



Rogue Valley Chapter

Happy New Year!

Dear Chapter Members,

We hope you enjoyed the holidays with your family and friends!

Your 2013 Program Co-Directors are working on getting speakers lined up for the year. We will be starting 2013 off with a program titled "Mediation and Conflict Management for the Human Resource Professional" on Thursday, January 17th. More details are below and are on our website <http://www.roguevalleyhr.org>.

Please note in 2013 we will *not* be having programs in June, July, and December.

We have a some new directors joining the board this year, a couple who are returning to the board after focusing on other things, and almost all of our 2012 board members will serve a second year in the same role which allows us to get more in the thick of things. We're hoping to help out in the spring with the Careers in Gear event again this year that helps high school students get ready for the work world and are looking into other ways to help our community. We'd love to hear from you about ideas you may have or speaker recommendations for programs you'd be interested in attending this year so please don't hesitate contacting any of us. The full list of the 2013 board of directors is below with our contact emails. This information is also posted on our website. I am looking forward to working with everyone and hopefully meeting you, if I haven't already, at one of our programs.

Happy New Year!

Shannon Stuver

2013 Chapter President

Special points of interest:

- Letter from Chapter President, Shannon Stuver, SPHR
- Mediation & Conflict Management for the HR Professional on Thursday, January 17th ~ 8:00 a.m.—10:00 a.m. Smullin Health Education Center

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Mediation & Conflict Management for the HR Professional

Learn about the various types and costs of organizational conflict and how prevention, intervention, and mediation can be applied in your organizational culture. We will explore best methods to deliver effective communication in difficult circumstances and discover ways to strategically coordinate with top management through these processes. In addition, you will learn how to avoid common pitfalls that can affect your organization's bottom line. An interactive Q&A period will conclude the training.

Presenter: Jon Lange, Ph.D.

About the Presenter: Jon Lange is Professor of Communication and Coordinator of the Conflict Resolution Certificate program at Southern Oregon University. He received his Ph.D. from the University of Washington in 1980, was chair of the Department of Communication at SOU from 1986 through 1991, and Director of Training and Organization Development from 1991 through 1998. He currently teaches courses in organizational communication, mediation, negotiation and conflict resolution--areas in which he has authored dozens of papers and publications.

Jon has negotiated a number of labor contracts, facilitated numerous team-building retreats and trained hundreds of mediators. He has conducted focus groups for public, private and government entities. He has served on several boards including the local Mediation Works, and in California, the Center for the Resolution of Environmental Disputes. Jon was selected for inclusion and currently serves on the Roster of Environmental Mediators with the U.S. Institute of Environmental Conflict Resolution.

Date: **Thursday, January 17, 2013**

Networking: 7:30 am to 8:00 am

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

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

Cost: \$10.00 per person/ No Charge for 1st time guests and students
\$15.00 for repeat guest
**Members - If you participated in our Rogue Valley SHRM survey in the Fall, the cost will be waived for this program.

HRCI Credit: Approved for 2 hours of HRCI General Credit

Professional Announcement



What: A leadership conference for local women, by local women.

Where: Rogue Valley Country Club, 2660 Hillcrest Road, Medford OR

When: March 1, 2013 8am-5pm



From graduating students and young professionals, to mid-life women balancing family with work and top-rung



**Idea for an
upcoming
program or would
your company like
to sponsor a
program?? Let
Tabitha and Jill
know!**

For more information please go to WLC conference website, www.sou.edu/womenlead. Additional links on Linked In (2013 Women's Leadership Conference), Facebook (Women's Leadership Conference) and Twitter (2013WomenLead#OWLC13).
Conference registration will open on January 5.

Questions or Ideas on Programs?

Tabitha Carlson

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or

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2013 Will be BIG Regulatory Year

Look for President Obama and his administration to introduce a flood of federal regulations in 2013. We will see more focus from OSHA on workplace hazard identification and correction. Remember, the federal model of moving the chain is ENFORCEMENT THROUGH CITATIONS, PENALTIES AND FINES. An inside source tells me one of the best things you can do as a business is to get your Injury and Illness Prevention Program (I2P2) in order.

One of the best resources in the valley is the local chapter of ASSE (American Society of Safety Engineers). Contact Mary Hoskins: marhos@saif.com 541-857-4227. The web site is: <http://www.asse-southernoregon.org/index.htm> ...a great source of information and resources.

**Summary of “Fiscal Cliff “Legislation
Affecting Employees**

By John Underwood, Legislative /
Government Affairs Director

- Bush Tax Cut of 2.0% Social Security NOT extended. Taxes for 70% + of Americans just went up.
- Employee exemption of up to \$5,250 per year for employer funded education is now permanent in tax code.
- **Extends the increase in the monthly tax exclusion for transit and vanpool benefits, currently \$240/Mo. Reduced exemption of public transportation down to \$125/Mo.**
- **Permits participants in pretax 401(k)s, 403(b)s and similar defined contribution retirement plans to elect to transfer amounts to a designated Roth 401(k) account, if available. The transfer is treated as a taxable qualified rollover contribution.**



For more information,
check out our website at:
[http://
www.roguevalleyhr.org/](http://www.roguevalleyhr.org/)

For more details, please go to the SHRM web site:

[http://www.shrm.org/hrdisciplines/benefits/Articles/
Pages/Fiscal-Cliff-HR-Provisions.aspx](http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/Fiscal-Cliff-HR-Provisions.aspx)



2013 Board of Directors

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CLA = SHRM Core Leadership