

PO Box 932
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March / April 2008

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Welcome Letter from the President

What's in it for me?

I'll bet you have heard this phrase many times throughout your career as an HR profession. Sometimes we even have to get in that frame of mind. As you know, our work demands are greater and our time is a precious commodity. As we move through our fast-paced work days maintaining top performance we can use all the help we can get. What better way to use our resources than to make a point to carve out 2 hours per month and attend the Central Nebraska Human Resource Management meetings. Your fellow peers have worked very hard to create high standards in offering the best of the best for the meeting presenters. They have also been keenly aware to be sure that meeting locations are spread evenly throughout the tri-city area. CNHRMA is working hard to keep you informed of the most up-to-date information with programs that are relevant to the times. We want CNHRMA to be a valuable tool for you as a professional. Upcoming 2008 topics include: Workplace wellness, workplace violence (including bullying), workplace etiquette, and a CEO forum. For those of you who are an active participant of CHHRMA, we thank you. For those of you who haven't had a chance to experience a meeting, we encourage you to do so. We'd love to see you there! We feel we can fulfill your expectation of "What's in it for me?"

Till next time!

Regina Rathman, PHR
Employment Coordinator – Saint Francis Medical Center
President CNHRMA

"Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall."
Stephen Covey, American leadership consultant and writer

MEET CNHRMA'S TREASURER FOR 2008!!!

SUSAN MILLER BENEFITS COORDINATOR CONTRYMAN ASSOCIATES, P. C.

POSITION

- Payroll Preparation for Contryman Employees
- Coordinate Health Insurance, 401(k), and Other Benefits
- Accounts Payable and Bank Reconciliations
- Support in Preparation of Firm Financial Statements and Budgets
- Administrative Support to Firm Administrator

BACKGROUND AND EXPERIENCE

- Experience as Administrative Assistant for Contryman Associates, P.C. including Accounts Payable since 2006
- Four Years as Team Coordinator for Advanced Computer Services
- Fourteen Years of Experience in Customer Service
- Past Positions include Assistant Manager, Claire's - Grand Island and Assistant Manager, Sam Goody - Hastings

PROFESSIONAL MEMBERSHIPS

- Member of Society for Human Resource Management
- Member of Central Nebraska Human Resource Management Association

EDUCATION

- Hastings College, Bachelors of Arts in English (Writing Emphasis) and History

COMMUNITY INVOLVEMENT

- Member of Calvary Lutheran Church
- Member Grand Island Area Chamber of Commerce Young Professionals Organization
- Regular American Red Cross Blood Donor
- Member of the Grand Island Kiwanis Club

2008 Meeting / Events Schedule

Date	Topic	Location
May 15	Workforce Readiness	Kearney – UNK Sandhills Room
June 26	Wellness in the Workplace	Hastings - Head Start – 123 N. Marian Rd
July 24	Executive Committee Meeting	Grand Island
August 21	Work Place Violence	Kearney - UNK Campus
September 18-19	State Conference “Heart of HR”	Qwest Center, Omaha
October 23	CEO Forum	Grand Island - TBA
November 6	Work Place Etiquette	Grand Island - TBA

(*All meetings are at 4pm unless otherwise noted)

**** Please note meeting schedule has changed!!!!**

Refer to website or this schedule for updated information!!!

Membership Update

WOW! Where has this year gone? Here are the membership stats so far for 2008: We have had **105** members return from 2007, **17** new members have joined – giving us a total of **122** members!!!! To give you an idea, we ended 2007 with **128** members. We are getting pretty close to meeting last years total!!! Now, I would like to introduce our newest members of CNHRMA. Sarah Bird with Central Community College in Grand Island, Julie Brodrick with Mary Lanning Memorial Hospital in Hastings, Robert Cunningham with Good Samaritan Health Systems in Kearney, Jodi Davies with Hornady Manufacturing in Grand Island, Laura Davison with McCain Foods in Grand Island, Jack Doherty with Industrial Communications, Linda Fecht with Mosaic in Axtell, Denise Ferguson with South Heartland District Health Department in Hastings, Scott Holbrook with Ag Valley CoOp in Edison, Ryan King with Central District Health Department in Grand Island, Brenton Lewis with the City of Minden in Minden, Ammie McAlevy with Head Start in Hastings, Tim McCormack (self employed), Nicole Melson with Chief Industries in Grand Island, Mike Oberle with Cash Wa Distributing in Kearney, Tim Rogers with Heritage Living Center in Grand Island, and Carolyn Weidner with Hornady Manufacturing. Warmest Welcome to each of you and a special return welcome to all of our members from 2007!!!

2008 SHRM Nebraska State Human Resource Conference

September 18 - 19, 2008

Qwest Center - Omaha Convention Center

Learn what's at "The Heart of HR" at this fun and educational conference. Learn leadership and motivational skills for your workplace from featured speakers Steve Gilliland, author and certified speaking professional, and Barbara Glanz, best-selling author and certified speaking professional.

Plus, win a trip for two in the Grand Prize trip giveaway! The exhilaration of New York City or the serenity of Martha's Vineyard ... if you win the SHRM Grand Prize trip giveaway, it's your choice!

For more information on the 2008 Nebraska State Human Resource Conference, visit:

<http://www.shrm-ne.org/conference.htm>



*The sky is the limit in
everything you do...*



Legal Updates:

Nebraska Clean Indoor Air Act

(Summary of the Law)

Source: Nebraska Department of Health and Human Services

www.hhs.state.ne.us

Legislative Bill (LB) 395, which amends the Nebraska Clean Indoor Air Act, requires every Nebraska indoor workplace to be smoke-free. The purpose of the Nebraska Clean Indoor Air Act is to protect the public health and welfare by prohibiting smoking throughout public places and places of employment.

On February 26, 2008 Nebraska Governor, Dave Heineman signed LB 395 into law. ***The law is scheduled to be effective June 1, 2009.*** However, Grand Island has recently passed a similar law that will go into effect June 1st, 2008.

The Act eliminates smoking in enclosed indoor workspaces including restaurants, bars, keno establishments and other workplaces (retail/office space, manufacturing, etc.) and indoor public places. The only exceptions are the following:

- ***Up to 20 percent of hotel rooms.***
- ***Tobacco-only retailers defined as “store that sells only tobacco and products directly related to tobacco. Products directly related to tobacco do no include alcohol, coffee, soft drinks, candy groceries or gasoline.”***
- ***Facilities researching the health effects of smoking.***
- ***Private residences, except when a residence is being used as a licensed child care program.***

Indoor area is defined as “an area enclosed by a floor, a ceiling, and walls on all sides that are continuous and solid except for closeable entry and exit doors and windows and in which less than twenty percent of the total wall area is permanently open to the outdoors. For walls in excess of eight feet in height, only the first eight feet shall be used in determining such percentage.”

A person who smokes in a place of employment or a public place in violation is guilty of a Class V misdemeanor (maximum \$100 fine) for the first offense and Class IV misdemeanor (minimum \$100, maximum \$500) for the second and subsequent offense. Charges can be dismissed upon successful completion of smoking cessation program. A proprietor that fails, neglects or refuses to perform a duty under the Act is guilty of a class V misdemeanor for the first offense and Class IV misdemeanor for the second and subsequent offenses.

CNHRMA's 2008 All Day Conference: Spring Training

CNHRMA held our all day HR conference on April 24th at Home Federal Bank in Grand Island. The day was very eventful with roundtables, speakers, networking and a wonderful lunch!!

Pennie Morgan held a session called “*Working with the Real Colors of Your Workplace. Are Your Colors Working Together?*” At this session, participants answered a series of questions about themselves, including finding our individual strengths and ways to work with people in your organization that are a total opposite. The session was very hands on and interesting to find our own colors!!!

Aaron Davis, a member of the 1994 National Championship Nebraska Football team, and came and spoke to us about what it takes to perform like a champion & experience incredible results both personally & professionally! Aaron also reminded us to live for what you have today, not for tomorrow – that life is too short, live it one day at a time!

Our roundtables included topics such as retention, diversity, tracking training hours, and training supervisors.

At the end of the day, several door prizes were given away, including **two** SHRM state conference registrations in Omaha on September 18th and 19th. The winners of the registrations were Misty Schuppan (Sara Lee Bakery) and Lori Hartmann (Principal Financial).

We also held a raffle for the SHRM Foundation. (Please see next page for more information.

Overall, the conference was a success! We had approximately 45 attendees. A special thanks to all who helped to make it successful!!

Hope to see you at next year's event!!!

CNHRMA Fundraiser for the SHRM Foundation

Founded in 1966, the SHRM Foundation is a 501(c) (3) nonprofit organizational affiliate of SHRM. The work of the Foundation is ***NOT*** funded by SHRM membership dues. Consequently, the SHRM Foundation relies on the donations of HR Professionals to support activities that include:

- Innovative Academic Research
- Educational Programs
- Practitioner Resources
- Scholarships

SHRM Foundation accomplishments include:

- In excess of \$1.4 million awarded to fund rigorous academic research advancing the HR profession
- Produced the *Effective Practice Guidelines* series, making research findings easily accessible to HR Practitioners – titles include:
 - *Performance Management*
 - *Selection Assessment Methods*
 - *Employee Engagement and Commitment*
 - *Implementing Total Reward Strategies*
 - *Developing Leadership Talent*
- Awarded \$100,000 in educational and certification scholarships through the Regional Scholarship program
- Created a series of educational DVDs for SHRM chapter and classroom use featuring real-world case studies of successful companies
- Led a major research project to explore the emerging human capital issues facing senior HR leaders
- NEW for 2008 – the Foundation will award \$50,000 in student scholarships

Each year CNHRMA makes a donation to the SHRM Foundation on behalf of our membership. Increasing this annual donation provides the Chapter credit toward our designation through SHRM as a Superior Merit Chapter.

In an effort to more actively involve our membership; this year CNHRMA is sponsoring a raffle to raise funds for the SHRM Foundation. Raffle tickets will be available at monthly meetings between now and the Annual Meeting in November. Raffle ticket purchases/donations of \$25 or more will be recognized in the SHRM Foundation “Honor Roll” brochure by completing the SHRM form that will be available at monthly meetings.

With your donation through the purchase of raffle tickets, your name will be added to a drawing for a **Garmin nuvi 660 Navigation System.**

- System features include:
 - 4.3” diagonal color touch screen display
 - Built in Fodor’s North American Travel Guide SD card
 - Preloaded maps
 - Automatic route calculation
 - Voice prompted directions
 - Text to speech
 - Bluetooth wireless capability
 - Built in MP3 player and FM transmitter
 - USB connection
 - Connects to computers for data downloads and can be used for trip planning
 - Optional traffic updates

Raffle tickets will be available for purchase at all monthly CNHRMA meetings through the Annual Meeting in November. The drawing for the GPS will be held at the CNHRMA Annual meeting in November. You need not be present to win.

Tickets can be purchased for the following donation amounts:

- 1 for \$10
- 3 for \$25

Your support of the SHRM Foundation *makes a significant difference* in advancing the HR profession and is greatly appreciated!! Not to mention that your donation through the purchase of raffle tickets could make you the proud owner of a new GPS!!

Do you know of someone in your organization that maybe interested in joining CNHRMA? Pass this newsletter on to them and ask them to fill out the membership application!!! Feeling "tech-savvy?" You can also fill the application out online at www.cnhrma.org and click on the Join Now button!!!

CNHRMA 2008 MEMBERSHIP INFORMATION

The information provided will be listed in CNHRMA's Membership Directory.

NAME _____

CERTIFICATION _____ **PHR** _____ **SPHR** _____ **NONE** _____

COMPANY _____

JOB TITLE _____

ADDRESS _____

TELEPHONE _____

FAX _____

E-MAIL ADDRESS _____

**Annual CNHRMA Membership fee is \$40, for non-SHRM Members.
Annual CNHRMA fee is \$20 for SHRM Members.**

Are you a National SHRM Member? ___ Yes ___ No

Please indicate your SHRM membership number in the box above (if applicable)

Please return this completed form and annual membership payment to:

CNHRMA
PO Box 932
Grand Island, NE 68802-0932
www.cnhrma.org

CNHRMA Executive Committee Use Only

1 Indicate dues were:
 Paid on the following date _____ by cash or check (note check#) _____

CNHRMA Executive Committee Member Initials: _____

For more information or inquiries about CNHRMA, please contact:
Tina Feek • (308) 227-6400 • tinafeek@yahoo.com

AFFILIATE OF

