

Rogue Valley SHRM Newsletter

June 2013



President's Corner

Hi,

I hope you were able to attend our annual Legal Seminar last month, there was a lot of good information shared. One of the presenters, Jennifer Bouman-Steagall of Employment Law Outsourcing, LLC, will be coming back on August 15th to present "Culture Consensus or Culture Clash: How Much is Your Corporate Culture Costing You?" we hope you can make it. As a reminder, we won't be having programs in June or July.

For those of you attending the National SHRM Conference in Chicago this month have a great time! We'd love to hear from you about any speakers or topics you feel would be worthwhile to have come to the Rogue Valley in 2014. Please send an email to Tabitha Carlson and me at Tabitha.Carlson@asante.com and Shannon.Stuver@tetrattech.com with "Great Speaker/Topic – RV SHRM Should Look Into" in the subject line. We're interested in hearing from you about what information you need to do your jobs better.

And speaking of 2014, we're already starting to think about our board of directors for next year. We'll be having our Annual Open House at our September 5th board meeting and voting on the 2014 board of directors at the end of September in the hopes that new board members can join our November & December meetings to help with any transition. We'd love for you to join us and hear more about serving on the SHRM Rogue Valley Chapter board.

Enjoy the summer and we'll see you in August!

Shannon Stuver, SPHR
2013 Chapter President

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Reminder:
No Programs
for June & July

We will see
you again in
August!

Culture Consensus or Culture Clash: How Much is Your Corporate Culture Costing You?

Thursday, August 15, 2013

8:00 am - 10:00 am

Corporate culture isn't just a description of what it is like to work somewhere; it is a critical business tool that impacts every strategic decision your company makes from the benefits you provide, to the policies you implement, to the way you manage your employees, and much more. Successful employers integrate their corporate strategy seamlessly into their corporate culture to achieve maximum results. Conversely, when corporate culture conflicts with corporate goals and strategies, the consequences can be costly. Do you know whether your corporate culture is hurting your business or helping it and to what extent? Join us for this interactive workshop as we learn about the different types of corporate cultures and the market results they can achieve, how corporate culture impacts key workplace decisions, and how to capitalize on your own corporate culture to improve your company's bottom line.

Presenter: Jennifer Bouman-Steagall of Employment Law Outsourcing, LLC

About the Presenter: Employment Law Outsourcing, LLC Founder Jennifer Bouman-Steagall is a well-respected employment law attorney with a reputation for integrity, honesty, and professionalism. She practices in the area of management labor and employment law and counsels both public and private sector employers on workplace issues. Jennifer has over 13 years of experience protecting employer rights in state and federal courts. Jennifer has successfully managed numerous complex litigation matters from inception through resolution relating to all forms of discrimination, harassment, retaliation, wage and hour, family leave, disability, wrongful discharge, employment-related torts, business torts, non-competition agreements and much more.

Date: Thursday, August 15, 2013

Networking: 7:30 am to 8:00 am

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

Meeting Location: Smullin Health Education Center
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: Pending approval for 2 hours

RSVP To: Jill Auburn at (541) 956-7895, aubornj@firemtn.com

Questions: Tabitha Carlson at (541) 789-2557, Tabitha.Carlson@asnte.org

As California Goes...

By John Underwood, SPHR, Legislative Director

This is a California occurrence, but you could be in the same boat in Oregon! Read on...

Having managers and supervisors “chip-in” by performing non-exempt staff work can be more efficient during peak times and can also build solidarity with the hourly staff. Unfortunately, in California, this can also spell big trouble for employers.

Safeway was ordered to pay unpaid overtime plus interest for an assistant store manager it had classified as exempt. The store manager hired, trained, and disciplined employees. She also prepared reports and was responsible for the budget, among other duties. However, more than 50 percent of her time each day was spent performing non-exempt duties like bagging groceries and stocking shelves. The company argued that even while she was stocking shelves and performing other non-exempt duties, she was simultaneously supervising the other employees and monitoring the operation of the store. The store asserted that this multi-tasking should be counted as exempt duties which would have resulted in more than 50 percent of her time counting as exempt. Safeway argued that this meant that she was, in fact, an exempt employee and not entitled to overtime pay. The court saw it differently! She received pay for overtime worked as a non-exempt employee. How you classify employees is important...

Meanwhile, in Oregon... A new law signed by Governor Kitzhaber puts the brakes on Oregon employers' attempts to access employees' and applicants' personal social media accounts. HB 2654, which goes into effect on January 1, 2014, makes it illegal to require or request an employee or applicant to disclose his or her username and password, or other authentication method, to access the individual's personal social media account. It will also be illegal to require the individual to add the employer to the individual's list of contacts on the social media site, or to compel the individual to access a personal social media account in the presence of the employer, in a way that enables the employer to see its contents. Exempt from these prohibitions are the usernames and passwords for accounts that are used on behalf of the employer. For purposes of this new law, "social media" is defined broadly. It includes not just sites like Facebook and LinkedIn, but any electronic medium that allows users to create, share and view user-generated content, including videos, photos, blogs, video blogs, podcasts, instant messages, e-mail or Internet website profiles or locations.

Not that any professional would compel a candidate or an employee to provide passwords to their social media accounts! Right? But, what about a situation where a co-worker comes to you with a snap shot of someone's Facebook or Twitter account? Think carefully and review the situation with an attorney before acting.



Employee Development Through **Free MOOCs** (Massive Online Open Classes)

~by Patricia (Trish) Forde, SPHR, GPHR

As many of you HR professionals know, it is important to keep your employees engaged and enthusiastic about their jobs, while at the same time ensuring that they continue to grow and develop their skills and competencies. It becomes difficult due to time constraints and cost, and not every organization is able to afford to offer tuition reimbursement for their employees to take college classes.

I have explored some external trainings both paid and unpaid during recent years as I strongly believe in developing my own skills and expanding my learning into new areas of interest. That brings me to recommend the MOOC site “coursera.org”. Coursera is a free website that offers college courses from major colleges worldwide on a variety of topics of interest.

The 6-week class I recently took entitled “A Beginner’s Guide to Irrational Behavior,” was offered through Coursera, and was taught by Duke University and world-renowned Behavioral Economist and Professor Dan Ariely. Not only was the class fascinating and useful to me in my role as HR Manager, but it provided me with insights into human behavior that will benefit me both in my job *and* my personal life.

I encourage you managers out there to visit the Coursera.org website and review the wide array of free classes that are available to students. There are online classes in such topics as Public Speaking (University of Washington), Introduction to Finance (University of Michigan), Organizational Analysis (Stanford University), Understanding Media by Understanding Google (Northwestern University), and many, many more.

By the way, Coursera.org is not the only MOOC out there either. There is a HUGE list of MOOCs (free college classes) which you can view at <http://www.mooc-list.com/>. Check it out yourself and please share it with your colleagues and coworkers.

Some of the courses offered may include a certificate of achievement for folks who successfully complete the coursework. This is an advantage for individuals by enabling you to add competencies to your resume. It is also useful to HR Managers, because you might decide to assign an employee a performance development goal like, for example, developing a better understanding of project management. You could assign them a training goal of taking “BUS 402 Project Management” course offered by Saylor.org. Here’s the link to that course: <http://www.saylor.org/courses/bus402/>.

At last count, there are 3 million people around the world taking free online Coursera classes. The class by Dr. Ariely that I recently took had over 100,000 students enrolled from almost every country you can name. The diversity made it a great learning experience, and the cultural differences made this a much richer learning environment than what I have been used to in my personal educational journey thus far.

I hope you will take advantage of this wonderful new technology to develop yourself and others. Teaching and learning are particular passions of mine, as there are so many diverse topics that I am interested in. In fact, I’m not sure what I’m going to take next ... maybe something on Latin American Culture or perhaps Theories of Personalities?

So much to learn/so little time. Enjoy those MOOCs!

Diversity Corner

The SHRM Newsletter's new Diversity Corner is meant to be a place for all members to share their diversity stories and experiences as well as to discuss questions and concerns. The Diversity Corner will be published every quarter, and all members are invited to participate.

This idea was inspired by the diversity webinars provided by the national SHRM. The national SHRM strives to help volunteers around the country to share information and ideas. We could do something similar in our region and in that – help educate and inspire each other.

Please, send your diversity stories and comments to Ainoura Oussenbec, Diversity Director for the RV SHRM Board, Ainoura.Oussenbec@state.or.us

Diversity and Inclusion --- How Sweet It Is

~ Trish Forde

At The Hershey Company, the concepts of Diversity and Inclusion are embraced throughout the organization. Many of our plants, including the Ashland (“Dagoba”) plant have a diverse workforce comprised of employees from different cultures, races, religions, age groups, and genders. Employees at The Hershey Company have established a network of Diversity & Affinity Business Resource Groups, each with a mission statement that upholds goals of providing valuable group-based networking, social responsibility and professional development opportunities, while positively impacting The Hershey Company's success.

Here is a listing of some of the Diversity & Affinity groups that have been established at Hershey for employees to join together to enable sharing, fostering community involvement, volunteerism and working together toward shared goals:

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Asian Business Resource Group



African-American Business Resource Group



Hispanic Business Resource Group



Network of Young Professionals Business Resource Group



Prism GLBT Business Resource Group



Mentoring Business Resource Group



Veterans Business Resource Group



Women's Business Resource Group