

From: NOARK Human Resource Association [mailto:news@noark.org]
Sent: Monday, May 09, 2016 3:03 PM
To: Hoffman, Cathleen <CHoffman@daisy.com>
Subject: NOARK Human Resource Association Newsletter_May_2016



NOARK Human Resource Association Newsletter

May 2016

Issue No. 54

Dear Cathleen,

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to our www.noark.org website where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call 479.305.2466

All the best,

NOARK Human Resources Association
*Advancing the Profession
Serving the Professional*

In This Issue

[President Message](#)
[May NOARK mtg](#)
[Need Re-Certification Hours?](#)
[Women in the Workforce](#)
[Advocacy in Action](#)
[Internship Opportunities](#)
[Salary Survey](#)
[Talent Acquisition...](#)
[Q&A w/ Brad, HRCI](#)
[NOARK Calendar of Events...](#)
[Thank you](#)
[Diversity Spotlight!!!](#)
[Join Club 15 Today!!!](#)
[Ask Dave...](#)
[NOARK Career Center](#)
[Random Tidbits!!!](#)
[Welcome New Members!](#)
[SHRM Membership](#)

Quick Links

Message from 2016 NOARK President--



Greetings!!!

Let me begin by saying the ARSHRM conference was a huge success. I am proud to say a number of NOARK members and officers contributed their time, knowledge, and experience to make that happen. A big thank you to all who made this possible.

There are so many exciting events planned over the next few months! These events and programs are designed to further your knowledge as an HR Professional as well as provide recertification opportunities to satisfy both SHRM and HRCI continuing education requirements. Included in those events are, the May Membership Meeting discussing future changes to the Affordable Care Act; the first of the Recertification Series, Business 101, kicks off following the May meeting; and in June, our Advocacy in Action Program. The June Membership Meeting is an excellent program to invite your senior leadership to attend. We typically hear from our local, state, and federal officials.

We are also in the survey season. Our Wage and Benefits Committee works hard annually to ensure we have an outstanding local wage/ benefit survey. And don't forget, we now have an annual Walmart Vendor Survey. If you would like to participate or purchase a survey, Cathleen Hoffman can tell you how.

Last, again let me say, get involved with a NOARK committee. There are numerous opportunities to participate in an area that interests you. By serving on a committee, you gain experience, receive recertification credits, expand your network, and develop new friendships.

My hope is that you will let your 2016 NOARK board know of how we can provide better service to you as the member. Our contact information is listed on the left side of the NOARK home page.

Looking forward to seeing you soon.

[NOARK Website](#)
[Professional Development](#)

NOARK 2016 BOARD & Committee Chairs

[Patti Barnes, SHRM-SCP, SPHR](#)
President

[Pat Bates, PHR, SHRM-CP](#)
Past President

[Tammie Edrington, PHR, SHRM-CP](#)
President Elect

[Amy Fisher, SHRM-SCP, SPHR](#)
Vice-President

[Erin Poe](#)
Secretary

[Cindy Christopher, SHRM-SCP, SPHR](#)
Treasurer

[Judith Tavano, SHRM-SCP, SPHR](#)
Certification

[Carmen Stanley, PHR, SHRM-CP](#)
College Relations

[Robin Evans, PHR, SHRM-CP](#)
Communications/SHRM Foundation

[David Bugea, SHRM-SCP, SPHR](#)
Diversity

[Sheila Moss, SHRM-SCP, SPHR](#)
Legislative

[Sara Staley, PHR, SHRM-CP](#)
Membership

[Jean Madden](#)
Programs

[OPEN](#)
Public Relations

[Sandy Sullins, SHRM-SCP, SPHR](#)
Wage & Benefits

[Gil Rodriguez](#)
Workforce Readiness

[Jeriad Gumm](#)
Young Professional

[Cathleen Hoffman, SHRM-SCP,](#)

Regards,

Patti Barnes
2016 NOARK President

May 12th NOARK Meeting

SURPRISE! The Affordable Care Act Can Actually Save you and Your Employees Money

The Affordable Care Act was created with the intention of getting more Americans health insurance. This was Primarily done using three mechanisms:

- Creation of Employer and Individual mandates and penalties
- Creation of healthcare exchanges
- Giving the states the ability to expand State Insurance Programs to the working poor by changing age and income requirements (Ages 19-64, 138% FPL)

Most employers have focused on the mandates and some on the use of exchanges. Many have overlooked the use of expanded state insurance programs to both reduce their healthcare costs and more importantly help their employees who need it the most gain broader coverage, reduce their medical costs and increase their take home pay. Thirty states plus Washington D.C. have expanded their state plans creating an opportunity for employees to obtain coverage and medical care at very little cost. Coverage can also include family coverage, dental and vision.

This session will provide you with an understanding of the following:

- New cost saving coverage options available to employers and employees
- Future changes on the horizon in 2016
- Financial model that can be utilized to estimate impact on your organization
- Common hurdles and solutions faced by HR and Benefits department to managing these changes

SPEAKER: Kerstin Nemec, President

SPHR

NOARK Chapter Administrator

Telephone: 479.305.2466
PO Box 1016
Fayetteville, Arkansas 72701

Like us on **Facebook** 

View our profile on **Linked in** 

Follow us on **twitter** 

**Thank you to our
NOARK
Sponsors!!!**



NOARK Website Sponsor

AAMSCO

**Identification
Systems for
People and
Products**



Kerstin Nemeč is a 25 year veteran in the tax, financial/business services and consulting arena. She has served in leadership positions with several top companies in the United States. She began her career with KPMG and rose to be the National Partner-in-Charge of their Credits and Incentives Practice. She also served as a Senior Vice President with GE Consumer Finance and Vice President and National Practice leader with ADP. She specializes in building businesses that focus on developing cost saving solutions for businesses and consumers. She has helped companies save well over \$500 million throughout her career. She has been featured in the WSJ, Financial Times, Bloomberg, and Area Development Magazine.

REGISTER TODAY!!!

Need Re-Certification Hours? Look No Further

Need re-certification hours? Look no further. NOARK is answering the call so many of us have for timely, relevant re-certification training with a series of classes all designed to help you meet professional development requirements and advance in your career. Check it out, and see you there?

All sessions are SHRM/HRCI Approved!!!

Register Today!!!

NOARK Name Badge Sponsor

QualChoice[®]
HEALTH INSURANCE
2016 NOARK Wage & Benefits
Survey Sponsor

**Thank you to our
vendors in the
Vendor
Directory!!!
View the
Vendor Directory
[Here!](#)**



2016 SHRM Employment & Legislative Conference, DC
(Pictured Thomas, Susan, Sheila, Senator Tom Cotton, Jill, Ruth)





Women in the Workforce

2016 CONFERENCE

[Register Today!!!](#)

"Advocacy in Action" June 9th

A Legislative Primer to clarify and demystify the lawmaking process and how to effectively call our legislators to action.

This session will equip attendees with the information they need to understand how laws are passed and how to correctly contact legislators, give input and influence the legislative process.

Learning Objectives:

- Educate attendees on how something goes from being an idea to a bill to a law and the part they play in the process.
- Highlight key dates such as when the legislature is in session and when the Supreme Court is in session and key committees within the legislature that introduce legislation that impacts the HR Industry.
- Equip attendees with strategies they can use to follow the legislative process including key websites for the House and Senate that allow them to monitor legislation that will impact their organization.

[Register Today!!!](#)



2016 SHRM Employment & Legislative Conference, DC
(Pictured Sheila, Congressman Steve Womack, Thomas)



PeopleSource Staffing
ARSHRM16 Exhibitor Booth



Congrats!!! PeopleSource
Staffing ARSHRM16 Exhibitor
Booth

Winners!!! (Pictured Dan, Brent,
Terri, Jeremy, Martha, SHRM)



Please welcome the newest
addition to the NOARK board.



Cindy Christopher, Treasurer.

College Relations Committee: Employers Providing Internships Spotlight

Greetings from the College Relations Committee. This month's featured employer is **Crystal Bridges**. Crystal Bridges has the following internships available. Please follow the link <http://crystalbridges.org/about/careers-internships/> for more information regarding the internships.

- ADULT PROGRAMS INTERN
- CULINARY, FRONT OF HOUSE INTERN
- DEVELOPMENT & MEMBERSHIP INTERN
- EXHIBITION DESIGN INTERN
- GUIDE PROGRAM INTERN
- HORTICULTURE INTERN
- HUMAN RESOURCES INTERN
- RESEARCH & EVALUATION INTERN
- SCHOOL PROGRAMS INTERN
- SPECIAL EVENTS INTERN
- YOUTH & FAMILY PROGRAMS INTERN

The mission of Crystal Bridges Museum of American Art is to welcome all to celebrate the American spirit in a setting that unites the power of art with the beauty of nature. Crystal Bridges takes its name from a nearby natural spring and the bridge construction incorporated in the building, designed by world-renowned architect Moshe Safdie. A series of pavilions nestled around two spring-fed ponds house galleries, meeting and classroom spaces, and a large, glass-enclosed gathering hall. Guest amenities include a restaurant on a glass-enclosed bridge overlooking the ponds, a Museum Store designed by architect Marlon Blackwell, and a library featuring more than 50,000 volumes of art reference material. Sculpture and walking trails link the



Congrats to the 2016 ARSHRM Conference Committee you did a fabulous Job...not pictured (Kimara Preston & Carmen Stanley)



Congrats to the 2016 ARSHRM Chapter Presidents or Representative from that chapter. (NOARK Pres-Elect Tammie Edrington)



Museum's 120-acre park to downtown Bentonville, Arkansas.

If you'd like more information about these internships, please email inquiries to collegerelations@noark.org.

For other employers who would like their internships listed with NOARK please email the information to collegerelations@noark.org.

Thank you,

Carmen Stanley, SHRM-CP, PHR
College Relations Committee Chair

Have you been looking for good benchmarking data for salary and benefits? You need the 2016 NOARK & Walmart Vendor Surveys!

The NOARK survey committee has worked to revise and update the survey template for 2016. The survey is open for participation from April 19th through May 17th, with expected publication in July. The committee is excited to share that the Rogers/Lowell Chamber of Commerce is going to promote the survey to its members and post a link on its site that will allow the members (those outside of NOARK) to access, participate and/or purchase the 2016 survey. If you would like more information on how to participate in and/or purchase the 2016 NOARK survey please contact Sandy at wageandbenefits@noark.org or contact Cathleen, NOARK Chapter Admin at 479.305.2466.

NOARK WAGE & BENEFITS SURVEY Sponsored by...



The Walmart Vendor survey will be kicking off later this summer. The committee is planning to open its survey window for the 2016 edition in August with projected publication in October.

ARSHRM 30th Anniversary-- Celebrating the Past Conference Chairs!!!

Jail and Bail Fundraiser

MOST WANTED

 Chanta Wells CAHRA Bail: \$ 150	 Deanna Harris WCASHRM Bail: \$ 100	 Patricia Barnes NOARK Bail: \$250	 Christeen Waters NAHRA Bail: \$100
 Tonya Elliot NCASHRM Bail: \$ 50	 Shannon Walker WAHRA Bail: \$ 150	 April Biggs NEASHRM Bail: \$150	 Ray Poole SAHRA Bail: \$ 100

As Arkansas SHRM's MOST WANTED, the chapter presidents have been locked up for "scary" behavior". With your help, they may be released on good behavior. Contribute to their bail by donating to the SHRM Foundation via check, cash, or online at www.shrmfoundation.org/donate. Make sure to list ARSHRM in the State Council memo

HR 2016 NIGHTMARE ON HR STREET

Make your donation today! Come see the SHRM Foundation in the main Exhibit Hall.

SHRM Foundation

All proceeds to benefit the SHRM Foundation.

Patti Barnes, NOARK President was ARSHRM's Most Wanted SHRM Foundation "Jail and Bail" ...they couldn't catch her!!!



Tammie Edrington, NOARK Pres-Elect did her time!!!



Workforce Readiness

Challenges with talent acquisition or are you too busy to look up?

What are organizations' greatest human capital challenges for now and the next 10 years?

- Maintaining high levels of employee engagement
- Developing the next generation of organizational leaders
- Maintaining competitive compensation offerings
- Retaining highest-performing employees
- Retaining employees overall
- Finding employees

Curious as to what your fellow HR professionals are saying. SHRM has a research overview on Talent Acquisition published this month.

Summary

HR professionals are undoubtedly in the midst of a challenging period for talent acquisition. Job creation was strong throughout 2014 and 2015, and that growth has encouraged more people to pursue employment opportunities, but their skills frequently do not match the openings that are available. The 55-and-older proportion of the labor force has also grown substantially and allowed HR professionals to retain experienced workers, but members of this demographic are retiring at high rates and creating talent voids in many workplaces. Recent SHRM research has shown that HR professionals are mindful of the myriad difficulties associated with recruitment and retention, and they are using a variety of strategies to attract and keep top talent.

For more info...

<https://goo.gl/A0SttV>

Check it out. My question is how on a local level can your NOARK Workforce Readiness help you, the Human Resource professional?

--Angela Robinson, Workforce Readiness Co-Chair



Questions and Answers with Brad???



My favorite reason to go to the Annual ARSHRM HR Conference & Expo...Networking!!! Lifelong Friends!!!



Everyone...Meet Brad J. Wilson, MSS/HRM, SPHR, GPHR, CPLP, Global Markets Executive for the HR Certification Institute.

Q: How is "global HR experience" defined?

A: Global HR experience is defined as having direct cross-border HR responsibilities for two or more countries or regions. -

You can always get more answers to your questions at www.hrci.org

NOARK Calendar of Events!!!

With the new partnership with the University of Arkansas-Global Campus and the area chambers we have several upcoming sessions with SHRM/HRCI HR Certification Hours.

Check out the [NOARK Calendar of Events](#) for specific dates and times.

Thank you to NOARK Members!!!

Just wanted to take this opportunity to thank all of the ARSHRM16 Sponsors, Exhibitors, Door Prize donators & those of you that were Volunteers that are members of the NOARK Chapter. What an amazing group of companies and individuals!!!

Thank you,
NOARK Board of Directors

Generational Diversity: The More Things Change...

By David Bugea, SHRM-SCP, SPHR

As one who trains new manager and supervisors, and deals with generation diversity issues on a fairly frequent basis, I'll often hear seasoned managers (usually Baby Boomers) say, "Millennials are notorious for [fill in the blank with your favorite undesirable

professional behavior]." At that point, it's usually my cue to gently question the manager, by asking how and why Tyler's or Hannah's behavior is so unique to Millennials.

It may come as a surprise to my fellow Baby Boomers, but back when you were starting in your career, your peers (and perhaps even you) were guilty of committing most - if not all - of the very same behaviors you might find distasteful in Millennials.

Now, before you dismiss that last statement by stating that you've personally seen how millennials are glued to their smart phones, share too freely on social media, and hop from job to job, I'd recommend looking beyond the manner in which technology is used to support the behaviors, and instead focus on the behaviors themselves. To prove this point, let's look at the three behaviors I just mentioned:

- "Millennials are glued to their smart phones." Often when managers discuss the use of smartphones during work time, they fixate on the device itself, versus the need to manage and mentor the employee to develop better work habits. Those of us who were managers before the advent of cell phones can assure you that personal calls were an issue when phones were wired into the wall, and used solely for the purpose of making calls.
- "They share too freely social media." Again, far too many times we focus on where and how the employee communicated (Facebook, Twitter or Snapchat), and ignore the fact that something was said at all. Employee chatter predates the invention of the proverbial water cooler, and persuading high-potential employee to avoid gossip and inflammatory statements can be one of the toughest conversations a manager will ever have (not to mention, fraught with legal implications). It's often easier to blame the problem on the vehicle that carries the message (in this case, social media) and ignore the need to develop the employee's professional skills, or perhaps better yet, investigate the source of the complaint.
- Job hopping - While it's true that Millennials do change jobs (and careers) more often than the average worker, keep in mind that it's natural to be more mobile at the start of one's working years. At this point in the game, not only is there less risk in pursuing jobs with better perceived opportunities, we must also face the fact that

there are simply more job openings for which one is qualified at the start of one's career. Like the previous two behaviors, technology plays a role of making the behavior more efficient: Twenty-five years ago, searching for job openings required a great deal of reading through want ads, phone calls and in-person visits; now, smart notifications allow job openings to automatically come to the candidate's email inbox. The main takeaway from this is that we Baby Boomers were not immune from seeking out better jobs, and probably would have done so more often, if we'd had the same level of information that is available to us today.

The point of all of this is that we, as human resource professionals, must resist being lured into thinking that young workers of today are totally different from the young workers of years ago. By and large, they're far more similar than they are all that different. Due to their age and newly-learned skills, young workers in any era need the help of trusted advisors and mentors to develop professional skills, and yes, maturity. Work-life balance issues have always existed when new workers entered the workforce; perhaps the main difference today is that we have a name for it. And the fact that new workers approach tasks differently is often due to the fact that their skills were more recently learned, and sometimes even more relevant to the resources and technologies that are available today.

When it's all said and done, a little empathy, wisdom and common sense goes a long way to helping us understand that members of the workforce share many of the same motivations, when looking at them at a similar juncture in their careers. The key difference is in the tools and technology that are used to navigate through the journey of professional development. Rather than blame things on an employee's generation - or worse, accept undesirable professional behavior because "that's just how they are" - the determination to manage and mentor talented young individuals is not only commendable, it's essential for the long-term viability of our organizations and our economy. As a characteristically optimistic Baby Boomer, I see great hope in Millennials, and in their successor generation, whether we refer to them as Gen Z, iGen, or some other term.

Join Club 15 Today!!!

Join Club 15 today! Club 15 supports the SHRM Foundation which funds scholarships for future leaders and HR research. You can be part of Club 15 with a one-time \$15.00 donation.

Benefits you receive by being part of Club 15:

- Drawings at monthly meetings for gift cards, free monthly meeting, registration for ARSHRM and SuperCon conferences
- Recognition added to your badge
- Specials and Discounts determined throughout the year

Thanks for joining Club 15 in 2016:

Russ Anzaloni
Carmen Stanley
Sheila Moss
Pat Bates
Patti Barnes
Sandy Sullins
Tammie Edrington
James Harri
David Bugea
Margaret Doyle
Broderick Daniel
Cliff Sandsmark
Cathleen Hoffman
Patricia Flashnick
Dan Parker
Kaleb Allee

Contact [Robin Evans](#) if you are interested in joining Club 15.



**Homeland
Security**

ASK DAVE THE "FORM I-9/E-Verify" EXPERT???



QUESTION: As an employer, may I use a signature stamp to sign Section 2?

ANSWER: No. Both the employer's and the employee's handwritten (or electronic signature, if applicable) signatures are required to complete Form I-9.

For more information on E-Verify, visit www.dhs.gov/E-Verify, or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS

NOARK Career Center

The purpose of NOARK's Career Center is to connect qualified HR professionals with the companies who are looking for them. If you are an HR professional looking for a job in NW Arkansas, you'll find current openings here on the Job Listings page. If you need to fill a vacancy in your HR department, please visit our Post a Job page for more information.

- [Leave Administrator 1--Arvest](#)
- [HR Compliance Coordinator--BHC Insurance](#)
- [Account Manager-Large Group--BHC Insurance](#)

Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- New "HR News" stories posted daily on www.noark.org
- SHRM Members please go to www.shrm.org and make sure that you have designated NOARK as your chapter.
- [NOARK Committees](#) need you...get connected with one today!!!

Welcome Our Newest NOARK Members!!!

- Gina Lewis - City of Springdale
- Rae Plugge - Shopper Events
- Jessica Rogers - University of Arkansas - Human Resources
- Rhonda Albrecht - Harps Food Stores, Inc.
- Carol Martens -
- Tabitha Dutton - Southern New Hampshire University
- Kyle Druding - Kennametal
- Karen Love - University of Arkansas - Division of Agriculture
- Glenda Culpepper (PHR) - Elizabeth Richardson Center-Ticket to Work
- Sarah Fletcher - Wal-Mart Stores, Inc.
- Maria Espinoza - Bella Vista Village POA
- Breanna Mounts - Zweig Group
- Taylor Womack - Gallagher Benefit Services, Inc.



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.

Join or [RENEW SHRM membership now!](#)

Northwest Arkansas Human Resources Association, Inc.

NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.

[Come explore NOARK!](#)

NOARK Human Resource Association, PO Box 1016, Fayetteville, AR 72701

SafeUnsubscribe™ choffman@daisv.com

[Forward email](#) | [Update Profile](#) | [About our service provider](#)
Sent by news@noark.org in collaboration with

Constant Contact 
[Try it free today](#)