

August 2013

Rogue Valley SHRM Newsletter

President's Corner

Special points of interest:

- August 15, 2013— Culture Consensus or Culture Clash: How Much is Your Corporate Culture Costing you?
- September 19, 2013— Health Care Reform
- Summer Company Events and Diversity
- Legislative Update

Hello!

I hope you've been able to get away from this crazy smoke and still enjoy your summer.

We have an exciting announcement, we have a NEW website!! <http://shrmroquevalley.shrm.org/>. Please make sure to update your bookmarks and favorites. A few of your board members have been busy making it happen this past year. Thank you John Underwood, Monica Weyhe, and Jill Auburn for all of your time and effort getting it up and running! I would also like to thank Fred Holloway, our Webmaster for the last 10+ years, for putting us on the internet map so many years ago so we could keep our chapter members informed. That website is now retired and if you type in our old website address, it will forward you to our new site which again is <http://shrmroquevalley.shrm.org/>. Please spend a few moments on the site and let us know if you want to see something specific or if you catch any typo's or errors.

Coming Soon: We will also be starting the option of using PayPal to pay for our programs this fall. You may have experienced providing your credit card to a vendor and they use their smart phone to swipe your card instead of a credit card reader. We hope to have this capability starting with our September 19th program so you no longer have to run by the ATM on your way to our programs.

One last reminder about our Annual Open House at our Thursday, September 5th board meeting. We'd love for you to spend the morning with us, see what we do, and hear more about serving on the SHRM Rogue Valley Chapter board. We are looking to fill the following board positions in 2014:

- HRCI Education (must be HRCI certified)
- Legislative Director

If you are interested, please let me know and I can give you all of the specific information (time & place).

Please look for an email in September when we ask for you to vote on our 2014 board of directors. We'll send another reminder in our September newsletter too.

We hope to see you on Thursday, on August 15th at our monthly program, "Culture Consensus or Culture Clash: How Much is Your Corporate Culture Costing You?"

Enjoy the rest of your summer,

Shannon Stuver, SPHR



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.

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 for members / No charge for first time guests and students
\$15.00 for non-members

HRCI Credit:

2 hours of Strategic HRCI credit

RSVP To:

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

Questions:

Tabitha Carlson at (541) 789-2557, Tabitha.Carlson@asante.org

Summer Company Events and Diversity

Patricia (Trish) Forde, SPHR, GPHR



It's that time of year when organizations are planning their company picnics, potlucks, and also approaching the traditional holiday planning that will come in Q4.

As an HR Manager, I am often involved in event planning for my employer and it's always important to remember diversity when making arrangements for food, beverages, decorations, etc., as they relate to the diverse employee populations we serve.

When planning company shared events, keep in mind that "sensitivity" is the key to having a successful celebration. Sondra Thiederman, PhD, author of "Making Diversity Work," advises folks to "Focus more on what we share," and she suggests focusing on the "celebrating" element, by keeping themes neutral rather than specific.

Things the party planners should consider include:

1. Ensure that everyone feels welcome by including a brief welcome statement in the diverse languages represented in your organization.
2. Accommodate divergent tastes in the food selection. Think about religious and dietary preferences including offering some ethnic food choices, vegetarian items and providing some kosher, gluten-free, non-alcoholic, and caffeine-free beverages.
3. Consider music preferences of all, not just focusing on country, rock 'n roll, and the like. When planning holiday events, be sure to recognize the different religions represented.
4. Take into account the different religious denominations when planning parties that are geared towards holidays (Xmas, Easter, etc.), as many employees share different religious beliefs. You should attempt to limit the discomfort experienced by individuals who might not share the tastes or beliefs of the majority.
5. Invite employee's families when possible, understanding that in some cultures, that could include more than just immediate family members. (Note: Many cultures consider a 'family invitation' to be an open-ended number. Thus, consider that you might have to limit employee invitees to a specific number in order that your celebration can accommodate everyone comfortably.)

Encourage employees to provide input in advance of the event so that they are all represented and invested in the success of the event.

In addition, be considerate of employees who choose to "opt-out" of celebrations or events. Respecting diversity includes understanding that every employee has the right to make their personal choices and preferences on how to spend their free time without experiencing any negative repercussions.

Also, if your work event includes visitors from other countries, read up on their practices and potential cultural faux pas. I've found a helpful book entitled "Riding the Waves of Culture, Understanding Diversity in Global Business," by Fons Trompenaars and Charles Hampden-Turner. This is a great resource on how to build the skills, sensitivity, and cultural awareness needed to establish and sustain management effectiveness across cultural borders. It's available for less than \$10 at most bookstores and online.

Legislative Update

John Underwood, SPHR



Another First for Oregon

Did you know that, effective **January 1, 2014**, Oregon will become the first state to require certain private sector employers to provide **bereavement leave to their covered employees**. The new law amends the Oregon Family Leave Act (OFLA) and applies to affected employers with 25 or more employees working in Oregon.

To be eligible to take bereavement leave, employees must have worked for a covered employer for a period of 180 calendar days immediately preceding the date that the requested leave begins. The employee must have worked an average of 25 hours per week during the 180-day period.

Eligible employees may take up to two weeks of leave per death of a family member (as defined by OFLA), up to a maximum of 12 weeks in a 12-month period, to make arrangements necessitated by the death, to attend the funeral or memorial service, or to grieve.

Should You Pay Your Intern??

Oregon Gov. John Kitzhaber, on June 13, 2013, signed into law a bill extending employment discrimination protection to interns. The new law grants unpaid interns legal recourse under Oregon's employment discrimination laws. The new law creates a limited employment relationship for the purpose of providing protection under ORS Chapter 659A.

Simply put, if your intern is performing "work" (provides "immediate advantage" to you) you must pay for the hours worked. If getting free labor is a part of your decision making process to bring on an intern, consider paying for the hours worked.



September 19th Health Care Reform