

JANUARY 5TH,

2024



NOARK News

Northwest Arkansas

NOARK

Human Resources
Association, Inc.



Newsletter Highlights



January Membership Meeting

Legislative Update

Additional Legislation

Inclusion, Equity & Diversity Update

Making the Most of Your Mistakes

HR Trends Report 2024

Mindful Moments: Cultivating Success Through Mindful Leadership



Photo:
Dr. Maddox

JANUARY MEMBERSHIP MEETING

11 JANUARY 2024

11:30 AM - 1:00 PM



Jim is a Change Strategist and Teaching Assistant Professor at the University of Arkansas. He's passionate about helping individuals and organizations experience life to the fullest, and engaging in positive, transformational change. He has a master's degree in industrial and organizational psychology from the University of Nebraska at Omaha, and a Ph.D. in Community and Human Resources from the University of Nebraska-Lincoln. Dr. Maddox is a Certified Management Trainer with Zenger-Miller/Achieve Global and a Registered Organization Development Consultant (RODC). His current research focus centers on facilitating transformational change in developing communities and organizations and exploring the construct of resistance to change.



Learning Objectives:

1. Analyze ways to leverage resistance to change in your organization.
2. Design strategies for applying the Change Resistance Paradox Model to a real change effort in your organization.
3. Assess the potential impact of facilitating change from an inclusive, authentic, and positive appreciative approach.

JANUARY 1, 2024



LEGISLATIVE UPDATE BY TINA

By Tina Gilbert



I wanted to share some important information about a recent development that may impact employees. Act 6, which came into effect on January 1, 2024, introduces significant changes to income tax rates in the state of Arkansas.

The key points are as follows:

- **Personal Income Tax**- The law reduces the personal income tax rate to 4.4% for individuals with a net income greater than \$24,300.
- **Corporate Income Tax**- Corporations with a net income greater than \$11,000 will see a reduction in the corporate income tax rate to 4.8%.

These changes have noteworthy implications for employees, businesses, and the economic landscape in our state.

Click the link for more information.



“As you grow older, you will discover that you have two hands– one for helping yourself, the other for helping others.”

– AUDREY HEPBURN





ADDITIONAL LEGISLATION BY ALISON



By Alison Nail-Malone

Arkansas laws going into effect at the start of 2024

ACT 106 changes how one can be disqualified from unemployment benefits. Starting Monday, January 1, 2024, Arkansans on unemployment will be disqualified from benefits if they don't apply for work when they're told to by the Division of Workforce Services, fail to accept a suitable job within five days of being offered or don't show up for two job interviews without notice.

ACT 587 or the Arkansas Reemployment Act, requires people collecting unemployment to make at least five work search contacts every week in order to collect benefits. This means applying for a job, completing a job interview, attending a job fair, or participating in certain job skill trainings.

ACT 537 offers counseling to public safety employees involved in traumatic events. The law says police officers, firefighters, national guardsmen, sheriffs and sheriff's deputies, and other public safety employees will be eligible for mental health treatment covered by their public employer if they're involved in a traumatic event. It also calls for the State Fire Prevention Commission to work with interested local governments to look into the viability of providing this same coverage for volunteer firefighters.

Notable Dates!



January 1st:

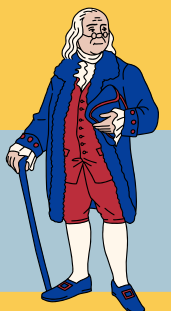


January 15th:



January 17th:

Benjamin
Franklin's
Birthday



January is...

National Poverty in America Awareness Month

INCLUSION
EQUITY &
DIVERSITY



By Rachel McAdams Jessen

JANUARY HIGHLIGHTS

National Poverty in America Awareness Month

This holiday in January aims to recognize the severe conditions of poverty that many are living in. Yes, the U.S. may be a developed nation and one of the greatest countries in the world. But there are still thousands of people who are deprived of three meals a day, quality education, and even clean and healthy drinking water. In fact, many can't even afford warm clothes during winter. The question is, how can we end poverty? We may not be completely able to eradicate poverty, but we can help in improving the living conditions of hundreds, if not thousands, of people. We can take steps to acknowledge the problem and devise ways to fix it.

National Blood Donor Month

January is a time to acknowledge those who donate blood or who pledge to. It is a great time to schedule a donation as it is usually when blood is in short supply. The first National Blood Donor Month occurred in January 1970 after President Richard Nixon proclaimed on December 31, 1969.

With only 3% of Americans donating blood despite, and less than 20% of the donations coming from people of color, it's crucial to encourage more diverse participation. Consider scheduling a donation this month to help save lives.

National Mentoring Month

National Mentoring Month is an annual designation observed in January. This month, focus on how we can all work together to increase the number of mentors to make sure young people in our communities have dependable people to look up to and follow in their footsteps. NMM celebrates mentoring and the positive effect it can have on young lives. Also, as HR Professionals, we are strongly encouraged to mentor our less-experienced colleagues. Each of us should have a mentor and serve as a mentor to others. It's a powerful relationship that could have a long-lasting impact on someone's life, both in and outside the workplace.



Emancipation Proclamation Day – January 1

This day honors the issuance of the Emancipation Proclamation by President Abraham Lincoln that all enslaved people in Confederate-held territory were to be set free in 1863. The proclamation declared freedom for slaves in the Confederacy but didn't apply to those in Union slave-holding border states. It played an important role in changing American history and jumpstarting the fight toward freedom and equality.

New Year's Day – January 1

According to the Gregorian calendar, January 1 is among the most celebrated public holidays in the world. A new year is seen as the start of a new beginning. People often look forward to the new year to come, setting resolutions.

National Human Trafficking Day – January 11

This day raises awareness and promotes the prevention of these atrocious tragedies. First observed in 2007, National Human Trafficking Day features many government-organized events aimed at educating the general public about the injustices of human trafficking, which can affect people of any race, ethnicity or age. Joining local events or supporting organizations fighting against human trafficking are ways individuals can contribute to this global cause.

Korean American Day – January 13

Honor those of Korean descent today. Learn about the contributions they have made to American history and society in various fields such as business, the military, religion, medicine, the arts and politics. First established in 2005 by President Bush, this day commemorates the arrival of the first group of about 100 Koreans in the United States in 1903. Their contributions have significantly shaped the United States.

Martin Luther King Jr. Day – January 15

Celebrated on the third Monday of January, this day honors the life and legacy of Dr. Martin Luther King Jr., an important figure in the American civil rights movement. It commemorates his tireless efforts to promote equality, fight against racial discrimination and advocate for peaceful change. This day is not only a time for reflection on the progress made in civil rights but also a call to action for continued commitment to Dr. King's vision of a just and inclusive society.



Podcast Recommendation:

Making the Most of Your Mistakes

When we're learning, or trying new things, mistakes are inevitable. Some of these mistakes provide us with valuable information, while others are just harmful. This week, we kick off the new year with researcher Amy Edmondson, who explains the difference between constructive failures and those we should try to avoid.

HIDDEN BRAIN



PLAY NOW



JANUARY 1, 2024

MINDFUL MOMENTS

By Dustin Bro



Cultivating Success Through Mindful Leadership: Practical Resolutions and Well-Being for the New Year

As we stand on the threshold of a new year, let's embark on a journey of mindful leadership, shaping our path with intentionality and well-being. This year, our focus is on setting practical resolutions and incorporating "Mindful Moments" into our corporate culture.

1. Strategic Resolutions for Success: Leadership thrives on continuous improvement and setting a strategic course. Let's veer away from grandiose resolutions and embrace practical, incremental goals. By breaking down ambitious objectives into manageable steps, we not only inspire our teams but also foster a culture of achievable success.

2. Prioritizing Leadership Well-Being: Leadership well-being is the cornerstone of organizational health. Encourage fellow leaders to integrate "Mindful Moments" into their routines—short breaks for reflection, deep breathing, or a brief walk. These moments can enhance focus, reduce stress, and promote a positive work environment. By investing in our well-being, we fortify the foundation of effective leadership.

3. Embracing Mindful Moments: Consider incorporating "Mindful Moments" into team meetings or daily routines. These brief pauses for reflection can enhance creativity, improve decision-making, and strengthen team cohesion. By fostering a culture of mindfulness, we create an environment that nurtures both personal and professional growth.

At NOARK, we recognize that mindful leadership is the key to sustained success. By setting practical resolutions, prioritizing well-being, and embracing "Mindful Moments," we elevate our leadership capabilities and pave the way for a prosperous and fulfilling year ahead. Here's to a year of mindful leadership and collective success!

Warm regards,

Dustin Bro
Chapter Administrator



JANUARY 1, 2024

EXCITING UPDATES & INFORMATION

Dear NOARK Members,

Greetings! I'm thrilled to share the anticipation for the exciting changes coming to our monthly newsletter. Our aim is to consistently offer valuable insights, resources, and information to assist you in fostering healthier, happier, and more engaged workplaces.

In our pursuit of making the newsletter even more impactful, we're currently implementing a series of updates to enhance your reading experience. These changes include the introduction of sponsors, additional resources, and even more insightful content. We firmly believe that these enhancements will empower you with the knowledge and tools to successfully navigate 2024 and beyond.

While progress is our goal, we also recognize the potential for minor hiccups. If there have been any unintentional omissions or inconveniences in recent editions, please accept our sincere apologies. Rest assured, we are actively addressing these issues and working diligently to ensure they do not recur in the future.

Our commitment to delivering the most relevant and up-to-date information remains steadfast. As we move forward, we encourage you to share your thoughts, ideas, and suggestions to make our newsletter even more beneficial to you and your organization.

We're genuinely excited about the journey ahead and look forward to advancing our mission of helping you create better long-term outcomes for your workforce. Thank you for your understanding and continued support.

Best regards,

Dustin Bro

NOARK Chapter Administrator



NOARK BLOGS:

- **Emerging Professionals Blog**
- **Legislative Blog**
- **Diversity Blog**



McLEAN &
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HR TRENDS REPORT 2024

What HR trends are
making waves in 2024?

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REPORT!**

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2023

NOARK WAGE & BENEFITS SURVEY

The NOARK Wage and Benefits Survey compiles valuable reward data from employers throughout Arkansas. The survey includes job descriptions, compensation ranges, health and welfare benefit plans, as well as other reward information.

**NOW
AVAILABLE!**

**Purchase
Here!**

WHY PURCHASE??

- **Compliance**
 - Ensure your organization meets legal and regulatory requirements.
- **Benchmarking**
 - Compare your compensation packages with others in Arkansas.
- **Cost Control**
 - Optimize compensation costs while maintaining competitiveness.

www.noark.org/noark-wage-and-benefits-survey_id63

2023 Pricing

Member Participant	\$175
2022 ACA Participants	\$175
Member Non-Participant	\$325
Non-Member Participant	\$325
Non-Member Non-Participant	\$485

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