



February 2022 NOARK NEWS



NOARK President's Message

Happy February NOARK!

Just as we thought we were nearing the end of the COVID pandemic, omicron appeared. As usual, HR to the rescue! HR has repeatedly overcome uncertainty and change. We have let go of hoping for 'normal' and we are focused on resilience, flexibility and adaptability. HR continues to be an effective partner to our leadership teams and a guiding light in assisting our employees.

Our February meeting, Hit Me With Your Best Shot, will provide HR professionals an understanding of the current status of federal vaccine requirements, the Arkansas laws regarding vaccines and testing and strategies to analyze and consider accommodation requests. I hope you have RSVP'd to hear the panel discussion with Missy McJunkins Duke, Amber Wilson Bagley, & Greg Northen, Attorneys with Cross, Gunter, Witherspoon & Galchus, P.C.; you will not want to miss it!

February is a short month but there is so much positivity that can be celebrated in that short period of time! And, I'm not only thinking of Valentines Day...

HR professionals have the ability to set the standard on eradicating discrimination

and bias and encourage the inclusion of all employees. Recognizing and celebrating employees' racial, ethnic, and cultural backgrounds can be effective in **building psychological safety and employee engagement**. Thus, celebrating Black History Month in the workplace is an excellent way to achieve that goal.

February is also a time for action. It is a time for getting things done. I believe every one of us has a desire to accomplish great things, to do something meaningful, and/or to have an impact. The popular quote, "If the devil can't make you bad, he'll make you busy", reminds us to stop scattering our energy and focus on our priorities which truly matter to creating our success. NOARK can play a role in your success.

Here are some proactive steps to help you meet your goals:

- Renew your NOARK membership.
- Attend the monthly Chapter meetings to hear the latest issues and strategies affecting the workplace.
- Consider participating on one of the Chapter committees to further develop your leadership skills, learning opportunities and expand your HR network.

"You gain strength, courage, and confidence by every experience in which you really stop to look fear in the face. You must do the thing you think you cannot do." Eleanor Roosevelt

Regards,
Cindy Ruffing
2022 NOARK President



Join NOARK for our February 10, 2022 NOARK Membership Meeting Virtual--Zoom info given with registration for event.

**Time: 11:30am-1:00pm
1 (one) SHRM PDC and 1 (one) HRCI "General" Hour pre-approved.**

'HIT ME WITH YOUR BEST SHOT: VACCINE MANDATE UPDATE'

MANDATE UPDATE

Description: In this webinar, participants will learn about the ever changing federal vaccine mandates and be provided with an update about where these laws currently stand. Missy, Amber, and Greg will address preemption – when does federal law apply and when does Arkansas law apply? We will address Arkansas’s recently effective legislation that provides an exemption process for those who elect not to be vaccinated despite employer requirements. Missy, Amber, and Greg will also discuss how employers should analyze and consider religious and medical accommodation requests.

Learning Objectives:

- Understanding the current status of federal vaccine requirements
- Understanding Arkansas law regarding vaccines and testing
- How to better analyze and consider accommodation requests

SPEAKERS: Panel Discussion with Missy McJunkins Duke, Amber Wilson Bagley, & Greg Northen Attorneys with Cross, Gunter, Witherspoon & Galchus, P.C. (For detailed information on speakers click [HERE](#).)

Register Today!

Vendor Directory

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.

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



Every February, the U.S. honors the contributions and sacrifices of African Americans who have helped shape the nation. Black History Month celebrates the rich cultural heritage, triumphs and adversities that are an indelible part of our country's

AND SUPPORT THE SHRM FOUNDATION:

- Annual membership is \$22.00.
- One (1) ticket each paying membership to be entered in our monthly meeting drawing for \$100.00 sponsored by Total Payroll Company (TPC).
- Additional tickets and memberships can be purchased at <https://square.link/u/xHbY2jTQ>.

1 TICKET = \$5.00 5 TICKETS = \$20.00

We will use this online platform for payment processing until we are back to in person meetings.

Please email Korenda Allen with any questions or suggestions you may have for NOARK Club22 at kallen@bwdh2o.org.

More Than Payroll



February Issue is here...click on the logo above.



Save the Date !

ELLA is back in person on April 13-14, 2022 at the Robinson Center and Doubletree Hotel in Little Rock. Watch our [website](#) and emails for more information.



Save the Date !

The Arkansas SHRM Conference & Expo will be October 24-26, 2022 in Hot Springs. Watch our [website](#) and emails for more information.

2021 NOARK Compensation and Benefits Salary Survey available for purchase...

Sponsored by



[Purchase Here](#)



- **Dawn Rodriguez**, The Salvation Army
- **Amanda Ragsdale**, A-List Home Care
- **Jessie Chiddister**, Express Employment Professionals
- **Penny Horton**, Who's Your HR?
- **Tina Gilbert**, Next Level Training Solutions Group, LLC
- **Jonathan Holder**, B-Unlimited
- **Melody Applebaugh**, Integra Technologies
- **Onika Williams**, Evolv3 Consulting, LLC

Please reach out to them and make them feel welcome.

2021 NOARK NWA Walmart Vendor Survey Is Available For Purchase!

[For More Information on How to Purchase](#)

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Jr Talent Acquisition Manager**, 1st Employment
- **Talent Acquisition Manager**, 1st Employment
- **Administrative Assistant**, Arkansas Blue Cross Blue Shield
- **Assistant Education Coordinator**, Beaver Water District
- **Executive Administrator**, Beaver Water District
- **Employee Relations Specialist**, City of Bentonville
- **Human Resource Analyst**, University of Arkansas
- **Administrative Assistant HR/AR**, FM Corporation
- **Payroll Specialist**, John Brown University

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

[Create HR Job Listing](#)

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



Northwest Arkansas Human Resources Association
info@noark.org

479.305.2466

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NOARK Human Resource Association | PO Box 1016, Fayetteville, AR 72702

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