



▶ WELCOME FROM THE PRESIDENT. 1-2

○ ISSUE 1 | ○ VOL. 8 | ○ 2015



▶ 2015 KS SHRM EMPLOYMENT LAW & EMPLOYEE BENEFITS CONFERENCE...3



▶ OFCCP Posts TWO NEW FAQ'S 6

Topeka SHRM

ADDRESSING THE NEEDS OF HR PROFESSIONALS AND FOSTERING THE DEVELOPMENT OF SHRM'S VISION.

Leadership Quote of the Quarter: "Management is doing things right; leadership is doing the right things." - Peter F. Drucker



Welcome From the President

Happy 2015 to our current and future members! My name is Brenna Mannell and I am honored to be your Chapter President this year. Please let me introduce myself. My family moved to Topeka in December 2010 and I have had the pleasure of being a part of our Topeka Chapter for the past four years. I have been on the Board of Directors for the past two years and have been privileged to work with and meet many of you. It is inspiring to know that we have over 130 members, and though I

haven't met everyone, it is exciting to see how passionate our members are about the HR profession.

This year we have a lot to offer for programs and training as well as opportunities for networking and community outreach. Our programs and training this year focus on Legal/Legislative updates, Employee Relations, Benefits, Compensation, Talent Management, Business Metrics, FLSA education and more. We also look forward to networking and out-

reach events that help enhance our workforce readiness initiatives like high school job shadowing, mock interviews and Christmas adoption to support families in need.

We are blessed to have a great board of directors who are working hard to provide you the programs, training, resources and experiences that will meet, and hopefully exceed, your professional needs this year. You are all an important part of this chapter and

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT

2015 Board of Directors

President: Brenna Mannell, SPHR, SHRM-SCP
President-Elect: (vacant)
Past President: Pam Pierce, PHR, SHRM-CP
Programs & Training Director: Cassie Norton
Programs & Training Director-Elect: Holly Perkins, JD
Membership Director: Ashley Esquibel, PHR, SHRM-CP

Membership Director-Elect: Debra Bush
Finance Director: Connie Fulton, PHR, SHRM-CP
Finance Director-Elect: Erin Brown
Communications Director: Lakeisha Williams, SPHR
College Relations Director: Andrea Gilchrist

Contd.— Welcome from the President

we welcome your input and ideas so we meet your needs both professionally and for our community.

Lastly, I want to thank our current board members, our former presidents and former board members for your dedication and words of wisdom. You have all created a strong foundation for us to continue to build upon and I look forward to a wonderful 2015 for our chapter and our HR profession!

I look forward to working with many of you this year!

Brenna Mannell, SPHR, SHRM-SCP
2015 SHRM—Topeka Chapter President

UPCOMING MEETING DATE:

Thurs., Feb 26

Meeting Topic: NLRB Election Rules

Speaker: Tim Davis—Constangy, Brooks & Smith, LLC

Time: 11:30am—1:00pm

Location: Capitol Plaza Hotel

Cost: \$14.50 for SHRM - Topeka
Members that pre-register on website
\$19.50 for SHRM - Topeka
Members registering at the door
\$19.50 for non-SHRM Topeka
Non-members that pre-register
\$24.50 for non-SHRM - Topeka
Members registering at the door

Message From the Outgoing President

I would like to take this opportunity to thank the 2014 SHRM Board of Directors for their hard work and dedication to the Human Resource field. This year went by so fast and with all of the unforeseen issues that came up for me I am amazed and very thankful that everyone continued to move forward and keep our goals in the forefront. You are truly a wonderful group of dedicated Human Resource Professionals and I am very humbled to have been able to serve with you. Thank you, thank you, thank you.

Pam Pierce, PHR, SHRM-CP
2014 SHRM-Topeka Chapter President

**SHRM 2015 ANNUAL
CONFERENCE & EXPOSITION**
June 28 – July 01 Las Vegas
COMMIT TO YOUR CAREER & THRIVE TODAY



<http://annual.shrm.org/>

KS SHRM 2015 Employment Law & Employee Benefits Conference Feb. 18-19, 2015 | Topeka, KS

- Registration for the KS SHRM 8th Annual Employment Law and Employee Benefits Conference is now open.
- Register at http://www.ksshrm.com/events/event_details.asp?id=577522&group=
- Early bird expires on January 22, 2015.

Conference Overview:

Recognizing the changing HR environment, KSSHRM revised the 2015 Conference to meet the HR professional's needs. The Conference will include a full day of Employment Law issues Wednesday and Employee Benefits on Thursday. If you are involved or interested in the legislative process that forms HR laws in Kansas, you have the option of attending a special half-day session at The Kansas Statehouse on Thursday. Don't miss this opportunity to gain 17 hours HRCI credit, network with other HR professionals, and learn the tips, tools, and resources to help your company mitigate risk as KS SHRM has assembled a team of Super Lawyers to help walk you through the ever changing maze of HR legal requirements... visit <http://www.ksshrm.com> for more information.

Conference Agenda:

The KS SHRM 2015 Employment Law and Employee Benefits Conference agenda can be viewed [HERE](#). This is an excellent conference you don't want to miss. The Legislative Committee has put together a fantastic program lineup. Hope to see you all there!

Not a local member? Join a local Kansas SHRM Chapter... or be our guest at upcoming local chapter program. Simply visit <https://ksshrm.site-ym.com/?page=HRResources> to find the chapter nearest you.

Respectfully,

David A. Love, Legislative Director-2015
Kansas State Council of SHRM, Inc. (KS SHRM)
davidl@clinewood.com | (913) 319-3437

Mindy McPheeters, Legislative Director-2014
Kansas State Council of SHRM, Inc. (KS SHRM)
mmcpheeters@deltadentalks.com | 316.462.3318

The above message concerns products and/or services of The Kansas State Council of SHRM, Inc.

Topeka West High School Mock Interview Day

SHRM Topeka Chapter-0428 members provided Topeka West High School students with a glimpse into the working world on Thursday, November 20, 2014. Human Resource Management professionals conducted mock interviews at Topeka West High School with approximately 15 students. Students were challenged to answer open-ended, behavior-based questions, which required them to respond with specific job-related scenarios. Interviewers promoted behavior-based questions due to them being utilized in the modern workplace.

Students were encouraged to emphasize additional experiences, including volunteering, school participation, and community service, to reiterate their transferrable skills that are relevant to the position for which they are interviewing. Students were also encouraged to create a resume and provide current references for their potential employer as well.

This SHRM Topeka Chapter-0428 and Topeka West High partnership allowed students the opportunity to prepare for interviewing, and volunteers to contribute to the entry-level workforce. We welcome opportunities to assist students with their future employment

endeavors. We would like to extend a special thank you to Nicole Murray, Topeka West High School FACS Coordinator, for the opportunity. We look forward to working with you again in the future!

Thank you to the following SHRM members and volunteers for their participation:

- **Pam Pierce**, Jetz Service Company, Human Resources Director
- **Deb Tompkins North**, True North Consulting, LLC
- **Marilee Lowrey**, WTI, Career Services Specialist
- **Megan DiGiovanni**, Bartlett & West, Human Resources Generalist
- **Andrea Gilchrist**, Midland Care Connection, Inc., Human Resources Generalist
- **Matt Douglas**, Mass Metal, Vice President-Corporate Markets, Midwest

Andrea Gilchrist



SHRM's New HR Certification

- SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP) are based upon a single, comprehensive Body of Competency and Knowledge (BoCK) and are relevant worldwide, giving professionals the recognition and flexibility to use their knowledge, skills and competencies anywhere their career takes them.
- SHRM-CP and SHRM-SCP test HR knowledge as well as competencies and their application to ensure the professional's ability to demonstrate what they know, and what they can do with their knowledge in the variety of situations they encounter.
- Using a global definition of HR experience for exam eligibility, one that is not based on exempt or non-exempt status

Questions?: <http://shrmcertification.org>

SHRM-Topeka 2014 United Way Family Adoption

SHRM Topeka Chapter-0428 participated in the 2014 United Way Family Adoption Program. Our adopted family members, Kenneth, Jimmy and Wuanita Price, are warm, caring individuals. Wuanita, mother to Kenneth and Jimmy, has limited resources and they all help each other to the best of their abilities. Though they are faced with daily challenges including disabilities, their love for one another, as well as others, is evident in their smiles and welcoming demeanor.

The Price family was grateful to be adopted by SHRM and was grateful to the United Way for helping their Christmas wishes come true. Kenneth Price said, "We were hoping we'd be adopted this year. We're happy to get the gifts and dinner that you've given us. God bless you all."

SHRM provided all of the wish list items provided by the United Way, as well as a Christmas dinner. Gifts that the Price family received were jeans, khakis, tennis shoes, slippers, socks, perfume and tee shirts.

Ann Barr, TARC Case Manager for Kenneth Price, said that the Price family is very special. She said they are a very loving family who were excited to be adopted and hoped to get things that they all need. "They're glad to be adopted this year. Thank you SHRM for supporting this family," Barr said.

Andrea Gilchrist



SHRM Volunteer Leaders' Summit

I was able to attend the SHRM Volunteer Leaders' Summit in November, 2014 in Washington DC. Over 850 volunteer leaders from chapters all over the United States were in attendance. During the first day of the conference, more than 400 human resource professionals from across the country

gathered on Capitol Hill to share their perspective on two legislative issues related to the Fair Labor Standards Act (FLSA) with their members of Congress.

SHRM members discussed the following issues related to the FLSA with lawmakers:

Debarment of Employers with FLSA violations

The Ellison amendment, which has been attached to appropriations bills in the U.S. House, would automatically prohibit organizations with FLSA violations in the past five years from contracting with the federal government. Additionally, this amendment would circumvent long-standing and proven debarment procedures under the Federal Acquisition Regulation. SHRM members will tell their representatives that, although employers may work diligently to comply with the law, they can still run into challenges with the FLSA.

Changes to Overtime Regulations

Under FLSA overtime regulations, an employee may qualify as exempt from overtime requirements if they perform specific job responsibilities and are paid on a salary basis of \$455 or more per week. A proposal to update FLSA overtime regulations is expected to be announced by the Department of Labor in early 2015. Potential changes could include a significant increase to the salary basis amount as well as modifications to the primary duties test. These changes could further exasperate an already complex set of regulations. SHRM members plan to express their concerns about these potential changes, which will complicate employee classifications and limit workplace flexibility.

The rest of the conference included opportunities to gain information about volunteer roles, enhancing leadership development skills, networking and sharing best practices and challenges with other chapters. One change our chapter made after the conference was to add official job descriptions for each position on our board to help new board members gain a better understanding of their responsibilities and to help with transition from year to year. Another change we made was adding two interns to the board to help with special projects.

Ashley Esquibel, PHR, SHRM-CP

OFCCP Posts Two New FAQs on Veteran Self-Identification

By Leigh M. Nason and Hera S. Arsen, J.D., Ph.D.

1/28/2015



On Oct. 27, 2014, a new reporting form for veterans, the VETS 4212 reporting form, replaced the VETS -100A and VETS-100 Forms. In response to inquiries about contractors' new requirements as a result of this change, on Jan. 20, the Office of Federal Contract Compliance Programs (OFCCP) posted two new questions to its compilation of "Frequently Asked Questions" (FAQs) on the new Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) regulations. Both questions concern the new form and the requirement to invite voluntary self-identification of protected veteran status under VEVRAA.

As we reported in our last blog post on the new form, "OFCCP Self-ID and Equal Pay Tool Updates," the VETS 4212 does not require contractors to report specific categories of "protected veterans" but instead requires only the reporting on the total number of protected veterans in the aggregate—thereby altering contractors' obligations to invite applicants or employees to identify specific veteran category status.

The first of the two questions asks whether contractors must continue to invite applicants to self-identify by specific category of protected veteran at the post-offer stage:

The Veterans' Employment and Training Service (VETS) replaced the VETS-100A form with a new VETS-4212 form. The new form requires federal contractors to report aggregate data on the number of protected veterans that were newly hired and the number they employed. This is different from the previous requirement that contractors report the data by the number of veterans in each of the individual

categories for protected veterans. To comply with OFCCP's VEVRAA requirements, must contractors continue to invite applicants to self-identify using the individual categories at the post-offer stage?

The OFCCP's FAQs page makes clear that contractors are not required to invite applicants who have been offered a job to self-identify by category.

The second question addresses the permissibility of inviting applicants to self-identify using the individual categories:

May a contractor continue to invite applicants to voluntarily self-identify as a protected veteran using the individual categories for protected veterans even though the new VETS-4212 form asks only for aggregated protected veteran data?

According to the FAQs, contractors may choose to continue to invite applicants to voluntarily self-identify by specific category although they are not required to.

The OFCCP has over 40 "Frequently Asked Questions," on VEVRAA including these two new ones on the OFCCP's website.

Leigh M. Nason is a shareholder in the Columbia, S.C., office of Ogletree Deakins, and she chairs the firm's Affirmative Action Programs and OFCCP Compliance Practice Group. Hera S. Arsen, J.D., Ph.D. is managing editor of firm publications and is based in the Torrance, Calif. office of Ogletree Deakins. Republished with permission. © 2015 Ogletree Deakins.

All rights reserved. - See more at: <http://www.shrm.org/legalissues/federalresources/pages/>

2015 Chapter Meeting Schedule

Month	Meeting Type	Meeting Date	Meeting Time	Presenter	Topic
February	Luncheon	2/26/2015	11:30am— 1:00pm	Tim Davis	NLRB Election Rules
March	NO MEETING				
April	Luncheon	4/23/2015	11:30am— 1:00pm	Natalie Bright	Legislative Update
April	Training	4/23/2015	1:30pm— 4:00pm	TBD	TBD
May	Luncheon	5/28/2015	11:30am— 1:00pm	Kristina Dietrick	Workplace Ethics & Boundries
June	Luncheon	6/25/2015	11:30am— 1:00pm	Stephanie Scheck	Affirmative Action
July	Luncheon	7/23/2015	11:30am— 1:00pm	Scott Ferrin	Best Practices in Talent Management Practices
August	SHRMinar	8/27/2015	TBD	TBD	TBD