

October 2013

Issue 2013-4



PAHRA NEWS

Piedmont Area Human Resource Association
<http://piedmontareahra.shrm.org>

PAHRA members learn to 'Communicate' at the SC SHRM State Conference



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Communication was the key topic at this year's SC SHRM State conference. From 'Communication Bleeps and Blunders' to 'Who Wants to be an HR Millionaire', great opportunities to learn best practices and improve skills were had. Our Greenwood chapter was well represented and even proved to be lucky in winning a few door prizes!



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HR TOPICS & STRATEGY	LEGAL ISSUES & PUBLIC POLICY	TEMPLATES & SAMPLES	HR STANDARDS & COMPETENCIES	RESEARCH & METRICS	EDUCATION & CERTIFICATION	CONFERENCES	PUBLICATIO
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ARTICLES

SHRM » HR Topics & Strategy » Benefits » Articles

What to Tell Workers During Open Enrollment for 2014

Address confusion over reform; your health plan vs. the marketplace "metals"

9/12/2013

By Stephen Miller, CEBS

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Workers will be confronting a changed benefit landscape in 2014. For one thing, all Americans will be required to have health care coverage or face a penalty. By Oct. 1, 2013, employees should have received a required [notice about their options under federal- or state-run health care exchanges \(marketplaces\)](#), notices that many will find more confusing than enlightening. Employers also may be making changes to rules that determine which employees are eligible for health coverage, perhaps [excluding part-time workers](#) who previously received coverage. But the recent Supreme Court decision that resulted in [federal recognition of same-sex marriages](#) may mean more spouses and dependents are eligible for benefits.

ARTICLES

SHRM » HR Topics & Strategy » Staffing Management » Articles

Generation Z: Why HR Must Be Prepared for Its Arrival

Youngest Millennials will require different handling, generational expert says

10/3/2013

By Joseph Coombs

HR professionals no doubt have spent plenty of time managing differences among their companies' various generations of employees. Now, one consultant says, there's a new group of workers who deserve immediate attention: Generation Z.

The youngest cohort of what most observers recognize as Generation Y, or

October PAHRA Program

Recent Developments with the Patient Protection and Affordable Care Act

Featured Speaker:

Michael T. Brittingham, Member and Certified Tax Specialist with Nexsen Pruet

Tuesday, October 8, 2013

Piedmont Technical College

James C. Self Conference Center, Room 219C

11:45am-1:00pm lunch included

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

[Click here to RSVP](#)



Approved 1 General HRCI re-certification credits

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
- 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.

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Immigration Alert: E-Verify is Currently Unavailable

October 2, 2013

As of Oct. 1, 2013, employers will not be able to access their E-Verify accounts because of the federal government's partial shutdown. As a result, employers will not be able to verify employment eligibility or view or take any action in any case previously initiated in E-Verify. In addition, employers will not be able to resolve any Tentative Nonconfirmations (TNCs) until E-Verify reopens. We will await further guidance from the USCIS and the Department of Homeland Security once the agencies reopen.

The Three-Day E-Verify Rule

In the interim, the "three-day rule" for initiating E-Verify cases is currently suspended. Further guidance will be provided once the USCIS E-Verify unit reopens. This does not impact the requirement that Form I-9 must be completed no later than the third business day after an employee starts work for pay.

Resolving TNCs

<http://www.nexsenpruet.com/publications-747.html>

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!



Meeting Minutes

August 2013: Dr. Alice Hodges, Executive Director, Meg's House

Meg's House and its umbrella programs provide shelter and supportive services for victims of domestic violence. Dr. Hodges presents a very informative program that defined Domestic Violence (DV), identified signs to recognize and ways to deal with DV in the workplace. DV is the leading cause of injuries to women age 15 to 44, more common than auto accidents, muggings and cancer combined. SC is ranked 7th in the nation for women killed by men, 76% by someone they know. Some of the statistics reflecting the effects of domestic violence on business in a year's time: \$8 million in loss of time, \$3 million in healthcare cost, 33 billion hours in loss of productivity. Dr. Hodges states that employers who fail to protect employees may be held liable.

Employers should commit to providing a safe and violence free work environment: implement a violence-free workplace policy, support victim and provide resources-'believe her', document your observations, noting date, time and any witnesses, contact law enforcement. Meg's house has brochures available for employers and offers a 24-hour emergency line- 1-800-447-7992. www.megshouse.org

President Angie Simpson presides over meeting; 28 attendees present; Laura Kazee with Beyond Abuse introduces the speaker. Announcements include: Next month's program will be Mock Trial, presented by Nexsen Pruet, Jamie Hedgepath requests volunteers, meeting will be 9:00am to 12:00 with breakfast served; SC State SHRM conference in Myrtle Beach will be Sept. 25-27, registration open, discounts available; Governor's initiative regarding Work Ready Communities is mentioned; Door prizes awarded.

September 2013: Jamie Hedgepath, Member, Nexsen Pruet Attorneys

PAHRA's own Legal Counsel, Jamie Hedgepath, presides over the Mock Trial format, "Staying Out of Trouble: Employment and Labor Laws that every HR Professional Should Know". Ben Dangerfield, also from Nexsen Pruet, joins Jamie in this funny yet very informative workshop. Several PAHRA members participated in role play to demonstrate real workplace scenarios, while all attendees joined in developing solutions. Jamie guided the audience as we discussed Sexual Harassment and the ADA and its interactive process. One major takeaway lesson: Supervisors and managers must act in the best interest of the company and should be trained in the same manner as HR personnel to respond appropriately and to take complaints seriously.

Jamie is becoming quite the celebrity as he again used his talents as a co-host at the SC State SHRM meeting for Nexsen Pruet's 'Who Wants to be an HR Millionaire?'

President Angie Simpson presides over meeting; 22 attendees present; Announcements include: SC SHRM State conference in 2 weeks- contact Angie if attending; Upper Savannah sponsoring a job fair on September 25 at Greenwood Mall; Door prizes awarded.

Submitted by Janet Harris Still, Secretary



INFORMATIONAL ALERT

Federal Government Shutdown Implications for HR

For the first time in 17 years, the United States government is closed today as the House of Representatives, the Senate and the White House were unable to reach an agreement to fund the federal government for the 2014 fiscal year, which began today, October 1. The operating status of the government remains unpredictable, but it appears that there are no prospects in the near term for an end to the budget standoff. As a result, the federal government could be shut down for several days, perhaps even weeks until a budget bill is approved.

Companies that do business with the government may find a temporary cessation of the need for their products or services. If this occurs, the private-sector employer may need to furlough some employees for some period of time. If you fall into this category, you will need to keep in mind wage and hour rules or you may find yourself the defendant in a wage and hour claim. For a summary of the primary wage and hour rules, [READ](#) comments posted by *Jonathan A. Segal, SHRM member and a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group.*

All but "essential" federal employees are furloughed by their agencies, with many if not most federal agencies releasing or posting information on their shutdown contingency plans on their websites. While the situation is very fluid, below is a short synopsis of information pulled from agency websites and other sources of the federal agencies that enforce federal HR laws and regulations. Generally, keep in mind that employers are still obligated to meet statutory deadlines and compliance requirements of the underlying statutes.

NATIONAL LABOR RELATIONS BOARD (NLRB)

[See entire Alert at SHRM HR VOICE](#)

From the SC State SHRM conference:

[The Ten Minute Fraud Prevention Mini-Audit](#)

Evaluating and mitigating fraud risks are an essential part of any sane business operation and need to be an on-going process. However, just like fire or other safety concerns, for example, sometimes a quick review is all that's required in-between the comprehensive audits that need to occur periodically. [Contact Chris](#) for the full audit list.

Christopher Bauer holds the Certified Fraud Specialist designation from the Association of Certified Fraud Specialists. His programs help companies prevent ethics problems, including fraud, so they aren't doomed to the significant legal, financial, and public-relations nightmares created by those problems. Information on his programs can be found by clicking [here](#).

PAHRA

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We're on the Web!

See us at:

<http://piedmontareahra.shrm.org/home>

PAHRA Board Members

- | | | |
|-----------------------------|--|----------------------------|
| President: | <u>Angie Simpson</u> | County Bank |
| Past Pres/Webmaster: | <u>Toya Davis</u> | Piedmont Technical College |
| Treasurer: | <u>Pam Yates</u> | County Bank |
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| Education: | <u>Debbie Smith</u> | SPF USA |
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| Legislative: | <u>Boo Ramage</u> | Greenwood Genetic Center |
| Legal Counsel: | <u>Jamie Hedgepath</u> | Nexsen Pruet Attorneys |
| SHRM Foundation: | <u>Laura Kazee</u> | Beyond Abuse |
| Workplace Readiness: | | |

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.



BE BRILLIANT

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.