

February 2013

Special points of interest:

- Letter from Chapter President, Shannon Stuver, SPFR
- Legislative Updates
- Upcoming Programs
- Careers in Gear

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SHRM -Rogue Valley Chapter

President's Corner

Hello Chapter Members,

We hope that 2013 is off to a great start for you!

We have a number of programs lined up for 2013 that we think you'll enjoy. Mark your calendars now for the third Thursday of each month. Networking is from 7:30am - 8:00am and most of the programs are from 8:00am - 10:00am. There will not be programs in June, July or December this year. Details for our February and March programs are included with this newsletter.

For the second year in a row, our Rogue Valley Chapter will be helping out with the Careers in Gear event organized by the Rogue Workforce Partnership and The Job Council. They would love your help. The event is on Wednesday, April 24 and provides over 600 high school students with tools that will help them be successful in the workplace, maybe even yours. We need volunteers for this all day event as Group Leaders and Workshop Presenters. Please see the flyer included in this newsletter for all the details. In addition, Staci Grier from The Job Council will be at our February program to answer any questions you may have.

I look forward to seeing you at one of our programs,

Shannon Stuver

2013 Chapter President



“Writing laws
is easy, but
governing is
difficult.”

—

Leo Tolstoy,
War and Peace

NLRB, HHS, HIPAA, EEOC and Other Letters of the Alphabet...

By John Underwood, Legislative Director

NLRB (National Labor Relations Board): A panel of the U.S. Circuit Court of Appeals for the D.C. Circuit ruled that President Barack Obama had no authority to fill three of the National Labor Relations Board's (NLRB) five seats on Jan. 4, 2012, after Congress began a new session on Jan. 3 and while that new session continued. The argument focuses on the word “*the*”. This is rather like a historic, high level argument about the word “*is*”!

And more from the NLRB... In July, the board issued a 2-1 opinion holding that “maintaining or enforcing a rule that employees may not discuss with each other ongoing investigations of employee misconduct” constitutes an unreasonable restraint on employees’ rights under Section 7 of the National Labor Relations Act (NLRA). This section proffers the right of employees to engage in “concerted activities” for the purpose of “mutual aid and protection”. THE IMPORTANT thing is that this APPLIES TO ALL WORKPLACES, even those NOT unionized.

HHS (Department of Health and Human Services): Just as “*is*” and “*the*” are being defined, so is the word “*breach*”. Through the *Federal Register*, the U.S. Department of Health and Human Services (HHS) altered the definition of “breach” under the Health Insurance Portability and Accountability Act (**HIPAA**) Privacy, Security and Enforcement Rules. If you are responsible for compliance with HIPAA rules, you should check this out. Go paste this in your address line:

<https://www.federalregister.gov/articles/2013/01/25/2013-01073/modifications-to-the-hipaa-privacy-security-enforcement-and-breach-notification-rules-under-the>

EEOC (Equal Employment Opportunity Commission): For the first time, the U.S. Equal Employment Opportunity Commission (EEOC) has released a table indicating the type of discriminatory action alleged by statute. It gives you a sense of trends and e m p h a s i s o f t h e c u r r e n t a d m i n i s t r a t i o n .

Unsurprisingly, discharge claims led the pack under the three main EEO laws—**Title VII**, the Americans with Disabilities Act (**ADA**) and the Age Discrimination in Employment Act (**ADEA**). For the seventh consecutive year, ADA charges rose. Copy and paste this in your address line to view the table:

http://www.eeoc.gov/eeoc/statistics/enforcement/statutes_by_issue.cfm

Straight Talk About Workplace Safety: What Employers Need to Know

Thursday, February 21, 2013 8:00—10:00 a.m.

Geared for the Human Resources professional, this two-hour presentation will review recent progress in reducing workplace injuries and illnesses, and will address the current regulatory environment and critical information employers must know to comply with safety and health regulations. The presenters will then explore the intersection of occupational safety, workers' compensation, and Human Resources to examine ways of avoiding costly mistakes and implementing "best practices" that will reduce confusion, potential litigation, and financial repercussions for employers. The presenters will use realistic case examples derived from their own experiences to demonstrate the importance of shared knowledge, effective communications, and mutual support between Human Resources and safety. They will show specifically how effective hiring, training, written policies, and accountability systems can both promote and reinforce workplace safety and help employers' bottom line.

Presenters: Pam Ahr, Mary Hoskins and Patti McGuire

About the Presenter:

Pam Ahr, MBA, ARM: Pam Ahr is the Regional Operations Supervisor and a Senior Safety Management Consultant with SAIF in Medford, where she has worked since 2003. Prior to that, she was the Safety and Human Resource Manager for Jackson County Roads and Parks. She holds a BS in Human Resource Management from Arizona State University and an MBA from the University of Oregon. She earned her Associate in Risk Management designation in 2009; she is on the Executive Committee of the Southern Oregon Chapter of ASSE.

Mary Hoskins, MA, CPM: Mary Hoskins is a Senior Safety Management Consultant with SAIF and the current President of the Southern Oregon Chapter of ASSE. Prior to joining SAIF over 7 years ago, she was a consultant and executive manager for Oregon's largest regulatory agency, the Department of Consumer and Business Services, for 17 years. Mary holds an MA in Sociology from the University of California, Santa Barbara, and a Certificate in Public Management from the Atkinson School of Business at Willamette University.

*Sponsor a
Program...*

*If your Company is
interested in
sponsoring an
upcoming program,
contact*

*Jill Auburn or
Tabitha Carlson.*

The cost is \$150.

*The \$150 gets your
name and logo on*

the program

*postcard &
newsletter as the*

sponsor.

*Have a
program
idea...let us
know.
Contact
Tabitha
Carlson or Jill
Auborn*

Patti McGuire is the Manager of Workers' Compensation for Harry & David where she oversees the Occupational Health & Safety program for Harry & David's Medford campus and 56 retail stores across the U.S. Patti is an Oregon native and has an AS degree in Business Administration Accounting; however she was drawn to the field of Human Resources early in her career. She spent five years working in Wood Products manufacturing and fifteen years in Retail before coming to Harry and David in 2010. She enjoys the challenges of a large seasonal workforce and the variety of the vastly different business operations.

Networking: 7:30 am to 8:00 am

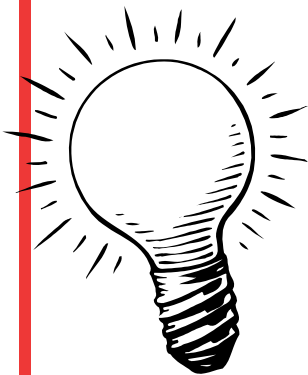
Workshop Time: 8:00 am to 10:00 am

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

Cost: \$10.00 per person / No charge for first time guests and students
\$15.00 for repeat guests

HRCI Credit: Approved for 2 hours of General Credit

Questions: Tabitha Carlson at (541) 789-2557,
Tabitha.Carlson@asante.org or
Jill Auborn at (541) 956-7895, aubornj@firemtn.com



6 Steps to Building a Social Media Presence (Without it Taking Over Your Life)

Thursday, March 21, 2013 8:00–10:00 a.m.

Many professionals understand that social media could have a positive impact on their professional development and career, but resist using it due to concerns about learning curve and time. In this presentation, participants get powerful results by learning how to focus their energies and intention to prevent time-wasting. Advanced users will learn how to take their current social media presence to the next level. Participants will leave feeling confident and excited to apply their new-found skills!

Presenter: Jennifer Hofmann, owner of Inspired Home Office

About the Presenter: Jennifer Hofmann is the owner of Inspired Home Office, an internet-based organizing business, and adjunct faculty at Chemeketa Community College in Salem, Oregon. In her role as an entrepreneur and educator, she teaches creative people how to set up fun, effective systems that help their business grow. Jennifer has a background in non-profit management and a degree in Secondary Education. She enjoys the expansive networking opportunities that social media allow and, even with a technical topic, Jen is a warm and engaging presenter.

Networking: 7:30 am to 8:00 am

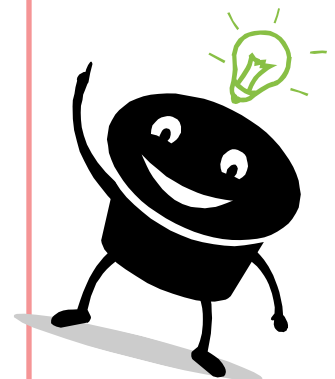
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Cost: \$10.00 per person / No charge for first time guests and students/ \$15.00 for repeat guests

HRCI Credit: Approved for 2 hours of General Credit

*A mind once
stretched by a
new idea,
never regains
its original
dimensions-*
*Oliver Wendell
Holmes*





Careers In Gear

April 24, 2013 from 7:30 a.m. – 4:00 p.m.

Youth Success Expo

Medford School District Education Center

815 S. Oakdale – Medford

SHRM
MEMBERS
WELCOME
TO
OUR
EVENTS

Careers in Gear is a powerful 1-day event created in response to demand from employers and schools to provide high school students with Career Related Learning Experiences that help them compete for jobs and be successful in the workplace. Students from nine area high schools in Jackson & Josephine Counties will attend this event. Approximately 600 students will connect with local employers, attend work-readiness workshops and learn about jobs and careers with local business and industry.

Small Group Team Leaders: Approximately 60 Small Group Team Leaders are needed for this event. Time commitment is from 7:30 a.m. to 4:00 p.m. You'll be assigned to a small group (10-12) students and remain with them throughout the day. You'll ensure that your group is at the right place at the right time. You'll also provide your perspective regarding subjects discussed during the workshops, make sure students get to visit the business exhibits of special interest to them, and most importantly—be a role model for students. Being a Small Group Team Leader is a great opportunity to show high school students that the business community cares about them.

Workshop Presenters: Each student will participate in a variety of mini workshops addressing areas such as: Communications, Workplace Expectations and —Speed Bumps. As a result of their workshop experience, students will be able to identify and explain: effective formal and informal workplace communications, successful job interview techniques, strategies for effective problem-solving, the role of ethics, cooperation and respect in effective teamwork and potential barriers to getting and keeping a job.



Company Exhibits: Companies/organizations from various industries are invited to have an exhibit at the event. Companies are expected to share career opportunities regarding their industry in general and their company. Company should display visual aids drawing students to their table and have hand-outs for students. Be prepared to discuss education and training needed for success in their industry. Although Careers in Gear is not a job fair, feel free to bring job applications. In 2012, several companies actually ran out of job applications!

To volunteer: Please call Mary Holbrook 541-842-3920 or Stacie Grier 541-621-7291

Please contact Mary Holbrook, CIG Project Manager at 541-842-3920 by February 15 if you are interested in volunteering for this event. Or email Mary at mholbrook@ja-pdx.org.

Careers In Gear is brought to regional students, schools and businesses by the Rogue Workforce Partnership (a 501(c)(3) non-profit corporation) and The Job Council. For more information or to support the event through a financial or in-kind contribution, please contact Mary Holbrook, Careers in Gear Project Manager,

Junior Achievement of Jackson-Josephine Counties: 541-842-3920 mholbrook@ja-pdx.org.

Upcoming Programs

March 21st

6 Steps to Building a Social Media Presence

(Without if Taking Over Your Life)

Presence by Jennifer Hofmann

April

Thinking & Acting Strategically : New Competencies for a

New World Order

Presented by Natalie Miller

May

Legal Seminar

Presented by Joseph Haddad & Jennifer Bouman-Steagal



**Be apart of
changing lives!**

“Never be
afraid to do
something new.

Remember
amateurs built

the ark;

professionals

built the

titanic!”

-Anonymous