



Rogue Valley SHRM Newsletter

OCTOBER 2014

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President's Corner

Reminder... Beginning in January, 2015, our programs will be held on the **3rd Wednesday of each month**, same times, from 8:00 – 10:00 (7:30 coffee), same place, Smullin Center.

Great Presentation by Dr. John Bowling in September, “The True Impact of Organizational Culture”. An amazing insight to how organizations work... Thanks to Mercy Flights, Shanon Harvey, HRM, for sponsoring this terrific program.

More good news... Our **Thursday, November 20**, seminar will be conducted as a Round-Table facilitated by local professionals to address, with you the strategic aspects of workforce and succession planning as we go into the era of mass retirements! **This one gets you 1.5 hours of Business (strategic) HRCI credits too!**

Your chapter of the SHRM, Rogue Valley SHRM has enjoyed growth in membership this year and, as a result, growth in revenues to support our programming. After spending about \$1,000 in marketing and equipment upgrades, we are, nevertheless, about \$1,000 ahead of budget! So, we thank you for your support. We are in a great position to take the next step toward improved programming and overall professional development of the HR Profession going into 2015.

Independent Contractor Status? Check again... Delivery drivers for FedEx Ground and FedEx Home Delivery, the operating divisions of FedEx Ground Package System Inc., were not independent contractors, but were employees under California’s right-to-control test, the 9th U.S. Circuit Court of Appeals held.

FedEx is on the hook for back wages and penalties for treating about 2300 drivers as “independent contractors”, when, according to the court, they weren’t. The court agreed that the results FedEx sought were the timely and professional delivery of packages, but found that the requirements placed on the drivers by FedEx went beyond mere control of those results.

The court observed that California’s right-to-control test did not require “absolute control,” and that FedEx’s lack of control over some parts of its drivers’ jobs did not counteract the extensive control it did exercise. The court found that FedEx exercised “all necessary control” over its delivery drivers.

Alexander v. FedEx Ground Package System Inc., 9th Cir., No. 17458 (Aug. 27, 2014).

Professional Pointer: Employee misclassification invites scrutiny from all manner of administrative agencies, leads to potential class actions and can be financially devastating. **Legal standards may differ based on the jurisdiction, but individuals who work exclusively and/or for an extended time for one business are likely to be found to be employees.** An “independent contractor agreement” does not convert an employee into an independent contractor if the employer still exercises “all necessary control” of the employee(s).

Reminder... We are partnering with ASSE this year for their annual Regional Safety Conference. This is one of the best safety conferences in the Western Region. The Dates are Tues., October 14 – Thurs., October 16. ... TO REGISTER: www.regionline.com/southern_oregon14

Check out our fancy social media sites...

Facebook: WWW.FACEBOOK.COM/SHRMRV

Website: WWW.SHRMROGUEVALLEY.SHRM.ORG

LinkedIn: <http://www.linkedin.com/groups home=&trk=anet ug hm&gid=6688363>

Twitter: [@SHMRogueValley](https://twitter.com/SHMRogueValley)

Parting fact... Main is the only state whose name is just one syllable. See you at the Thursday, November 20, Round-table Program on “*Strategic Talent Management Across Diverse Industries*”... Smullin Center, 7:30 for Coffee... 8-10 program. **1.5 HRCI Business (Strategic) Credits.**

John Underwood, SHRM Rogue Valley President, 2014

Rogue Valley SHRM Chapter Presents:

Employee Involvement: Driving Exceptional Safety & Health Performance



Do you want to increase awareness of safety and health within your organization? Would you like to recognize employees who help fix problems, issues and hazards? Would you like to improve employee morale and learn ways to motivate your staff toward improved safety and health performance? How about creating and sustaining a positive workplace safety culture that allows these critical actions to happen? This session paves the way to accomplishing these objectives and more by sharing best practices from other local companies in order to help you actively and meaningfully involve your employees in safety and health programs. These tips will help to encourage a strong safety mind-set, aiding you to accomplish your company's tactical goals and to serve the employee base in your organization.

SHRM Rogue Valley and Southern Oregon ASSE are joining together for offering this program. ASSE has developed a full day HR Track for HR and Safety Professionals.

Date: Thursday, October 16, 2014

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 9:30 am

Presenter: Mark E. Hurliman, CSHM

About the Presenter: Mark has an occupational background that includes work as a dairy farmer, self-employed commercial fisherman, construction worker, logger, and mill worker. He has worked at Oregon OSHA since 1990, as a Compliance Officer and a Safety Consultant. The VPP Coordinator since 1996, Mark has been manager of the VPP and SHARP programs since 2001. Mark has been recognized by the Institute for Safety and Health Management as a Certified Safety and Health Manager (CSHM). He has developed and presented a variety of training presentations on SHARP and VPP as well as other safety and health management related topics. His well-received workshops have been presented throughout Oregon and at Regional and National Safety and Health conferences.

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

Cost: \$10.00 per member / No charge for ASSE Conference Registered Guests
\$15.00 for all non-members (*Excluding students & Asante employees –must RSVP*)

Note: Fee is for SHRM Rogue Valley's program only. If interested in attending the HR Track of ASSE's Safety Conference, please also register with ASSE as well as RSVP for SHRM program.

HRCI Credit: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmrogu山谷.shrm.org



Rogue Valley SHRM Chapter Presents: Strategic Talent Management Across Diverse Industries

Four HR professionals, each with a different industry perspective, will present in this round-table discussion. They will share the business development cycle for their respective industries, as a setting for their current talent needs. Attendees will hear the diverse circumstance in which each industry/business sector finds itself competing for current and future talent. The panel members will share their particular journey through the current state of their businesses, discussing the unique skillsets, economic, political and cultural challenges. The presentation will include how the businesses have adapted to their current and anticipated talent needs in a dynamic regional, national and international business climate. Attendees will come away with insights and tools for how to audit current and future talent needs and how to adapt to those needs to ensure a stable and competent talent pool to meet the strategic needs of business.

Date: November 20, 2014

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 9:30 am

Presenter: John Underwood, MBA, SPHR,
Guy Perrin, MA Counseling and Organizational Psychology
Kelly Williams
Wendi Brown, BS Business

John Underwood, MBA, SPHR. He holds an MBA thought City University of Seattle and is certified at the SPHR level and currently serves as the Rogue Valley SHRM Chapter President.

Guy Perrin, MA Counseling Psychology and Organizational Psychology. He has a Master's degree in Counseling Psychology from Antioch Graduate School and a Commerce degree in Organizational Behavior.

Kelly Williams is a Consultant with Centerpoint Leadership Services. He has 15 years of experience with U.S. Cellular and Asante Health System. Kelly has specific expertise in training, curriculum design and leadership coaching.

Wendi Brown, BS in Business Administration. She also has earned certificates in Project Management, Global Business, Marketing and Human Resources from Colorado Technical University.

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: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmroguevalley.shrm.org

Strategic Talent Management Across Diverse Industries

This presentation comes from four HR professionals from four different perspectives. Each participant on the panel will share the business development cycle for their respective industries as a setting for their current talent needs. Attendees will hear the diverse circumstance in which each industry and business sector finds itself competing for current and future talent. The panel members will share their particular journey to the current state of each business, each having a unique set of skill set, economic, political and cultural challenges. The presentation will include how each business has adapted to its current and anticipated talent needs in a dynamic regional, national and international business climate. Attendees will come away with insights and tools for how to audit current and future talent needs and how to adapt to those needs to insure a stable and competent talent pool to meet the needs of a business.

Panel:

John Underwood, MBA, SPHR. John is the Southern Oregon Region Human Resources Manager for Timber Products Company and has spent most of his career in the manufacturing world. His experience has been evenly split between union and non-union workforces. His current responsibility includes five manufacturing plants, a trucking business and administrative offices in Grants Pass, Medford and Yreka employing 700 employees. John has extensive success in metric driven performance management systems. He took his MBA through City University of Seattle and is certified at the SPHR level and currently serves as the Rogue Valley SHRM Chapter President.

Guy Perrin, MA Counseling Psychology and Organizational Psychology. Guy is President of Centerpoint Leadership Services. He has over 20 years of experience in leadership and executive coaching, consulting, facilitation, counseling and human resource management. Guy coaches leaders and consults to organizations regarding talent management and development in a wide variety of organizations. Guy created and facilitates the Leadership Development Forum, a comprehensive professional development program. Guy is a Licensed Professional Counselor and Certified Employee Assistance Professional. He has a Masters degree in Counseling Psychology from Antioch Graduate School and a Commerce degree in Organizational Behavior from the University of British Columbia. He also holds a Certificate in Dispute Resolution from Justice Institute of British Columbia.

Kelly Williams is a Consultant with Centerpoint Leadership Services. He has 15 years of experience with U.S. Cellular and Asante Health System, including leadership positions with over 100 staff members and created/implemented projects impacting over 1000 employees. Kelly has specific expertise in training, curriculum design, leadership coaching, process standardization and improvement, performance management, customer service and loyalty.

Wendi Brown, BS in Business Administration. Wendi is the President of WBCP, an executive search, communications and strategy firm, leading complex projects for clients in Oregon and California. Before starting her own business, Wendi was an internal HR Consultant for Orange County, CA, where she provided services for the Chief Executive and HR office which spanned 17,000 employees. Wendi is currently earning her MBA at Southern Oregon University. She also has earned certificates in Project Management, Global Business, Marketing and Human Resources from Colorado Technical University.



HUMAN RESOURCES NETWORKING MIXER

Hosted by the SHRM-Rogue Valley Chapter
and sponsored by BBSI

Come mix and mingle with your fellow SHRM members and chat with SOU students about the challenging and rewarding field of Human Resource! Delicious hor d'oeuvres will be served and there will be fun raffles, with all proceeds going to the SHRM Foundation.

Date: Tuesday, November 4, 2014

Time: 5:00 pm - 7:00 pm

Venue: Standing Stone Brewery, Ashland

Space is limited, so if you plan on stopping by, please RSVP to Sarah at sarahh@catheatres.com or Valerie at wilsonv@firemtn.com



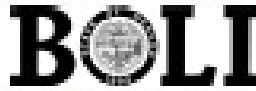


Jackson County's Oregon Employer Council
&
Worksource Oregon's Employment Department

Invite You to Attend

Effective Supervisory Practices

Presented by Bureau of Labor and Industries (BOLI)



(3 HRCI Credits Available)

This training seminar is targeted toward human resources personnel, business owners, managers, and front line supervisors. Making sure the work gets done is only part of a supervisor's job. Supervisors also bear the responsibility for making the workplace safe, legal and harassment-free. They should know how to motivate their employees, how to discipline them and do it all within the legal guidelines which regulate workplace practices.

This training will provide supervisors and managers with practical tips and advice that promote efficiency and compliance with state and federal employment laws.

Discussions include:

- ✓ At-will employment and its exceptions
- ✓ Job interviews and legal hiring practices
- ✓ Starting new employees on the right foot
- ✓ Goal setting
- ✓ Coaching and motivating employees
- ✓ Writing effective warnings
- ✓ Documentation and discipline
- ✓ Termination and exit interviews
- ✓ The opportunity to ask questions!

Thursday, November 13, 2014
8:30am - 11:30am Registration begins at 8:00am

Location: Community Justice Building
1101 W. Main Street
Medford, OR 97501
Conference Room #139 1st Floor

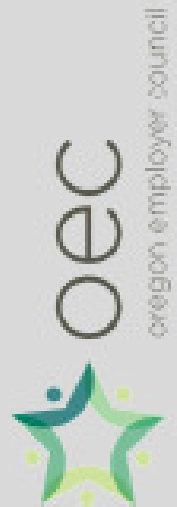
Register Online: <http://jacksoncountyoec.eventbrite.com>

\$65 Early Bird registration ends October 13, 2014

\$75 per person registration fee, non-refundable.

Any questions, comments or concerns, please contact Andrea Burcham at (541) 776-6060 ext. 314 email: Andrea.P.Burcham@oregon.gov or Josh Morell (541) 776-6060 ext. 236 email: Joshua.A.Morell@oregon.gov

Thank you to our breakfast sponsor, Barrett Business Services.



SEMINAR

Rogue Valley SHRM Chapter Scholarship Awards

Program Overview

In an effort to serve our membership and advance the Human Resource Profession, the Rogue Valley SHRM Chapter has committed to promoting the Professional Human Resources (PHR), Senior Professional Human Resources (SPHR), and Global Professional Human Resources (GPHR) Certifications from the Human Resources Certification Institute (HRCI).

Scholarships may be awarded to a chapter member for each of the following:

- 1) Taking and passing the PHR examination;
- 2) Taking and passing the SPHR examination;
- 3) Taking and passing the GPHR examination and;
- 4) Recertification of your PHR, SPHR or GPHR within six months of the certification expiration date.

The total amount of scholarship awards available is determined by the Rogue Valley SHRM Chapter Board of Directors each year and is shown as a line item in the budget, which may vary significantly from year to year depending upon available funding, other chapter priorities, and qualified applicants. If there are no qualified applicants, the funds may be carried over to the following year. A scholarship recipient who does not pass the exam after two attempts must reimburse the funds to the Chapter.

Scholarship Criteria

- 1) Applicants are required to have a current SHRM membership and;
- 2) Must be a current member of the Rogue Valley SHRM Chapter (Designation #0234) and;
- 3) Must participate in either the local chapter, state, regional or national level of SHRM: e.g. regularly attend monthly meetings/programs, volunteer for SHRM events and/or serve on a SHRM board.

How to Apply

Submit a letter via email to the Rogue Valley SHRM Chapter President stating why you feel you meet the scholarship criteria along with supporting documents showing your intent to take one of the exams or receipt for one of the exams or recertification along with your SHRM membership number. Once awarded, the scholarship will be paid after receiving a receipt for the exam or recertification.

Timeline

March 25th: Applications due for the PHR/SPHR/GPHR May/June testing period and for recertification.

October 25th: Applications due for the PHR/SPHR/GPHR December/January testing period and for recertification.

April and November Board Meetings: Scholarship recipient(s) selected. Recipient(s) will be notified of their award within one week of the board meeting. (Board meetings occur on the first Thursday of the month).

Award Levels – Awarded Twice a Year

- \$350 for PHR examination
- \$475 for SPHR and GPHR examination
- \$100 for recertification for either PHR, SPHR, or GPHR certification

Thank you for investing in your profession!