



▶ WELCOME FROM THE PRESIDENT. 1

○ ISSUE 1 ○ VOL. 9 ○ 2016



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▶ DID YOU KNOW? 3

Topeka SHRM

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

Leadership Quote of the Quarter: "A good leader leads the people from above them. A great leader leads the people from within them."

--M. D. Arnold



From the President

2016 is sure to be a year full of change in the HR landscape! With all the upcoming changes and challenges don't forget to take time and continue to focus on your own professional development. Our board members are here to help you succeed. We have been working hard to source speakers to provide you the resources and training you need to keep abreast of how to evolve in this changing landscape. We also want to make sure we are communicating relevant topics and trends through our communication channels, committees and other avenues. Our Board Members are excited and dedicated to help you stay on top of these evolving needs, while focusing our programs around the SHRM BOCK competency wheel. Please continue to give us your feedback, ideas and take an active role in our HR community.

During the 2016 year, we would like to help educate you about the focus of our Topeka SHRM Committees as they relate to your needs and interests.

- ◆ Legislative Committee (Dina Cox)
- ◆ Workforce Readiness Committee (Megan DiGionvanni)
- ◆ Technology Committee (Lakeisha Williams)
- ◆ Diversity & Inclusion Committee (Connie Fulton)

Our committees and our Chapter will only be successful with your involvement. Stay tuned as we communicate ways to stay involved, volunteer for outreach opportunities, discuss legislative topics, learn about technology enhancements and get more involved

in diversity and inclusion.

We want your input and involvement so we can continue to amend our offerings to meet your needs.

Let's have a great 2016!

Brenna Mannell,

SPHR, SHRM-SCP

2016 SHRM—Topeka Chapter President

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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The future of HR is here. Are you ready?

Demonstrate application of the universal behavioral competencies and technical knowledge essential for effective HR job performance.

Prove not only what you know—but how you can apply that knowledge on the job.

If you haven't already applied for the Spring SHRM-CP/SHRM-SCP exam window, don't delay—the **regular application deadline is March 25!** After this date, there will be a nonrefundable \$75 USD application fee for applications through April 15.

[APPLY NOW](#)

These exams test both HR competencies and HR knowledge—and their application—to ensure an HR professional's ability to demonstrate what they know, and what they can do with their knowledge in the variety of situations they encounter.

To find the exam location nearest you, visit Prometric, SHRM's testing vendor, at prometric.com/SHRM.

2016 SHRM-CP and SHRM-SCP Exam Fees

SHRM Member: \$300 USD

SHRM Nonmember: \$400 USD

Application Fee: \$50 USD Nonrefundable processing fee.
(Included in Exam Fee)



SHRM looks forward to welcoming you to Washington DC for the next Annual Conference & Exposition. It will take place June 19-22.

Hear stories that will energize and motivate you from these key note speakers:

- Paul Begala—CNN commentator and international analyst with the distinct accomplishment of playing a critical role in the campaign and elections of President Obama and President Clinton
- Tucker Carlson—longtime newspaper and magazine writer, current anchor on Fox and Friends Weekend and the editor-in-chief of The Daily Caller, one of the largest and fastest growing news sites in the country
- Sal Khan—acclaimed author on education and founder of Khan Academy, a nonprofit with over 26 million registered students in 190 countries

Register today at www.annual.shrm.org

UPCOMING MEETING DATE:

Wed, February 24

Meeting Topic: Performance Management—A Systemic Approach

Speaker: Phil Hayes—The Arnold Group

Time: 11:30am—1:00pm

Location: Capitol Plaza Hotel

Cost: \$15.00 for SHRM - Topeka Members that pre-register on website
\$20.00 for SHRM - Topeka Members registering at the door
\$20.00 for non-SHRM Topeka Non-members that pre-register
\$25.00 for non-SHRM - Topeka Members registering at the door

Register Today!
<http://topeka.shrm.org/events>

DID YOU KNOW?

- The Equal Employment Opportunity Commission (EEOC) has proposed to revise its *EEO-1 Report* to include electronic collection of pay data from employers with more than 100 employees. The Office of Federal Contract Compliance Programs (OFCCP), having dropped its plans to implement a separate *Equal Pay Report* for federal contractors, would utilize the EEO-1 pay information as well. The new pay data would help the EEOC and the OFCCP identify possible pay discrimination and assist employers in promoting equal pay in their workplaces.
- A recent study from Vodafone found that profits rise with flexible work. Their study included both US and global companies and found that:
 - ⇒ 86% of US companies and 83% of global companies that have implemented flexible work policies have seen an increase in employee productivity
 - ⇒ 61% of global respondents said their company's profits increased
 - ⇒ 58% said they believe that flexible work policies have had a positive impact on their organizations' reputations
 - ⇒ 77% of US organizations with flexible work policies say morale has risen
 - ⇒ 60% of employees in the US use flexible work options to achieve better work/life balance

<http://www.shrm.org/hrdisciplines/technology/articles/pages/profits-rise-with-flexible-work-study-says.aspx>
- Kansas Unemployment Insurance: For 2016, the ratio of the fund balance to total payrolls is 0.958%. Eligible positive-balance employers pay rates ranging from 0.20% to 5.40%. New employers pay 2.70%, except new construction employers pay 6.0%. Negative-balance employers pay rates ranging from 5.60% to 7.60%. New rated government employers pay 0.12% for 2016

Volunteer Opportunities

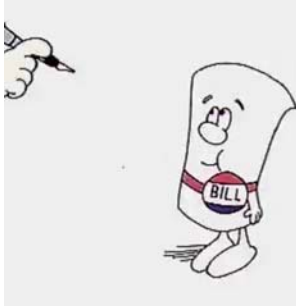
Now that you are a SHRM-Topeka chapter member, why not consider also becoming a SHRM volunteer? Below are several ways you can volunteer:

- Volunteer as a chapter committee member or chair
 - ◇ Diversity & Inclusion Committee
 - ◇ Legislative Committee
 - ◇ Technology Committee
 - ◇ Workforce Readiness Committee
- Volunteer as a chapter board member
 - ◇ President-elect position is vacant
- Volunteer on the KS SHRM Conference Committee
- Volunteer on the KS SHRM State Council



How a Bill Becomes a Law

By Dina Cox—2016 SHRM-Topeka Legislative Committee Chair



Have you ever wondered how to change a law? Do you think it's a huge undertaking? Do you say to yourself, "Why doesn't someone do something about that?" You are not alone. Guess what? It's not brain surgery or rocket science. It can take a little time, but like everything else we do in life, if it's important we will make it a priority and get it done.

The process itself of how a bill becomes a law in Kansas is really pretty simple. See the graphic that accompanies this article. It's simple in words, but what you don't see is the time spent by people who need to persuade lawmakers that a law is needed or needs to be changed.

For example, several years ago, KS SHRM recognized that the Unemployment Security laws needed to be changed and set out to make that happen. The first year a Senator agreed to sponsor the bill and have it introduced. It died in committee that year. The second year, the Senator again agreed to sponsor the bill and a few more sponsors signed on as well. The Commerce committee allowed a hearing on the bill but again, no change. The third year, the bill gained a head of steam and saw some changes passed by both committees and houses. The fourth year, building on what we accomplished in the prior three years, more changes were passed and the Unemployment Security law became what it is today—a much better law than in the past.

KS SHRM, SHRM Topeka and other SHRM chapters have built a great relationship with many of our legislators. Many members have testified on issues such as unemployment security, workers compensation, immigration, FMLA, and other bills. It is important that we continue to do this so that when HR-related questions come up, the legislators know they have an expert panel of people they can trust to give them accurate answers.

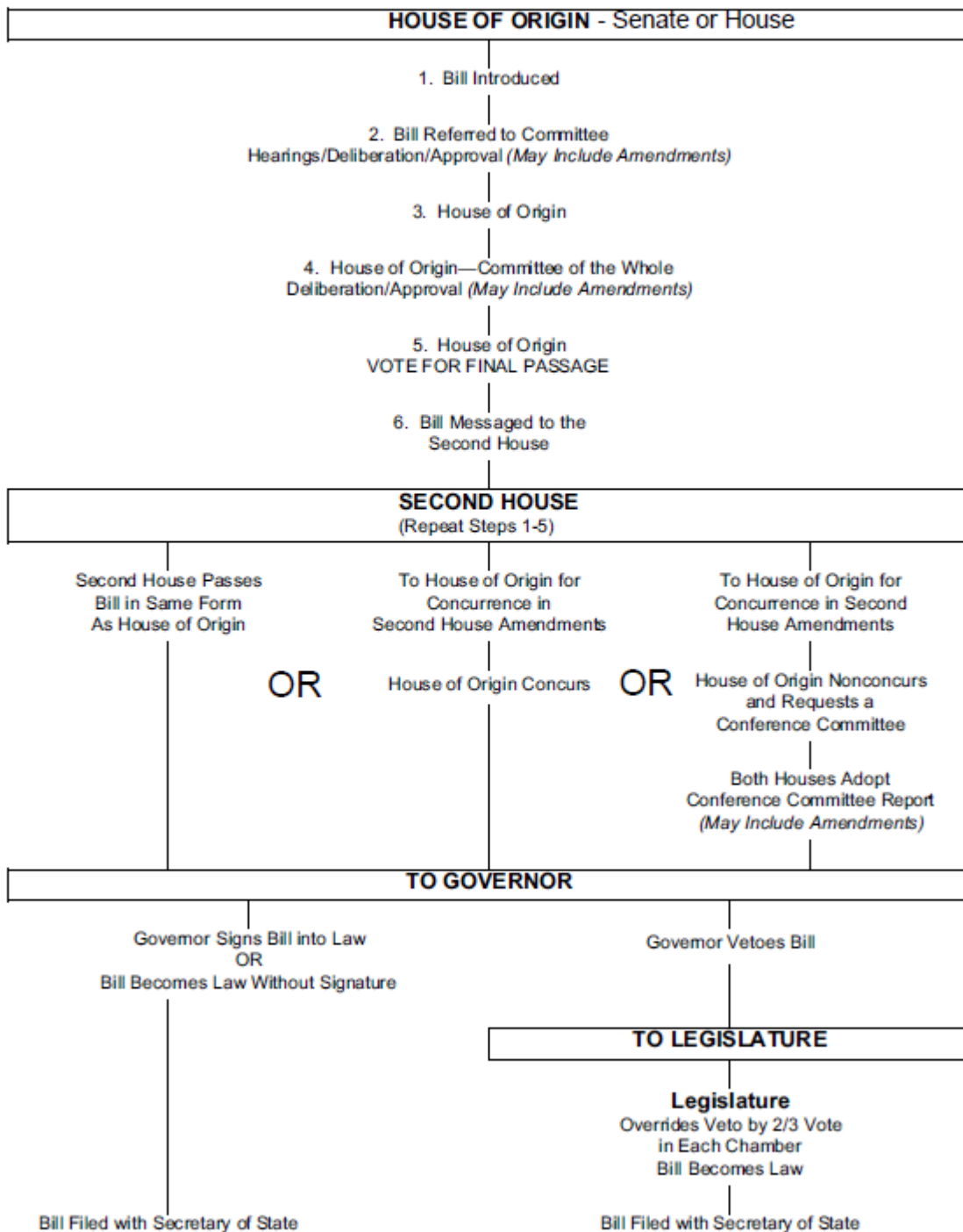
SHRM Topeka's Legislative Committee has set a goal for 2016 to increase the number of members. We often hear things like, "I'm too nervous to testify in front of a committee." Or, "I wouldn't know how to talk to my Senator/Representative." Or, "I'm just too busy." I was once that way, too. Then I reminded myself, "If not me, then who? I'm an expert in my profession. If I step up, maybe others will step up with me." And of course, I've never been alone testifying or visiting with my Senator or Representative. The more people who help, the less time consuming it is.

A great way to "try-before-you-buy" is to attend the Legislative, Employment and Benefits Conference on February 15 and 16. The morning of the 16th, you can spend about an hour learning what positions KS SHRM is taking on issues and how to present these issues to your Representatives and Senators. You will watch at least one committee meeting in action, and you will visit your Representatives and Senators with other SHRM members from your district. Even if you choose to take a "quiet" role during this process, the experience will help you the next time. Register at www.ksshrm.com. Another way to learn more about advocacy is to attend the April 28 SHRM Topeka meeting featuring Natalie Bright, KS SHRM Lobbyist, who will update members on the legislative session. Register for this meeting at <http://topeka.shrm.org/>.

Once you feel more comfortable with the process, who knows, maybe you'll run for the legislature. Maybe you'll feel comfortable contacting your Senator and Representative in Washington. Maybe you'll become an advocate for your business or other organizations you are involved in. Whatever you decide, I hope that you will join me this year on the Legislative Committee as we continue to demonstrate our HR expertise to the Kansas Legislature and our federal representatives.

HOW A BILL BECOMES LAW

The Kansas Legislature consists of Two Houses—The House of Representatives (125 members) and the Senate (40 members). A bill may be introduced in either house. The main steps in the process of a bill becoming a law are shown below.



#29953.01(3/28/1(12:17PM)) The bill must be published on or before July 1 to be in force.

GREAT HR MAKES GREAT ORGANIZATIONS

Memberships in SHRM +
SHRM - Topeka =
A Smart Investment



Leading People.
Leading Organizations.

SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Both national and local SHRM memberships are great ways to enhance your HR career. Join today!

National SHRM membership: <http://www.shrm.org/join>
SHRM-Topeka membership: <http://topeka.shrm.org/user/register>