

E.O.I.

Exchange of Ideas



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President's Corner by Patrick Salmans

April turned out to be a great month for our chapter. Not only did SHRMA sponsor an outstanding, well-attended SHRMANar, the Chapter was awarded the Superior Chapter Award for 2006. Congratulations to Karen Weber for her leadership in 2006 and to all the members who worked hard to make this possible.

Special thanks to the committee for all their hard work and hours to make sure the SHRMANar provided value to the attendees. Becky Small, Karen Weber, Steve Dortzweiler, Deb Demel, Diane Turner, Erick Brown, Kim Saaranen, and Nicky Burney deserve a round of applause for their efforts. THANK YOU to each member from SHRMA.

After a successful month, we look forward to carry the

momentum into May. As you look at your calendars, please mark the dates below so you don't miss an opportunity to participate and learn.

- May 10th - SHRMA Executive Board meeting @ Sunflower Bank
- May 17th - SHRMA Monthly Meeting - John Woods: "Employee Benefit Trends"
- June 21st - SHRMA Monthly Meeting - TBA
- July 19th - Joint Chapter Mtg in McPherson - Salina/McPherson/Hutchinson Chapters
- June 24th-27th SHRM Annual Conference and Exposition in Las Vegas
- September 26th - 28th Kansas State Conference in Overland Park



National SHRM has announced an enhanced SHRM brand. They state, "Refining the brand is an important step because it ensures that the Society maintains its focus and promise to its members. It will help us to clarify our message so that every time an individual see, hears, or touches SHRM, they are clear about the Society's identity and the quality of its products and services."

The new logo:



Our next monthly meeting will be on May 17th, look forward in seeing everyone at the meeting. Have a great month.

"There are risks and costs to programs of action, but they are far less than the long-range risks and costs of comfortable inaction."
—John F. Kennedy

ATTACHMENTS TO THIS NEWSLETTER

- Current Treasurer's Report
- April Chapter Minutes
- HR Tip — The Gift of Feedback
- SHRMA Bylaws

2007 EXECUTIVE COMMITTEE

President	Patrick Salmans	President-Elect	Martha Buess
Treasurer:	Christy Brown	Secretary:	Virginia Rogers
Membership:	Lise Ostenberg	Programs:	Becky Small
Awards:	Jaci Novak	Certification:	Nicky McBurney
Legislative:	David Whitted	Diversity:	Natalie Fischer
Newsletter:	Melodie Dedonis	Sponsors:	Heather Montre
Past President: Karen Weber			



May Program Sponsor

John Wood and Associates

John has been in the insurance business since 1983 in Salina and in 1996, he started specializing in employee benefits. John and associates know everyone is affected by health, life insurance, disability, retirement and 401K plans in their workplace and is dedicated to finding the plan that not only is affordable but serves the needs of your business.

John and associates work with all sizes of businesses from large to small or individuals in need of coverage. They can design a program from scratch or work to identify problems with a current benefits package that is already offered. The biggest advantage that John Wood & Associates has is that they are an independent operator and can scout the marketplace to get the best "bang for your buck."

They can show you how using group buying can usually lower insurance premiums and enable businesses to offer more benefits at lower prices. Often dental plans, or other coverage that was not being offered before, can be added with little additional cost.

Call John Wood & Assoc. at (785) 827-9099 to review your business benefit today.

"If you think you can,
you're right.
If you think you can't,
you're right."
—Henry Ford

"Personality can
open doors, but only
character can keep
them open."
- Elmer Letterman,
Business Executive

MAY PROGRAM — John Wood Employee Benefits and Trends

Mr. Wood has been in the insurance business since 1983 in Salina. He has focused on helping companies develop benefit packages to offer its employees and retain top talent. The work that Mr. Wood and his associates complete, help companies offer more benefits at the lowest possible cost.

John will talk about many enhanced employee benefits and identify many new trends that are developing in the industry.

Come learn from John's many years of experience dealing with a variety of benefit issues and changes in the laws that pertain to the HR profession each day.



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Legislative Update by Dave Whitted

2007 has been another very active year in Human Resources related legislation both at the state and federal levels. HR issues continue to be the focus of legislators each year.

As Human Resources professionals, we have the duty to stay abreast of changing legislation that affects our jobs and our organizations. You are called to action many times throughout the sessions to write letters, call legislators, testify, email, etc. I challenge each of you to keep up the contact with your elected officials. Many of them have very little knowledge in the HR field. They need your input on issue that affect our profession. Know who your legislators are and develop relationships. Like it or not, politics are part of the life in the HR role.

We have seen a number of issues come to both floors for discussion. Three of the more popular bills dealt with payroll, workers comp, and Employee Free Choice Act.

State level:

HB 2316 Authorizing paperless payroll methods for employers. This bill is known as the "Paperless Payroll" bill. This bill will allow Kansas employers to mandate how employees will be paid. Kansas employers can designate cash, check, direct deposit, or pay card pay methodologies. It took several visits to Topeka to help educate our legislators about this bill and the bene-

fits it has to offer both employees and employers, and after almost two years it finally passed through both houses. We had local chapter members, state council members, National SHRM Director of State Affairs and Kansas employers building strong relationships with legislators in their visits to Topeka. This really showed the strength of the SHRM organization.

SB 83 Kansas businesses will receive \$175.8 million in tax relief over the next two years thanks to a bill signed Governor Kathleen Sebelius. Sebelius' signature lowers the unemployment insurance tax for businesses, something she proposed in December as a way to help continue the state's economic growth. "Kansas businesses have been growing and creating jobs, and we want to continue that progress. This tax relief will help keep Kansas one of the best states in the nation in which to do business," said Sebelius. The tax relief is made possible thanks to a surplus in the fund used to pay unemployment benefits to workers. The relief will be retroactive to January 1 of this year. Kansas workers who have lost their jobs will receive additional help. Workers who are part of a large layoff will not have to wait to receive benefits, unlike the current system which requires them to wait one week after being declared eligible. Workers who are not part of a large layoff will still wait one week, but will receive a check for that first week if they are unemployed for

three consecutive weeks. These changes will take effect July 1, 2007.

Federal level:

HR 800, also known as the Employee Free Choice Act, was recently approved by the U.S. House of Representatives by a 241-185 vote. The measure seeks to amend the National Labor Relations Act by requiring the National Labor Relations Board to certify a bargaining representative without directing an election if a majority of the bargaining unit employees have authorized designation of the representative by signing cards. Previously a secret-ballot election, in which employees would vote in private about whether to authorize representation, was the method by which unions were formed.

The "card-check" system, which would replace secret-ballot elections, would mean employees would indicate their choice of whether to join a union by signing a card in front of their co-workers, employers and union organizers. Secretary of Labor Elaine Chao, told attendees of the Society for Human Resource Management's (SHRM) Employment Law & Legislative Conference in Washington, D.C., that the Bush administration rejects any attempt to deprive the rights of workers to vote in a private ballot in a union election. The bill in effect would "strip workers of control over whether they belong to a union," she warned. In addition, Chao objected to the bill's proposal to mandate

binding arbitration that likely would often force employers and employees into agreements that neither would like, but could not be changed during a collective bargaining period. Imagine you are moving into a neighborhood in which you could vote for a candidate for office only by checking off a card publicly available to anyone - no secret ballot. You might be hesitant to vote against the powers-that-be lest, especially in some corrupt cities, you would discover that public services around your house were hard to come by. We will have to wait and see how this one comes out.

Listed below are the current elected officials with their contacts:

US Senators: Sam Brownback (brownback.senate.gov)

Pat Roberts (roberts.senate.gov)

US Representatives in the House:

District #1 Jerry Moran (www.house.gov/moranks01)

District #2 Nancy Boyda Will release email to her constituents only

District #3 Dennis Moore (www.moore.house.gov)

District #4 Todd Tiahrt (www.house.gov/tiahart)

New Hire Orientations Article submitted by Jaci Novak

Your new employee orientation is a make 'em or break 'em experience, for a new employee. At its best, the process of new employee orientation solidifies the new employee's relationship with your organization. It fuels their enthusiasm and guides their steps into a long term positive relationship with you. Done poorly, your new employee orientation will leave your new employees wondering why on earth they walked through your door.

Picture this scenario, which plays out every day in organizations. Your company's new employee orientation program has slick, pre-printed handouts. The program's savvy, friendly presenter uses good visuals such as overhead transparencies and a white marker board. Participants receive a guided tour of the facility.

The hundred page employee handbook is safely tucked under their arms. Yet the average employee feels bewildered, overwhelmed, and far from welcomed. Not your intention at all! What's missing? How can you take your program from simply orienting to integrating your new hire?

Many new hires question their decision to change companies by the end of their first day. Their anxieties are fueled by mistakes that companies often make during that first-day new employee orientation program. These common mistakes include:

- overwhelming the new hire with facts, figures, names and faces packed into one eight hour day;
- showing boring orientation videos;
- providing lengthy front-of-the-room lectures; and
- failing to prepare for the new hire; -

providing no phone, no e-mail, no computer, and no work.

Before you completely revamp your present new employee orientation process, ask yourself the following question: "What do we want to achieve during new employee orientation? What first impression do we want to make?" There is no doubt that a company's positive first impressions can cement the deal for a newly recruited employee. Those positive strokes can also speed integration and productivity. Research shows that good orientation programs can improve employee retention by 25 percent.

Dr. John Sullivan, head of the Human Resource Management Program at San Francisco State University, concludes that several elements contribute to a World Class new employee orientation



program. The best new employee orientation:

- has targeted goals and meets them,
- makes the first day a celebration,
- involves family as well as coworkers,
- makes new hires productive on the first day,
- is not boring, rushed or ineffective, and uses feedback to continuously improve.

Make Them Say During New Employee Orientation: "I Am Welcomed, Therefore I Belong"

Most organizations are great at celebrating the departure of a beloved coworker. Why are we often so awful at welcoming a new one? Think about arranging a party to welcome the new employee. Celebrations produce enthusiasm. Have you experienced starting a new job only to have your coworkers and supervisor ignore you during the first week?

If so, you understand the effectiveness of even a little enthusiasm! Some simple celebration methods might include: a letter of welcome signed by the CEO, a company t-shirt signed by all department members, and a cake with candles on the employee's first day. Involve families in the celebration. Schedule a welcome luncheon or dinner for spouses and families during the employee's first month.

Old-fashioned welcome wagons were once used to deliver goodies to new members of a community. You can establish your own "welcome wagon." Freebies that aid the new hire in his job will reinforce the belief that company employees are glad he is there and want him to succeed.

As an example, a map showing nearby eateries is helpful and appreciated. (An invitation to lunch from coworkers each day during the employee's first week is even more welcoming.) Go one step further than providing a map of the facility and the parking lot. Provide your new person with a photo of himself in the parking lot, in front of the company sign. Visuals have great impact.

Did you know that ...

1. The average pre-schooler laughs or smiles 400 times a day? Or that the number drops to only 15 times a day by the time people reach age 35?
2. People smile only 35 percent as much as they think they do?
3. Laughter releases endorphins, a chemical 10 times more powerful than the pain-relieving drug morphine, into the body with the same exhilarating effect as doing strenuous exercise?
4. Every time you have a good hearty laugh, you burn up 3 1/2 calories?
5. Laughing increases oxygen intake, thereby replenishing and invigorating cells? It also increases the pain threshold, boosts immunity, and relieves stress.

Help us make Salina a better place!

The Salina Arts and Humanities Commission and the City of Salina want to know what you think about our entertainment and leisure offerings. We also hope you will please tell us what you think about our community's livability.

Here's how you can participate. Please take 5-10 minutes to answer the questions in this survey -

SURVEY LINK: <http://www.surveymonkey.com/s.asp?u=206473576204>

As a thank you to early birds who complete and return the survey by May 31, you will be eligible for an array of cash prizes (\$200, \$100 and \$50).The final deadline for all survey collections is June 15!

WELCOME OUR NEW SHRMA MEMBERS

DeeDee Becker
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Reminders and Items of Interest

- ◆ Kansas State Conference September 26th-28th in Overland Park, Kansas.
- ◆ HR Tip — The Gift of Feedback
- ◆ June 21st SHRMA Monthly Meeting
- ◆ June 24-27 SHRM Annual Conference in Las Vegas
- ◆ July 19th Joint Chapter Meeting in McPherson (Salina/McPherson/Hutchinson)


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