

PAHRA NEWS

Message from the President

For those we didn't see at the January, February or March meetings, Happy 2015!

This year, we said good-bye to our prior President, Angie Simpson. Angie has done an excellent job as our President for the past three years, and I know that I personally appreciate her strength, leadership and guidance. She'll still be around at our monthly meetings and serve on the board, but there's even better news! She has been appointed the SC SHRM Foundation Director! Congratulations Angie, it's well-deserved.



Now I start my two year term as your PAHRA President, and I couldn't be more excited. This is a wonderful organization, and I have enjoyed getting to know all of you and learning so much.

Thanks to everyone who took the survey last year. The board reviewed all of the results and tried to incorporate the results and your recommendations in this year's programs. Please let any of us know if you think of more topics that interest you or could help you in your HR role.

I want to also thank everyone who participated in the quick survey at January's meeting to determine our program for May. It was pretty unanimous, so our terrific board member Jamie Hedgepath will be presenting on Investigations in the Workplace.

I want to welcome Rachel Blair as the newest member of our Board of Directors! She will be responsible for the SHRM Foundation, which is a 501(c)(3) nonprofit affiliate of SHRM that funds grants for HR management research and trend analysis.

I recently attended my first SC SHRM Leadership Summit, and I must say that I am very impressed with the HR leadership in SC SHRM. Chapters from all over the state attended the 2-day session, and we covered a variety of topics, including what challenges chapters are facing like the new certification, growing chapter membership and sharing best practices and speakers. You'll be hearing more about these topics and more throughout the year, especially SC Hires Heroes, a statewide effort led by our politicians in Columbia to encourage and help employers hire more returning military. We're thrilled that Debbie Turner will be our chapter's representative for this initiative, and there is a prize related to this effort. The chapter that hires the most returning veterans this year gets a free registration for this year's annual state conference! Please feel free to contact Debbie at dturner@staffsourceinc.com for more information.

Other news from the summit was that we have a new SC SHRM District Director – Ed Parris! Many of you may know Ed from other roles he's played with SC SHRM over the years, and he will be coming to one of our future meetings to meet with everyone. Please join me in welcoming him!

Thanks to all of you that make this organization so valuable to the HR community in this area. I look forward to my new role, and know that together we can continue to grow, both individually and as leaders in HR.



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Board Member Profile Laura Kazee – President



I was born in Evanston, IL, but have lived in many places throughout my life, including a few Chicago, IL suburbs, Pittsford, NY, Rosemont PA, Florida (4 times!), Tokyo, Japan, Bloomington, IN, San Francisco, CA, San Antonio, TX, Raleigh, NC and now am very happy to reside in Ninety Six, SC. I am currently the Director of Finance and HR at Beyond Abuse, a nonprofit 501(c)(3) organization primarily serving Abbeville, Greenwood and Laurens counties in SC, providing complete confidentiality, 24/7 crisis response, advocacy, counseling, assistance with filing victim's compensation, and facilitation of awareness and education programs.

While I serve a financial and HR role now, the majority of my 35 years of work experience has been managing large, successful IT software development and support organizations. Some of the companies I've worked for include Wells Fargo, La Quinta Inns, Progress Energy (now Duke) and 2 IT consulting firms. I have my Bachelor's degree in Business from the University of Florida (Go Gators!), and my MBA in IT from Indiana University. While I love working in IT, I find my current position very rewarding, and I enjoy contributing to the success of this worthy agency.

I am married (23 years – wow!) and have 2 wonderful four-legged fur-babies, both cocker spaniels. My mother, a Greenwood resident, lives with us now, and it is truly a blessing to have her in our daily lives. I have 2 brothers and 2 sisters (spread all around the country), 8 nephews and nieces, one step-daughter and step-son and 3 step-grandchildren! Wish we could all get together more often.

I love to cook and travel and enjoy watching movies with my family. Favorite movie of all time - probably the Godfather, but there are so many more I love!

Board Member Profile James Hedgepath – Legal Counsel



Since before law school, Jamie Hedgepath has been assisting employers with employment and labor law related issues. What began in college as an interest in employment and labor law has resulted in Jamie being certified as an Employment and Labor Law Specialist by the South Carolina Supreme Court 20 years later. Jamie focuses his employment practice on clients with South Carolina roots, but also assists clients across the country, including Georgia and North Carolina. In this role, he advises and represents clients in all types of employment matters, including discrimination, harassment, accommodation, FMLA, wage payment and discharge matters, to name a few.

Jamie is also a seasoned employee benefit litigator with a national benefit litigation practice that focuses on litigation of disputed life, health, disability, and bad faith claims, as well as fiduciary liability issues. Having obtained more than 50 favorable court decisions in benefit matters in federal and state courts, including appellate decisions, Jamie's track record has made him a go-to attorney for insurers, plan sponsors, administrators, and fiduciaries. In addition, he has assisted clients in favorably resolving more than 200 benefit matters informally or at mediation.

Education • Clemson University, B.S., 1994 •
Clemson University, M.B.A., 1996 • University of
South Carolina, J.D., 2001
Bar and Court Admissions • South Carolina •
South Carolina Supreme Court • United States
District Court for the District of SC • Georgia •
United States District Court for the Northern
District of Georgia
Civil and Professional Memberships • Greenville
County Bar Association • SHRM-Greenwood
Chapter (Board Member) • SHRM • South
Carolina Bar • DRI Life Health and Disability
Committee (Committee Member) • South
Carolina Bar • Greater Easley Chamber of
Commerce (Board Member)



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New SHRM Certification

SHRM Certification Online Tutorial Pathway

Business leadership has changed over recent decades. HR professionals now operate at the core of the global enterprise, ensuring the alignment of policy and practice with organizational strategy. The new SHRM credentials, the SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP), reflect the expanding role of today's HR professional.

Set Yourself Apart

The SHRM-CP and SHRM-SCP professional designations distinguish you from your colleagues, demonstrating your high level of competence, knowledge and skills. Earning your SHRM certification makes you a more valuable business asset, allowing both you and your organization to stay relevant and up-to-date.

The Pathway to SHRM Certification

If you are a current holder of an HR generalist certification* in good standing and you obtained your certification by January 31, 2015, you will be eligible for the SHRM Online Tutorial Pathway as a bridge to the SHRM-CP or SHRM-SCP. During this process, you will have the opportunity to complete a series of steps—by December 31, 2015—to obtain your SHRM credential at no cost. (Any professionals who did not obtain a generalist certification by January 31, 2015, will not be eligible for the online tutorial pathway and instead can take the SHRM certification exam during the spring or winter exam window.)

The core of this process is an online tutorial that provides an overview of the SHRM Competency Model and explores how the competency model supports your professional development.

Ready to Start the Process? It's Easy:

1. Visit shrmcertification.org/pathway.
2. Create an account and select "Online Tutorial Pathway."
3. Affirm that you hold a valid HR credential.
4. Enter current certification details: certification name, issue date and expiration date.
5. Agree to abide by the SHRM Code of Ethics.
6. Access and complete the Online Tutorial via the link sent to your e-mail.
7. Receive your SHRM credential once you complete the pathway process, and begin a three-year recertification cycle. For up-to-date details on recertification, visit shrmcertification.org/recertification.

You will not lose or have to give up any of your current credentials in order to obtain the new SHRM certification.

*Eligible HR generalist certification programs include: PHR, SPHR, GPHR, HRBP, HRMP and IPMA-CP.

PHR, SPHR, GPHR, HRBP and HRMP are registered trademarks of the HR Certification Institute and are not SHRM certifications.

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

REGISTER NOW
REGISTER BY 4/17 & SAVE!

April PAHRA Program

An Overview of Public Sector Programs as they relate to the Workplace and Employees

Upper Savannah Council of Governments Speakers:

Trish Hartung, Executive Director
 Sandra Johnson, Workforce Development Administrator
 Vanessa Wideman, Aging Director
 Sam Leaman, Assistant Director
 Pam Davenport, Community Development Director

Tuesday, April 14, 2015
 Upper Savannah Council of Governments
 430 Helix Road, Greenwood
 11:45 am-1:15 pm (lunch included)

Cost: \$10 Members \$15 Non-Members

[Click here to RSVP](#)

Become a Member!

Benefits of membership in PAHRA:

- Monthly lunch meetings with excellent networking opportunities
- Access to HR seminars and workshops offered locally
- Connections with HR professionals recruiting for HR positions
- HRCI certification credits for PAHRA pre-approved programs
- SHRM certification credits for PAHRA pre-approved programs
- Involvement in local, state, and federal grassroots activities/initiatives
- Access to training and preparation resources toward PHR or SPHR certification
- Regular labor law updates from General Counsel

Contact [Casey Tompkins](#) for more information.

Thank you to our February and April meetings sponsor!

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Sponsorship Opportunities Available

Meeting and Newsletter sponsorships are available. For more information visit us on our website: <http://piedmontareahra.shrm.org/sponsorship>



[Visit PAHRA on Facebook!](#)



PAHRA receives EXCEL bronze award from SHRM

Piedmont Area Human Resource Association Receives Prestigious SHRM Award for Advancing the HR Profession



The Society for Human Resource Management (SHRM) recently awarded Piedmont Area Human Resource Association (PAHRA) its prestigious EXCEL Bronze Award for PAHRA's accomplishments in 2014.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils with SHRM's goals. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"At SHRM, advancing the human resources profession is our mission. The work of our chapters and councils are central to accomplishing that," said Henry G. (Hank) Jackson, president and CEO of SHRM. "Receiving this award is testament to PAHRA's commitment to advancing the HR profession through local networking and professional development activities."

The EXCEL award can be earned at four levels: bronze, silver, gold and platinum, and each level has a prescribed set of requirements and accomplishments that have to be met. PAHRA will receive recognition in SHRM publications and conferences, a certificate of recognition, and special signage to display at its meetings and events.

Did You Know?

"According to the SHRM Poll: Military Employment (2012), organizations continue to value highly the skills individuals with a military background bring to the workplace. Over 90 percent of respondents that hired military talent in the 36 months preceding the poll agreed that those employees demonstrated:

- A strong sense of responsibility.
- Working as part of a team under pressure and with a high degree of professionalism.
- The ability to see a task through to completion.
- Strong leadership and problem solving skills.
- The ability to adapt.

These characteristics are coveted core competencies that consistently fall within the top ten employer desired attributes." (Source: Support From Behind the Lines: 10 Steps to Becoming a Military-Ready Employer, Sherrill A. Curtis, SPHR, for SHRM, 2012)



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EMPLOYMENT LAW
UPDATE

Workplace Safety and Health Alert: OSHA Expands Reporting and Recordkeeping Requirements

Happy New Year from OSHA! In 2015 employers must comply with two changes to OSHA reporting and recordkeeping requirements.

New Reporting Rule

According to the first change, employers must contact their state OSHA agency:

- Within eight hours if a work-related accident results in a fatality, and
- Within 24 hours if a work-related accident results in the hospitalization of one or more employees, an amputation, or the loss of an eye.

This requirement goes into effect as of January 1, 2015 in most states, including North Carolina and Georgia. For employers in South Carolina, the new reporting rule will take effect once it is adopted by the General Assembly and implemented by the South Carolina Department of Labor, Licensing, and Regulation-which may not be until the summer of 2015.

Currently, employers have to report only accidents that result in a fatality or in the inpatient hospitalization of three or more employees; amputations do not have to be reported.

New Recordkeeping Rule

Also, effective on January 1 for employers in most states, OSHA has narrowed the list of industries that are partially exempt from its requirement to keep records of occupational injuries and illnesses. As a result, many employers that are currently exempt will soon have to maintain these. The records include the OSHA 300 log, 301 form, and 300A annual summary.

The rule exempting any employer with 10 or fewer employees from the recordkeeping requirement will remain in place.

The expansion of these reporting and recordkeeping requirements is expected to lead to more OSHA inspections and citations. So as a new year brings new rules, employers should resolve to become familiar with them and prepare to comply with them.

For an expanded version of this article, [click here](#).

PAHRA

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SHRM Chapter # 349

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We're on the Web!

See us at:
<http://piedmontareahra.shrm.org/home>

PAHRA Board Members

President:	Laura Kazee	Beyond Abuse
Past President:	Angie Simpson	County Bank
Secretary/Webmaster:	Toya Davis	Piedmont Technical College
Membership:	Casey Tompkins	Staff Source
Treasurer:	Pam Yates	County Bank
Diversity:	Janet Still	Greenwood Genetic Center
Education:	Debbie Smith	SPF USA
Public Relations:	Kassie Hall	Piedmont Technical College
Legislative:	Boo Ramage	Greenwood Genetic Center
Legal Counsel:	Jamie Hedgepath	Nexsen Pruet Attorneys
SHRM Foundation:	Rachel Blair	United Way
Workplace Readiness:	Brad Setzler	Velux

About Our Organization...

We are an affiliate of the Society for Human Resource Management. Whether you are new to the HR field or have many years of experience, we are a local starting point for networking, information, professional development and

continued support of excellence in Human Resources.

Piedmont Area Human Resource Association seeks to unite persons interested in the field of Human Resource Management.

The Association encourages memberships of Human Resource professionals for the purpose of promoting ideas, experiences and methods concerning Human Resource policies and practices.



PAHRA HR Library

We currently have a small selection of books and videos that may be requested for loan. For more information, contact Boo Ramage at boo@ggc.org or (864) 941-8163.