SCP® (the official and most comprehensive, flexible, and effective SHRM certification prep tool) and expert instruction so you will learn faster, retain more knowledge, and stay on track for success on the exam.

The University of Arkansas has agreed to give NOARK members a 10% discount. To receive the discount please contact:
Erin Dickey, M. ED
Workforce Development Coordinator
1-855-402-3300
emorgan@uark.edu

The spring course will begin in February, feel free to start registering for the course now. Additionally, the U of A Reimagine Arkansas Workforce Project allows qualifying applicants to take the SHRM Learning System course at no cost to them. Folks can learn more and apply online!

HR Professionals...The NOARK Vendor Directory is a listing of vendors by category that serves as a convenient resource for Human Resource Professionals to refer to throughout the year to assist them in making purchasing decisions. Accessible 24/7 at the NOARK website www.noark.org.

Vendors...The NOARK Vendor Directory listings include your company logo, name, contact information, a website link and a short paragraph (less than 200 words) describing your company's services. You have the option to subscribe to be listed in one or more categories and your listing will appear within 48 hours. Listings are on an annual basis and you will have the option to renew each year. [Create NOARK Vendor Directory Listing](#)

A yellow rectangular button with the words "Vendor Directory" in a bold, black, sans-serif font.

October Diversity Update

OCTOBER 10th : WORLD MENTAL HEALTH DAY

This day promotes mental health awareness and education. All people have mental health, in the same way they have physical health. Hold a mental health workshop in your office to explore the importance of self-care and mental wellness.



Read More!

October Learning & Networking Opportunities

In an effort to promote our chapters and provide you with continuing education opportunities, here are this month's chapter meetings that you are invited to attend and join.

Not a chapter member? Consider joining your local SHRM chapter for more learning, networking, growth opportunities, and lower registration rate for our state conference. Go [HERE](#) for more info on our chapters or click on the links below.

Western Arkansas HR Association (River Valley Region including Fort Smith, Van Buren, Alma, Greenwood): Unconscious Bias: A Proactive Business Case with Dr. Kim Gordon or UAFS | October 11, 2022 at 11:30 a.m. (Program starts at 12 Noon) | Virtual and In-person at UA Fort Smith in FS Bakery District | Register online [HERE](#).>Membership: Dues: \$75. For info, click [HERE](#).

West Central Arkansas SHRM (Hot Springs, HSV, Malvern, Arkadelphia, Glenwood, Mena, Benton, Virtual): Productivity Style, EI and Motivation: A Winning Combination with Rich Atkins of Improving Communications | October 18 at 11:30 a.m. | Virtual | Register online [HERE](#).>Membership: SHRM Member: Free with Chapter Designation; Other Chapter Designated: \$30; Non-SHRM Member annual dues: \$45. For info, click [HERE](#) or email Membership@WCASHRM.org.

Central Arkansas HR Association (Little Rock Metro, Conway, Pine Bluff): No meeting in October due to State Conference.>Membership: SHRM Member annual dues: \$75; Non-SHRM Member annual dues: \$100. For info, click [HERE](#).

North Central Arkansas SHRM (Searcy, Batesville, Heber Springs): No meeting in October due to State Conference.>Membership: Annual dues: \$155. For info, click [HERE](#) or email [HERE](#).

Northwest Arkansas HR Association (Fayetteville, Bentonville, Rogers, Springdale): No meeting in October due to State Conference.

SHRM + Chapter Membership

IT'S TIME TO TAKE CONTROL
OF YOUR CAREER

INVEST IN YOUR ORGANIZATION,
YOURSELF AND YOUR FUTURE TODAY.

Being a SHRM member + a local chapter member provides you with exclusive benefits you can trust to help promote career growth, build your network and elevate HR within your organization.

MULTI-STATE LAW
COMPARISON TOOL **NEW**

1,000 JOB DESCRIPTION
TEMPLATES **NEW**

HR KNOWLEDGE
ADVISOR ASSISTANCE

NETWORKING
WITH LOCAL HR
PROFESSIONALS*

LOCAL CAREER
ADVANCEMENT
OPPORTUNITIES*

*Local chapter resource

Join your local
chapter + SHRM and
make your network
even stronger.

Join/Renew Your SHRM Membership Today!



JOIN OUR CLIMB

Programs Coming Soon!

The Arkansas SHRM HR Conference and Expo will be October 24-26, 2022 in Hot Springs. Visit our website at [HR2022.org](https://hr2022.org) to register as an attendee, exhibitor or sponsor today!

We're excited to announce some of our nationally recognized keynote speakers and other sessions:

- Think Like an Executive and Build Your HR Brand with Pam Green
- Best Practices & Pitfalls of Diversity with Leslie Coleman
- Effective Terminations & Other Adverse Actions - Attorney Panel
- The Critical Relationship between the CEO & HR - Tad Bohannon and Tatiana Herrington
- The Next Generation of Solutions: Why Employers Should Collaborate with Colleges & Universities with Dr. Roderick Smothers, Sr.
- The Importance of HR to an Organization with Dr. Stephanie Nehus
- Higher & Higher: Getting 110% out of Your Employees by Creating an Outstanding Coaching Culture with James Lopata



Arkansas SHRM 2022
HR CONFERENCE & EXPO - HOT SPRINGS, ARKANSAS

2022 NOARK Compensation and Benefits Survey is available for purchase. Contact Cathleen, NOARK Chap Admin for details at info@noark.org

Survey sponsored by



- Josephine Maguire, CCRS
- Barbara Reser, Amazeum
- Emily Mahar, Steward HealthCare
- Will Corporon, Corporon Insurance & Financial Services
- Makele Ndessokia, Crystal Bridges
- Desiree DaLaLoza, Crystal Bridges
- Melanie Smith, The Stitt Group/Stitt Solar

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- Talent Acquisition Manager-George's

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

Create HR Job Listing

Thank You To Our NOARK Sponsors...We Appreciate You!!!



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479.305.2466

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