



## December 2022 NOARK NEWS

### NOARK President's Message

Start, stop or continue? Johnny C. Taylor, President, and CEO of SHRM, urged leaders to *Reset* in his 2021 so-titled book. In November 2022, Taylor spoke to over 800 SHRM volunteer leaders from around the nation about the future of the profession and workplace. He related how an unanticipated event while traveling during his childhood gave him perspective on where we are today.

The Society of Human Resources Management will celebrate its 75<sup>th</sup> anniversary in 2023. After all this time, HR professionals everywhere are still learning to navigate workplace matters with skill, strategy, and success. People are multifaceted, requiring development, inclusion, and flexibility. Mental health awareness and benefits rose amid organization priorities. Knowing how to drive change rather than being driven by change echoed the importance of data. So now what?

Everything about the future is not known in detail but what's for sure is that the journey continues. Thankfully, we don't have to travel alone. SHRM, with its affiliate state councils and local chapters, harness momentum for continuing to chart a path for HR professionals and the workplace.

If you haven't already, join the Northwest Arkansas Human Resource Association (NOARK) to activate your adventure. NOARK is going places and welcomes you to come along for a rewarding ride.

Kindly,  
Jamaikhan Boman, SHRM-SCP  
2023 NOARK President



# NOARK Membership Meeting: January 12th

## 2022 ARSHRM CONFERENCE OVERVIEW AND 2023 GENERAL ASSEMBLY PREVIEW

**Description:**

We will discuss the legal highlights coming out of both the 2022 ELLA conference in Little Rock and 2022 ARSHRM State Conference in Hot Springs. We will learn the key takeaways on legal compliance and hopefully have some good Q&A on these topics. We will also look ahead to 2023 as the Arkansas General Assembly will be in session. The General Assembly might address several matters relevant to HR Professionals.

**Objectives:**

- Participants will have a greater understanding of recent legal compliance issues affecting HR.
- Participants will be informed of items coming before the Arkansas General Assembly which directly affect HR.
- Participants will be encouraged to advocate on a state level for HR issues.

**SPEAKER:**

H. Wayne Young is a partner with the firm and a member of the Labor and Employment Law Practice Group. He was named the 2017 Russell Gunter Legislative Advocacy Award Recipient by the Arkansas SHRM. The award recognizes outstanding contributions of time and effort in local, state or federal legislative advocacy on behalf of the Human Resources profession. He is a member of CAHRA and was awarded the association’s Legislative Advocacy Award for 2018.

He has been recognized for his work in labor and employment by Chambers USA: America’s Leading Lawyers for Business, The Best Lawyers in America and Mid-South by Super Lawyers where he was named "Rising Star." He is on the Board of Directors of Women and Children First and he is the past president of the Little Rock Downtown Kiwanis Club. Wayne currently serves as General Counsel to the Arkansas State Council of the Society of Human Resource Management.

He graduated summa cum laude from Arkansas Tech University in Russellville and attended law school at the William H. Bowen School of Law at UALR where he was a Bowen Scholar. Wayne was a Bowen Scholar at the University of Little Rock School of Law, and won the Bogle-Sharpe Award for Most Likely to Succeed in the Practice of Law in 2003.



**Register Today!**

# Pregnant Workers Fairness Act

by Russell Holt, Chair, Legislative Affairs Committee

A bill passed the US House of Representatives with an overwhelmingly bipartisan vote of 315-101! This bill is now before the US Senate. If this bill passes, it will change how employers interact with pregnant workers. It's called **The Pregnant Workers Fairness Act** (PWFA). The purpose of the PWFA is to eliminate discrimination against workers whose ability to perform the functions of the job is limited by pregnancy, childbirth, or a related medical condition.

When I read the bill's synopsis, I thought it would be redundant. After all, doesn't adequate protections already exist for pregnant workers through the Pregnancy Discrimination Act (PDA), the Americans with Disabilities Act (ADA), and the Family Medical Leave Act (FMLA)? The short answer: No. The legislation we have now is not adequate to protect pregnant workers.

For example, after 40 years of the passage of the Pregnancy Discrimination Act of 1978, pregnant workers still face discrimination, which includes losing a job, being denied reasonable accommodations, or not being hired. In addition, the ADA's protections are limited to pregnancies that have to fit the definition of a disability, and, finally, FMLA is unpaid leave. These regulations all provide some protection, but none is enough to protect the worker from losing a job opportunity, losing a job, or losing wages.

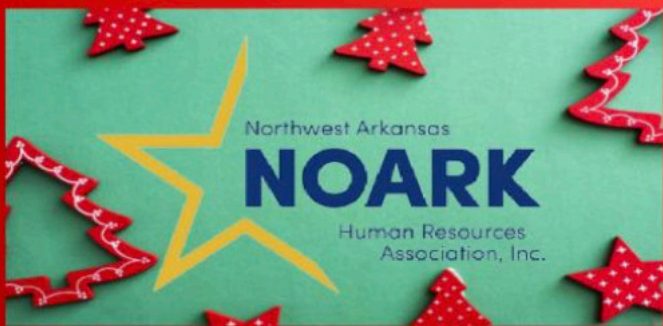
What makes the PWFA a more powerful resource for workers is that it requires employers to make a reasonable accommodation similar to the ADA's requirements, which involves an interactive process—employers and employees working together to come up with accommodations. And like the ADA, employers will not be required to make an accommodation if doing so would impose an undue hardship on the employer.

SHRM is supportive of this bill and is encouraging members to support it. And after reading the bill and the rationale for it, I also support it. I encourage you to take the time to read the bill and to study the purpose for it, and if you agree that the PWFA is right, then please contact Senator Cotton and Senator Boozman to ask them to support this bill, which you can do by clicking this link: **Support for the Pregnant Workers Fairness Act**.

We have the numbers to influence change if we act together. <sup>[1]</sup>

**[1]**. If this bill becomes a law, the EEOC will go through the rule making process to iron out the details, and that might take as much as two years.





## HOLIDAY EVENT

TOY & BOOK DRIVE

RAFFLE BASKETS

12-08-22

5:30 PM – 8:00 PM

Apple Blossom Brewery

1550 E Zion Rd Suite# 1 Fayetteville, AR 72703



**Join us on Thursday, December 8th  
for an evening of food and fun as we  
host our 2022 Holiday Event!**

We encourage you to bring a toy or a book for the Toys  
for Tots Drive. Each item donated will earn a ticket for  
the raffle. (Limit 5)

### Raffle Tickets:

\$2 per ticket

Or

\$20 for 15 tickets

Toy & Book Drive  
(1 Ticket per toy- Max of 5)

Raffle Baskets -  
All proceeds support the  
SHRM Foundation

Must be present to win  
- Drawing is at 7:00 PM  
sharp!

One drink ticket per  
member provided by:



We are seeking volunteers to serve on committees including our website redesign consulting committee, conference committees, and a volunteer for the 2023 ELLA committee with marketing/PR and graphic design experience. Please email [HERE](#) for info.



**Are you interested in getting your SHRM certification, but you need help studying for it?**

The University of Arkansas offers the SHRM Learning System for SHRM-CP/SHRM SCP. This is a 15-week learning program. You can attend on campus or online (live stream or playback). This course helps ensure you're prepared for your certification exam with their prep course, which utilizes both the SHRM Learning System for SHRM-CP/SHRM-SCP® (the official and most comprehensive, flexible, and effective SHRM certification prep tool) and expert instruction so you will learn faster, retain more knowledge, and stay on track for success on the exam.

The University of Arkansas has agreed to give NOARK members a 10% discount. To receive the discount please contact:  
Erin Dickey, M. ED  
Workforce Development Coordinator  
1-855-402-3300  
[emorgan@uark.edu](mailto:emorgan@uark.edu)

The spring course will begin in February, feel free to start registering for the course now. Additionally, the U of A Reimagine Arkansas Workforce Project allows qualifying applicants to take the SHRM Learning System course at no cost to them. Folks can learn more and apply online!

**HR Professionals...**The NOARK Vendor Directory is a listing of vendors by category that serves as a convenient resource for Human Resource Professionals to refer to throughout the year to assist them in making purchasing decisions. Accessible 24/7 at the NOARK website [www.noark.org](http://www.noark.org).

**Vendors...**The NOARK Vendor Directory listings include your company logo, name, contact information, a website link and a short paragraph (less than 200 words) describing your company's services. You have the option to subscribe to be listed in one or more categories and your listing will appear within 48 hours. Listings are on an annual basis and you will have the option to renew each year. [Create NOARK Vendor Directory Listing](#)



# December Diversity Update

December marks an important time of year for many groups of people around the world. Find time this month to learn and share about different types of celebrations!



[Read More!](#)



2022 Chapter Presidents recognition at the AR SHRM Conference & Expo. We appreciate all the work they do. Special shout out to our own Cindy Ruffing, NOARK President!





Last week the 2023 NOARK Board attended the Arkansas Volunteer Leaders Business Meeting (ARVLBM). Great meeting...very informative!



# Save the Dates for 2023

Arkansas SHRM Employment Law &  
Legislative Affairs Conference

April 13-14, 2023

Robinson Center & Doubletree Hotel of Little Rock

Arkansas SHRM HR Conference & Expo

Navigate the Future

October 18-20, 2023

Fort Smith Convention Center & Wyndham Fort Smith

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**2022 NOARK Compensation and Benefits Survey is available for purchase. Contact Cathleen, NOARK Chap Admin for details at [info@noark.org](mailto:info@noark.org)**

Survey sponsored by

**QualChoice<sup>®</sup>**  
**HEALTH INSURANCE**

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- Shannon Stratford, Express Employment Professionals
  - Emilio Rivera, The Jones Center
  - Shannon Siebler, University of AR-HR
  - Sarah Wendell, EOA of Washington County
  - David Houston, TheatreSquared
  - Ron Novak, Relation Insurance Services
  - Annie Sells



**Please reach out to them and make them feel welcome.**

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Thank You To Our NOARK Sponsors...We Appreciate You!!!



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