

October 2013

Rogue Valley SHRM Newsletter

President's Corner

Hello Chapter Members,

Thank you for taking the time to vote for your 2014 Rogue Valley SHRM Board of Directors! A drum roll please, the results are in....

President – John Underwood, MBA, SPHR
President-Elect – Tanya Haakinson, PHR
Past President – Shannon Stuver, SPHR
Treasurer – Suz Montemayor
Secretary – Valerie Wilson, SPHR
College Relations Director – Sarah Heiken, PHR
Diversity Director – Patricia Forde, SPHR, GPHR
Hospitality Director – Sarah Elkinton, MS
HRCI Education Director - OPEN
Legislation Director – Sarah Elkinton, MS
Membership Director – Jill Auburn, PHR
Newsletter Director – Michelle Robison, MS
Programs Co-Director – Tabitha Carlson, MS Ed.
Programs Co-Director – Tanya Haakinson, PHR
SHAPE Director – Shannon Stuver, SPHR
SHRM Foundation Director – Valerie Wilson, SPHR
Workforce Readiness Director – Wendi Brown
Director at Large – Erica Hastings
Director at Large – Ainoura Oussenbec
Director at Large – Joseph Rossi , MPA, SPHR

We are still looking for an HRCI Education Director. If you might be interested or have any questions, please contact me at Shannon.Stuver@tetrattech.com. You must be HRCI certified to fill this role.

As a reminder we award a scholarship twice a year for individuals who are interested in sitting for the PHR, SPHR or GPHR Certification from the Human Resources Certification Institute (HRCI). We also provide a scholarship to individuals for their recertification. Please see how to submit your application on the next page. Applications for the Winter testing window are due to me by Friday, October 25th. Enjoy the beginning of Fall,

Shannon
2013 Chapter President

Upcoming
Meeting

Thursday,

October 17

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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) and Senior Professional Human Resources (SPHR) 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; and
- 3) Recertification of your PHR or SPHR 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 May/June testing period and for recertification.

October 25th:

Applications due for the PHR/SPHR 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

Award Levels – Awarded Twice a Year

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

Thank you for investing in your profession!

ALERT—Unemployment Tax Rate May be Affected

“If the Department determines that the employer's conduct has met all three prongs of the new law, the Employment Department may charge the employer's unemployment account for benefits paid to an employee, regardless of the reason for the work separation. This could negatively affect an employer's unemployment tax rate.”



**Hot Cocoa & Chocolate
Tasting Event**
Dagoba Organic Chocolate
**to Host United Way of Jackson
County Fundraiser**

Dates: Wed-Friday, Oct 9, 10, 11, 2013
Store hours 10am -4pm

**Visit Dagoba Store @ 1105 Benson Way,
Ashland, and start your
holiday shopping early.**



**All net proceeds of sales on these
days to benefit United Way of
Jackson County.**

Workshop Date: Thursday, October 17, 2013
8:00 am – 9:30 am

The Coaching Curve

Leaders are often caught between treating everyone equally and responding to the strengths and weaknesses of individual team members. Many leaders are also fixed in their style of leadership; either by habit or in an effort to be consistent. In all these situations, team members are not motivated to perform at their highest levels and leaders become disconnected from their people and even burnt out.

The Coaching Curve describes various styles of leadership on a continuum and proposes an approach that is both consistent and flexible to meet the needs of the situation. The Coaching Curve also defines the term “coaching” and helps leaders understand when to coach and when not to coach.



Presenter: Guy Perrin of Centerpoint Leadership Services

Guy is President of Centerpoint Leadership Services. He has over 20 years experience in leadership and executive coaching, consulting, facilitation, counseling, and human resources management. Guy coaches leaders and consults to organizations regarding talent management and development in a wide variety of organizations.

Previously, he was a Senior Consultant for KPMG Consulting in Vancouver, BC, Guy provided career consulting, outplacement services, and developed a practice in executive and professional coaching. He was Labor Relations Manager for two daily newspapers and Industrial Relations Supervisor for a manufacturing company.

Guy is a Licensed Professional Counselor and Certified Employee Assistance Professional. He has a Masters Degree in Counseling Psychology from Antioch Graduate School, a Commerce Degree in Organizational Behavior from the University of British Columbia, and a Certificate in Dispute Resolution from the Justice Institute of BC.

Date: Thursday, October 17, 2013

Networking: 7:30 am to 8:00 am

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

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: Approved for 1.5 hours of General Credit

Workshop Date: **November – Date Pending**
8:00 am – 9:30 am



Rogue Valley SHRM

Using Emotional Competencies and Skills to Lead More Strategically and Accelerate Performance

This interactive presentation will help participants explore the latest research on how emotions and other forms of non-verbal communication can be used to make better decisions in the workplace, including skills at evaluating truthfulness and credibility. Understanding how we perceive others, and how we are perceived by others, has implications for strategic hiring, generating buy-in for change initiatives, and making more informed and reliable decisions.

Presenter: John Bowling, Ph.D. of Sustainable Leadership Consultants

About the Presenter: Dr. John Bowling is a licensed psychologist and accomplished business leader, educator, coach, and consultant as well as adjunct faculty member in the Graduate School of Business at Southern Oregon University. He is passionate about helping individuals, teams, and organizations optimize performance through a process of creating clarity around focus, strategy, structure, and desired outcomes, and then enhancing awareness of self and others in interactions. This blend of structural and process work helps remove barriers to performance while reinforcing development of new strategic and interpersonal skills.

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

LEGISLATIVE UPDATE

BY JOHN UNDERWOOD, LEGISLATIVE DIRECTOR

Rogue Valley SHRM

<http://gov.oregonlive.com/bill/signed/2013/>

It was a VERY interesting exercise to look at the summary of EVERY one of the 784 bills signed into to law by the Governor of the State of Oregon to date in 2013. Below are the bills that are most relevant to you...However... just for fun, I included a few that will get your curiosity and may cause to you go to site noted above to get more information. Just cut and paste the URL into your address line. Then, type in the bill number (below) in the search bar and hit enter:

SB 191 Authorizes Director of the Employment Department to impose penalty of up to 30 percent on overpayment of unemployment insurance benefits due to false statement, misrepresentation or nondisclosure of material fact.

SB 252 Increases minimum penalty for late filings of payroll and tax reports by employers to \$100.

HB 2683 Authorizes employer to pay wages due employee through direct deposit into employee's account.

SB 444 Creates offense of smoking in motor vehicle.

HB 2903 Requires certain employers (probably you if you have 6 or more employees) to post in premises where employees are employed summary of statutes and rules related to employment rights of victims of domestic violence, harassment, sexual assault or stalking.

HB 2025 Establishes economic damages liability of owner or possessor of bison running at large or of person allowing bison to run at large.

SB 598 Establishes requirements for 9-1-1 calls placed from multiline telephone system.

SB 135 Abolishes Wage and Hour Commission. Whhaaattt?!

SB 491 Permits minor 14 years of age or older to obtain, without parental knowledge or consent, outpatient diagnosis or treatment of mental or emotional disorder or chemical dependency from professional counselors and marriage and family therapists licensed by Oregon Board of Licensed Professional Counselors and Therapists.

SB 533 Extends period during which nurse practitioner may provide services to injured worker.

HB 2612 Provides that postpartum mother may remove placenta from health care facility pursuant to rules adopted by Oregon Health Authority. OOOOKAYYYY...

HB 2242 Allows use of alternate definition of "base year" only if use makes individual eligible for unemployment insurance benefits.

HB 2111 Revises standard for determination of whether individual is substantially limited in major life activity.

HB 2352 Designates August 9 of each year as Boring and Dull Day. Hmmmm....

SB 1 Requires employer to provide paid or unpaid time off for Veterans Day to employees who are veterans.

Southern Oregon University, School of Business Internships

Southern Oregon University School of Business values internships as an important part of their students' learning experience. "The light seems to come on when they see all the business concepts they've learned in class come alive in the real world," says Interim Dean Joan McBee whom previously ran the school's Internship Program. Filling McBee's shoes is Karen Clarke who will be coordinating the Internship Program for the School of Business. Contact Karen for all internship requests at clarkeka@sou.edu or 541-552-8018.