

NOVEMBER 2015 NEWSLETTER



ROGUE VALLEY
SHRM



Message from your President

Hello SHRM Rogue Valley Members,

Happy Fall! Thanksgiving is right around the corner. Your RV SHRM Board wishes you and yours the best beginning to a wonderful holiday season, starting with Thanksgiving. Your local RV SHRM has been busy working on the next program and wrapping up things for the 2015 year while planning events for the 2016. I'd like to share some of the amazing things your local SHRM Chapter has been working on:

Top News:

-Remember, November's program on the 18th is a special event. It is a 5 person panel discussion on Workforce Readiness and it includes a breakfast social. Come join the group at 7:30 am, have a bite to eat and hear from your community partners all the benefits available for your company's HR needs. Also, please bring any gently used business clothes for the clothing drive which ends this month.

-Calling all college students! Did you know that all students are able to attend RV SHRM programs for free? This is a great way to get a peek into the business world, not to mention rubbing shoulders with the key hiring HR folks in your community. Please join us at the programs, you'll learn something new and meet great professionals and in November score some eats. Yum!

- Congratulations once again for our members who have received their SHRM Certification this year! Whether you have the HRCI Certification or the SHRM

Certification or both, we're proud to have you affiliated with Rogue Valley SHRM!

-One more thing, there is not a program in December. After November, the next program is in January at the Smullin Center.

Don't forget, if there is anything else you would like to see on the website, or if you have a great program topic, know of an outstanding speaker or even if you have an HR related question, please feel free to contact any of us on the board, we're here to serve you.

Respectfully,

Tanya Haakinson, PHR, SHRM-CP
President, SHRM Rogue Valley Chapter

**RV SHRM Monthly Program
November 18, 2015**

Workforce Readiness: Positioning for 2016

Five local workforce readiness professionals, each with a different perspective, will present in this panel discussion. As a setting for what employers need to know to locate and upskill the best talent for your organization, our panel will share labor force information and success stories from their respective agencies, including OED Workforce Analytics, the ORST Preferred Worker Program, OED Veteran Outreach, the Rogue Workforce Partnership, and a private employer. The panel members will also focus on the unique skillsets, economic, and cultural challenges that face job seekers and employers alike. Attendees will come away with insights and tools for how to look at their current and future talent needs, and how to adapt their current employment practices to those needs to ensure a stable and competent talent pool to meet the strategic needs of business.

Location*: Asante/RMCC Smullin Center, Main Auditorium

*** Change due to panel presentation format.**

Time:

Breakfast/Networking, 7:30 am - 8:00 am

Presentation. 8:00 am - 10:00 am

Cost: \$10 for Members, \$15 for Non-Members, and Free for students and first-time participants

Panel Participants

John Underwood, Moderator

Ainoura Oussenbec, Workforce Analyst, OED

Aurora King, Rogue Workforce Partnership

Brian Nease, Workforce Modification Consultant - ORST Preferred Worker Program

Chuck Hanger, Veteran Representative, OED

Suz Montemayor, Area HR Manager, Barrett Business Services, Inc.

Presentation Outline

1) Current Workforce Picture: Ainoura

- a) Workforce Breakdown
- b) Industry Patterns
- c) Salary/Pay Statistics
- d) Jobs Outlook

2) Workforce Preparation: Aurora

- a) Rogue Workforce Partnership Update
- b) Current Workforce Skill Gap Efforts
 - * Foundation Skills Training
- c) Emerging Workforce: K-12
- d) Existing Workforce Upskill Efforts

3) Preferred Worker Program: Brian

- a) Employer At Injury Programs
- b) Return-to-Work Programs
- c) PWP Placement Success Stories

4) Veteran Placement Programs: Chuck

- a) Targeted Veterans
- b) Veteran Statistics
- c) Employment Programs for Veterans
- d) Veteran Success Stories

5) Employer Take-Aways: Suz

- a) Employer Program Advantages
- b) Focal Points – Calls to Action



2ND ANNUAL CAREER CLOTHING FAIR

When: Thurs., November 19th, 2015 **Time:** 1pm—4:30pm

Where: Goodwill's Ferguson Building #4 West 3rd Ave, Medford
(Corner of 3rd and Fir Street)

This event is for job seekers struggling to afford appropriate business attire for interviews and work. The **Jackson County Oregon Employer Council (OEC), So. Oregon Goodwill Industries, and Rogue Valley SHRM**, have been working hard to organize the 2nd Annual Career Clothing Fair.

Join us and shop for affordable gently used career wear.

Garment Items ARE JUST \$1.00 each *(all sales are final)*

In addition, there will be career resources available at the event including, **Goodwill, Barrett Business Services (BBSI), Wollard Ipsen, and WorkSource Oregon** Representatives will be available to discuss;

Job Opportunities - Resume/Interview Coaching - Training Options - Incentive Programs and much more!

Free Haircuts courtesy of -



Refreshments: Hot Dogs, Hamburgers & Beverages courtesy of, **So. Oregon Goodwill**

**SHRM-ROGUE VALLEY CHAPTER
2016 PROGRAM CALENDAR**

Smullin Education Center | 2825 E. Barnett Rd. | Medford, OR

(3rd Wed of Month)

January 20, 2016

8:00 - 10:00 am

Understanding the Internet & Safety Tips

Presented by Ron Kohl

SHRM & HRCI General Credits pending

February 17, 2016

8:00 - 10:00 am

Behavioral Matrix

Presented by Brian Miller, IAM Seminars

SHRM & HRCI General Credits pending

March 16, 2016

8:00 - 10:00 am

Managing Risks and Costs of Unemployment Claims

Presented by Ryan Orr, HR and Compliance Consultant

SHRM & HRCI General Credits pending

April 20, 2016

8:00 - 10:00 am

Event TBA

May 18, 2016

8:00 am – 4:00 pm

Annual Legal Seminar at Ashland Hills

Presented by Littler

SHRM & HRCI General Credits pending

June - No program

July 20, 2016

8:00 - 10:00 am

DISC (Tentative)

Presented by Alan Cabelly

SHRM & HRCI Business Credits pending

August 17, 2016

8:00 – 10:00 am

Event TBA – Employment Law related

Presented by Jon Benson

SHRM & HRCI General Credits pending (Trying for Strategic Credits)

September 21, 2016

8:00 – 10:00 am

Event TBA

Presented by

SHRM & HRCI General Credits pending

October 19, 2016

8:00 – 10:00 am

Event TBA

November 16, 2016

8:00 – 10:00 am

Event TBA

December - No program

Millennials in Your Workforce
By John Underwood, SHRM-SCP, SPHR

Do you wonder how to gear your total compensation for Millennials to attract and keep them at your company? A recent article from The Kiplinger Letter, Vol. 92. No 42 written on October 16, 2016 had some very progressive ideas on just how to do that. The article states by 2025 our workforce will be made up of 40% Millennials. That amount is staggering. The question is, how do we attract them to our companies and even more important, how do we keep them? The article gives a variety of innovated ideas. Please read below for quotes from the original article:

“Among fringe benefits [the Millennials] value the most are consumer-direct health plans, namely ones that include an employer’s cash contributions to a health savings account. Because they’re light users of medical services, given their age and youthful vigor, Millennials prefer these portable high-deductible plans with lower premiums to traditional HMO’s and PPO’s. Wellness benefits [are] not so

much free flu shots, but on-site yoga, CrossFit and other fitness classes, helping them stay healthy and fit and also socially interactive with peers. Telemedicine services are also popular, since they take less time than visiting a doctor and involve using technology, which Millennials are more comfortable with. Generous parental leave [like] Netflix for example, offers fully paid leave for new mothers and fathers for up to a year after a baby's birth. Subsidized child care is a hit with young parents. Facebook provides \$4,000 a year in child care services."

Other fringe benefits are very important to the Millennial generation too. The Kiplinger Letter goes on to state additional ideas for keeping and retaining Millennials:

"Help with college debt. PricewaterhouseCoopers gives entry-level workers as much as \$1,200 a year for up to six years, paid directly to the loan service officer. The average Millennial carries four loans and is \$34,000 in debt, so help is welcome. Flexible work schedules. Combining vacation and sick leave is favored by Millennials, who also like having control over when and how they use the leave. Sabbaticals are catching on too, in recognition of Millennials' penchant for travel as well as social work, something many did in college and wish to continue. Regular feedback. Young workers appreciate weekly, even daily, reviews by supervisors instead of more-formal annual performance evaluations, so look for more firms to ditch annual reviews for real-time feedback and rewards. Employer-paid professional development and training. In a recent survey, Millennials ranked them as more important than cash bonuses. Having come of age in the Great Recession and having seen parents lose jobs, Millennials are determined to keep their skills up to date. To try to dissuade them from jumping ship quickly, millennial-friendly firms are creating rotational programs in which employees can switch departments and jobs for new challenges and know-how."

If you've spent any time with Millennials, you know Millennials are born techies. To play up to their love of technology, The Kiplinger Letter details:

"With technological fluency a hallmark of the Millennial generation, employers with more than ever must make use of social media for recruiting and communicating with Millennials. A strong presence on LinkedIn, Facebook, Twitter and other sites that outlines benefits and a company's philosophy is critical to attracting candidates. Also key, allowing job applicants to apply online. Firms that use cutting-edge technology do well in attracting Millennials who also stay connected to various devices 24-7. Social interaction is paramount. Ditto, companies steeped in social responsibility. Respected guardians of the environment, for example, or ones that help living conditions among the poor."

The Kiplinger Letter does a great job of reconnecting us with what we already know of the Millennial generation. They are a social group who thrive on instant

feedback, technology and respect social responsibility; however, the Kiplinger also explains some of the finer points of what Millennials will be looking for. Considering information like this is valuable when structuring a benefit program to catch the attention and keep it for Millennials. If HR professionals can learn to think outside the box and offer Millennials options that they will value, we stand a very strong chance of getting and holding onto those important future employees.

OFCCP “Pocket Card” for Requesting Reasonable Accommodation

On Monday, OFCCP released a new “training” tool ~ the “Requesting a Reasonable Accommodation” pocket card. OFCCP’s press release said that the pocket card “helps applicants, employees and other interested parties understand the process for requesting a reasonable accommodation. In my view, it gives the employee just enough information to ask the employer, who is then on notice to start the interactive process.

What The Pocket Card Says

This “Pocket Card” It is actually four attached cards that fold up into the size of a driver’s license. This means there are eight sides (counting front and back).

In Q&A style, [OFCCP’s pocket card](#) sets out four questions related to “seeking a reasonable accommodation” and responds to those questions using “simple” language. Here are the questions:

- What is a reasonable accommodation?
- How do I request a reasonable accommodation?
- What do I need to tell my employer?
- What happens after the request is made?

The responses to the questions are very simple overviews. For example, in response to the question about what an employee needs to tell his/her employer OFCCP says, “Simply tell your employer that you need an adjustment or change at work due to a disability.”

Still... this is a tool you may want to consider sharing with your supervisors to sensitize them to such requests. My recommendation is that if/when they hear this language from an employee that they immediately get HR involved. Here is the URL to have a look at this “card:

CAREER OPPORTUNITIES



Payroll Specialist

The BBSI Payroll Specialist is a key member of business unit that consults on a broad range of organizational and management issues. The primary objective of the Payroll Specialist is to process perfect and timely payroll, and provide solutions to improve payroll processes and systems for our clients and BBSI.

This person must demonstrate strong business acumen, and possess an entrepreneurial spirit with a genuine desire to proactively and consistently deliver value to our clients and internal teams.

REPORTING RELATIONSHIPS: This position reports to the Area Manager and works in partnership with other positions within the business unit, branch, and corporate office.

DUTIES AND RESPONSIBILITIES:

- Act as business owners' advocate
- Drive Tier movement within client companies
- Run perfect and timely on- and off-cycle payrolls for multiple client companies
- Become an expert in BBSI payroll, timekeeping and HRIS systems and identify systems options to achieve better results for clients
- Perform on-site client payroll training and implementation planning
- Perform EFTs, aging follow up, net calculations, EDD benefit audits, and benefits billing administration
- Identify client reporting needs and develop and prepare reports

- Data entry and file maintenance to include employee on-boarding, changes and terminations
- Other duties and responsibilities as assigned

CORE TRAITS/COMPETENCIES:

- Results-oriented, accountable and highly organized
- Strong client service orientation
- Business-owner empathy
- Stakeholder mentality
- Embracing of change
- Innately curious
- Highly ethical
- Detail oriented and quality driven
- Understanding of economic environment and effect on business

SPECIAL REQUIREMENTS:

- Minimum 5 years of payroll experience – ideally in a fast-paced, demanding environment
- Customer service experience strongly preferred
- Systems orientated including proficiency in MS Excel
- Knowledge of wage and hour laws and taxability of wages
- Effective communicator with individuals at all levels within an organization
- Professional appearance and demeanor
- Exceptional time management skills and ability to work under minimal supervision
- Bachelor's or associate's degree; CPP or FPC designation preferred but not required
- Possession of a valid driver's license with automobile insurance meeting BBSI criteria
- Some overnight travel

If you meet the above requirements, we welcome the opportunity to learn more about you. Please mail, or drop off, your cover letter (with salary requirements) and resume to:

BBSI Area Manager, Southern Oregon
3512 Excel Drive, Suite 107
Medford, OR 97504

For more BBSI information, visit us at



Position Title: Human Resource Business Partner Manager – 6705BR

Carestream is seeking a HR Manager and Business Partner for its manufacturing operations in White City, OR. If you have 5+ years in HR, great with manufacturing personnel, strong organizational and communications skills, please share your interest with us by applying today www.carestream.com/csh-careers.html, position number 6705BR.

Position Description:

The HR Business Partner Manager manages assigned client base by supporting department leaders to implement people strategies to positively impact business goals; actively is involved and leads department level Performance Management strategies to optimize work force; ensures that client departments have talent with the right skills and capabilities to achieve business objectives; monitors staffing needs and ensures work force planning and quality of hires for the assigned business units; investigates and resolves Employee Relations, Regulatory and Safety issues that have key impact to the business; implements communications, training, benefits and compensation programs to drive employee engagement and retention. The successful HRBP will act as an employee champion and change agent.

Primary Duties:

- Serve as a partner to management on human resources-related issues.
- Communicate needs proactively with our HR department and business management.
- Seek to develop integrated solutions.
- Work in partnership across the HR function to deliver value-added service to management and employees that reflect the business objectives of the organization.
- Consult with line management, providing HR guidance when appropriate.
- Track trends and metrics in partnership with the HR team to develop solutions, programs and policies.
- Manage and resolve complex employee relations issues. Conducts effective, thorough and objective investigations.

- Maintain in-depth knowledge of legal requirements related to day-to-day management of employees, reducing legal risks and ensuring regulatory compliance. Partner with the legal department as needed/required.
- Provide day-to-day performance management guidance to line management (coaching, counseling, career development, disciplinary actions).
- Work closely with management and employees to improve work relationships, build morale, and increase productivity and retention.
- Provide HR policy guidance, standard work and interpretation.
- Provide guidance and input on business unit restructures, workforce planning and succession planning.
- Manage a program of Talent Acquisition.

Required Skills & Experience:

- Bachelor's Degree in Human Resources Management or a related discipline
- 5-7+ years of HR Generalist/HR Business Partner experience, preferably supporting manufacturing
- Must maintain visibility with all shifts. This will require periodic walk throughs and the facilitation of employee forums on off shifts.
- Willingness to take on broader responsibilities (i.e. HR generalist support for a remote site) which may require travel
- Experience partnering with senior management, with proven ability to influence and facilitate HR strategy
- Experience driving organizational change and identifying critical HR practices that help support change overall
- Passion for applying new processes, tools and technology in a way that measurably improves business performance
- Experience with SAP or other HR system of record
- Solid Excel and other MS products (Office, Word, PowerPoint, etc.)
- Strong analytical skills
- Ability to manage in a fast-paced and complex entrepreneurial environment
- Strong interpersonal communication skills; strong presentation skills
- Problem resolution & conflict management skills
- Proactive without needing to be directed to take action
- Organizational skills, flexibility and the ability to re-prioritize
- Results oriented
- Orientation to team based work, coordination and low ego when dealing with others cross-functionally; with leaders
- Passion for Human Resources excellence
- Project Management Skills
- Experience utilizing quality tools such as swim lane charts, DAMIC/DMADV, etc.
- SHRM, PHR, or SPHR

Carestream Health is a dynamic global company with over 100 years of leadership

in radiology and healthcare IT. We are passionately committed to helping our customers do their jobs better, faster and more cost effectively. By applying our insights and experience, we create inventive, elegant solutions that offer a smarter way forward.

Headquartered in Rochester, NY, Carestream has over 7800 employees operating in 170 countries. Our customers range from large enterprises to small private practices, including: large health systems, hospitals, imaging centers, medical groups and dental practices. In addition to our innovative radiology products, Carestream also sells solutions for information management, non-destructive testing, thin-film coating & nanomaterials.

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