



# Rogue Valley SHRM Newsletter

January 2014

## Inside this issue:

Learning Styles 2

eLearning on Core Competencies 3

Unemployment Forum 4

HRCI Terminology 5

Labor Law Conference 6

Sponsorship Opportunities for the Labor Law Conference 7

## President's Corner

I am excited about what the SHRM Rogue Valley Chapter has accomplished over the past several years as your directors have worked to serve you, the human resource community in the Rogue Valley region. I am honored and very optimistic about what our chapter is developing for roll out in 2014. The platform developed over the years, by a dedicated, professional and fun loving (emphasis added) Board of Directors, is a perfect launch pad for us.

In the coming year we will continue to provide our HR community with opportunities to learn and grow professionally, to develop future HR professionals and to serve our business community. We will launch a renewed and revitalized marketing campaign to reach more of our professional community and to connect with our student and teaching populations. We will begin to use more of the available social media (web site, Twitter, LinkedIn and FB) to connect with our peers, small business owners (who wear all hats) and schools.

I invite you to join us at one of the several professional development programs we provide throughout the year. Please visit our fabulous web site for the dates/times/topics: [SHRMROGUEVALLEY.SHRM.ORG](http://SHRMROGUEVALLEY.SHRM.ORG)

Please join me in thanking Shannon Stuver, our outgoing President for the 2012 and 2013 terms, for her excellent leadership and service. We are better for her tireless contributions.

I would enjoy the opportunity to speak with you and welcome your call ([541-618-3644](tel:541-618-3644)) or e-mail ([JOHNU@SOR.TIMBERPRODUCTS.COM](mailto:JOHNU@SOR.TIMBERPRODUCTS.COM) or [SHRMROGUEVALLEY@GMAIL.COM](mailto:SHRMROGUEVALLEY@GMAIL.COM)) or tweets ([@SHRMROGUEVALLEY](https://twitter.com/SHRMROGUEVALLEY)). Let's connect!

John Underwood, SPHR

President - 2014

## Rogue Valley SHRM Chapter Presents:

### Learning Styles

Learning styles refers to the way people prefer to learn something new. Some people like to see it, some people like to hear about it, and some people like to just do it. There is no right or wrong style, but communicating information can be ineffective if only one style is used. In this two hour presentation, you will determine what your learning style is, its strengths and weaknesses, and how to present information in a way that all three styles can take it in. You also may learn why you sometimes get a little frustrated with another learning style, and how to work with styles other than yours.

**Date:** Thursday, January 16, 2014

**Networking:** 7:30 am to 8:00 am

**Workshop Time:** 8:00 am to 10:00 am

**Presenter:** Karen Bolda, M.A

**About the Presenter:** Karen Bolda, M.A., is a meeting facilitator and professional development trainer who operates her own consulting business in Southern Oregon. She facilitates meetings and provides workshops for clients such as the Bureau of Land Management, USDA Forest Service, Rogue Valley Council of Governments, and Jackson County, as well as holds workshops open to the public. Her focused and efficient meeting facilitation style helps groups move forward to define and meet their goals. Topics covered in her workshops range from meeting facilitation, co-worker communication and learning styles, to tactics for finding and landing a job, including online resumes and mastering interviews.

**Meeting Location:** Smullin Health Education Center  
2825 E. Barnett Road  
Medford, OR 97501

**Cost:** \$10.00 per member / No charge for first time guests and students  
\$15.00 for non-member

**HRCI Credit:** Approved for 2.0 HR (General) credit

# Core Competencies for Practicing HR in CA - Part One: eProgram Series Begins (5 Sessions) Monday, January 13, 2014 (6:30 PM - 8:00 PM)

## eProgram Details

Qualifies for 7.5 California/General Recertification Credits  
Registration: General \$245 / NCHRA Members \$195 for the entire series

**This eProgram Series meets in five, 90-minute online sessions - Mondays & Wednesdays from 6:30pm-8:00pm PST**

To register: <http://www.nchra.org>

### Summary

New to Human Resources? Looking for essential California-specific knowledge? This exclusive NCHRA offering specifically geared to the needs of the new California HR practitioner covers the basics of employment law, hiring, compensation, benefits and occupational safety/workers compensation from the unique California perspective. Gain critical knowledge and skills necessary to practice HR in the complex state of California.

**Note:** Part 2 of the series will start May 5, 2014 (additional fees apply and separate registration required).

### January 13 – Introduction and Overview

Discuss the scope and focus of this program, including introduction to course material, webinar platform discussion, and participant introductions.

### January 15 – Laws That Every California HR Practitioner and Employer Needs to Know About

Discover applicable California laws and regulations by employer size and industry, and their impact on independent contractor or employee status. Plus, take an in-depth look at California's new 2014 employment laws and what they mean to HR.

### January 20 – Hiring Practices and Legally Compliant Job Classifications

Learn why job descriptions are critically important and legally-compliant recruiting, testing, interviewing, and selection procedures. Also learn about EDD new hire notice requirements and learn how to make an accurate decision on exempt or non-exempt job classifications.

### January 22 – California Wage and Hour Laws

Examine California's Wage Orders and regulatory requirements relative to wage payments, work hours, overtime, meal and rest breaks, special pay requirements, and enforcement and penalties.

### January 27 – California State Programs and Its Unique Peculiarities

Identify unemployment Insurance and EDD reporting requirements; State Disability Insurance (SDI) and Paid Family Leave (PFL) laws; and privacy laws related to social media. Also learn about California peculiarities.

### About the Presenter

Bill Kelly, SPHR- CA, is a Principal and HR Consultant for Kelly HR. Bill's professional background includes 22 years of HR leadership roles in corporate management and 15 years of HR consulting experience. His extensive HR experience includes staffing, compliance, compensation & benefits, training, safety, and government contract management. As an adjunct faculty member, Bill taught HR courses for U.C. Berkeley and currently teaches certification preparation courses for NCHRA. His past and present professional leadership activities include serving on the Board of Directors for SHRM, HRCI, NCHRA, and Marin County Personnel Commission.

## Unemployment Insurance Forum

2.0 HRCI credits pending

**Presenter – David Gerstenfeld**  
Assistant Director, Unemployment Insurance Division  
Oregon Employment Department

Wednesday, January 29th, 2014

9:00 am - Noon

Check in at 8:30 am

Smullin Center  
2825 E Barnett Rd  
Medford, OR

**Free to Oregon employers!**

**David Gerstenfeld** will discuss the Unemployment Insurance system in Oregon:

- High level overview
- Recent changes to the system
- Unemployment Insurance Integrity issues
- Common issues for employers
- Open Forum

**David Gerstenfeld** is the Assistant Director for Unemployment Insurance at the Oregon Employment Department. He has overseen the unemployment insurance benefits and tax programs for about the past two years. Prior to that, David worked for several years as a Presiding Administrative Law Judge at the Office of Administrative Hearings, conducting hearings on behalf of many different state agencies and overseeing several hearings programs. David also worked in various capacities at the Bureau of Labor and Industries, involved with the Civil Rights, Wage and Hour and Hearings programs. Before entering public service, David had a small general practice law firm where he did a significant amount of employment law and represented several small businesses.

To register:

EVENTBRITE REGISTRATION;  
<http://jacksoncountyoc.eventbrite.com>

Any questions, comments, additional info, please contact one of the Jackson County OEC Coordinators at (541) 776-6060:

Josh Morell ext. 236 email: [Joshua.A.Morell@state.or.us](mailto:Joshua.A.Morell@state.or.us)  
Andrea Burcham ext. 314 email: [Andrea.P.Burcham@state.or.us](mailto:Andrea.P.Burcham@state.or.us)

*The Oregon Employer Council is a voice for business with state government and a partnership between employers and the Oregon Employment Department.*

## HRCI Terminology

Dear HRCI Members,

This is designed to update you on changes to our recertification program that are set to begin in the 1st quarter of 2014.

As you know, in order to maintain your certified status, you must recertify every three years. The most common way that individuals do this is to participate in at least 60 hours of continuing professional development activities during this three-year period.

For certain credentials, you must spend a certain amount of time in *specified credit* areas. As part of our new recertification program, we have **simplified the terminology we use to describe credit requirements** as follows:

Formerly known as	New Terminology	Credit requirements remain the same.
"Business Management and Strategy" credit	"Business" credit	15 recertification credits out of 60 total recertification credits.
"International" credit	"Global" credit	15 recertification credits out of 60 total recertification credits.
"General" credit	"HR" credit	Varies according to the type(s) of certification you hold.

**All credit requirements are unchanged. Please note that the exam functional areas in relation to the bodies of knowledge remain the same.** For example, when referencing the SPHR Body of Knowledge, the exam functional area will still be identified as "Business Management and Strategy," but the credit will be known as "Business." Learn more about this topic by reading this short article: <http://hrci.org/certified-community/blog-archive/recert-connection/2013/12/18/decoding-business-specified-credits>.

We hope that the new credit terms will be clearer and easier to understand. Additionally, our new recertification system will make it easier for you to identify specific programs and activities that can be used to meet your credit requirements. You may be surprised to find that there are on-the-job activities, programs and conferences that you regularly participate in that can also help you to recertify.

We are excited to introduce our new and improved system in the first quarter of 2014!

Sincerely,

HR Certification Institute



SHRM OREGON STATE COUNCIL AND  
THE STOEL RIVES LABOR & EMPLOYMENT GROUP PRESENT

# SAVE THE DATE



THE 12TH ANNUAL  
LABOR & EMPLOYMENT  
LAW CONFERENCE

THURSDAY,  
MARCH 6, 2014



General and  
Strategic credit  
pending.

**\$199** Early Bird Registration  
by January 10, 2014 (a 25% discount)

**\$100** Student Registration

Register by visiting:

[www.shrm2014.eventbrite.com](http://www.shrm2014.eventbrite.com)  
or <http://oregon.shrm.org>







THURSDAY, MARCH 6, 2014

## Sponsorship Opportunities

- Exhibit at a Booth
- Sponsor Branded Promotional Items
- Sponsor a Meal
- Advertise Your Business

Reach 350 Oregon and SW Washington HR Professionals at the only conference sponsored by the Oregon State Council of SHRM

**For more information, please contact:**

**Alan Cabelly, SPHR**

alanc@sba.pdx.edu, 503-250-3758

**Robin Conrad, SPHR**

Robin.conrad@ingramcontent.com 541-817-4910