October 2013 Issue 2013-4

# **PAHRA NEWS**





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

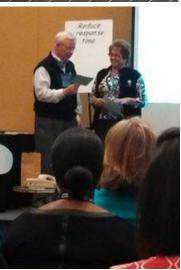
# PAHRA members learn to 'Communicate' at the SC SHRM State Conference











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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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

TC

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.

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**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

Pre-Approved

Click here to RSVP

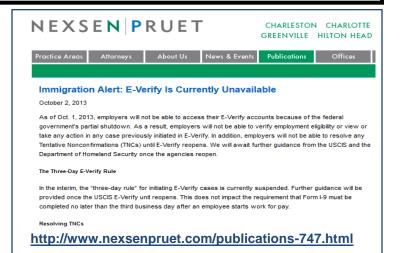
Approved 1 General HRCI re-certification credits

### **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 preapproved 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.



# **Sponsorship Opportunities Available**

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





# **Meeting Minutes**

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

Meg's House and it's 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 7<sup>th</sup> 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. <a href="https://www.megshouse.org">www.megshouse.org</a>

President Angie Simpson presides over meeting; 28 attendees present; Laura Kazee with Beyond Abuse introduces the speaker. Annoucements 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 it's 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 Millionare?"

President Angie Simpson presides over meeting; 22 attendees present; Annoucements 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 inbetween the comprehensive audits that need to occur periodically. <u>Contact Chrisfor the full audit list.</u>

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**

Piedmont Area Human Resource Association SHRM Chapter # 349

> PO Box 3921 Greenwood, SC 29648

> > PHONE: (864) 942-2114

FAX: (864) 943-4561 E-MAIL: asimpson@ecountybank.com



We're on the Web! See us at:

http://piedmontareahra.shrm.org/home

# **PAHRA Board Members**

President: Angie Simpson County Bank

Past Pres/Webmaster: Toya Davis Piedmont Technical College

Treasurer: Pam Yates County Bank

Secretary: Janet Still Greenwood Genetic Center

Membership:Casey TompkinsStaff SourceDiversity:Brian BrewerBurton Center

Education: Debbie Smith SPF USA

Public Relations:Kassie HallPiedmont Technical CollegeLegislative:Boo RamageGreenwood Genetic Center

Legal Counsel: <u>Jamie Hedgepath</u> Nexsen Pruet Attorneys

SHRM Foundation: Laura Kazee 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.



# **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.