



## NOARK Human Resource Association Newsletter

Dec 2016

Issue No. 61

**Dear Cathleen,**

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to our [www.noark.org](http://www.noark.org) website where more information and membership benefits can be found.

If you have any questions, please email [info@noark.org](mailto:info@noark.org) or call 479.305.2466

All the best,

NOARK Human Resources Association  
*Advancing the Profession  
Serving the Professional*

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### **NOARK 2016 BOARD & Committee Chairs**

**[Patti Barnes, SHRM-SCP, SPHR](#)**  
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**[Pat Bates, PHR, SHRM-CP](#)**  
Past President

**[Tammie Edrington, PHR, SHRM-CP](#)**  
President Elect

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**[Erin Poe](#)**  
Secretary

**[Cindy Christopher, SHRM-SCP, SPHR](#)**  
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**[Judith Tavano, SHRM-SCP, SPHR](#)**  
Certification & Acting Workforce  
Readiness

## Message from 2016 NOARK President--



Well, here we are at the end of 2016. What a busy, crazy year this has been. We've all worked overtime (pun intended) to prepare for the FLSA Overtime Expansion, only to have an injunction issued; the Presidential Election uncertainty of what administration changes affecting Human Resource Professionals might be on the horizon; government compliance changes (ACA anyone?); job description and handbook revisions; and so much more.

I want to express my thanks to the 2016 NOARK Board. It takes a village to plan a successful and meaningful monthly membership meeting. Thank you, board, thank you. I sincerely appreciate your contribution.

We've had a busy year at NOARK. We introduced a series of recertification programs this year at a low cost to our members. We've engaged an organization to begin updating the NOARK web page. We revised the NOARK Board Structure. We saw the completion of the first annual cycle of the Walmart Vendor Salary Survey. We partnered with the Rogers-Lowell Chamber of Commerce to provide educational speakers at BIZCON. Our program committee provided wonderful programs for us this year from updating employee handbooks to active shooter training to wellness programs. The SHRM Foundation committee had a new event this year, an on-line silent auction, which was tons of fun. I am unable in this short message to list everything but it was a lot!

### OPEN

College Relations

### Robin Evans, PHR, SHRM-CP

Communications/SHRM Foundation

### David Bugea, SHRM-SCP, SPHR

Diversity

### Sheila Moss, SHRM-SCP, SPHR

Legislative

### Sara Staley, PHR, SHRM-CP

Membership

### Jean Madden

Programs

### OPEN

Public Relations

### Sandy Sullins, SHRM-SCP, SPHR

Wage & Benefits


### Jeriad Gumm

Young Professional

### Cathleen Hoffman, SHRM-SCP, SPHR

NOARK Chapter Administrator

Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas 72701

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**Thank you to our  
NOARK**

Please note that in January, our meeting will be at a different location. We will meet at the Board of Realtors building in Lowell, right off of I-49. We will send reminders and post directions to the NOARK Webpage.

I pass the torch to Tammie Edrington, who becomes our 2017 NOARK Chapter President. She will do a fantastic job. All the new officers have innovative ideas and I can't wait to see what happens.

My wish is for you to enjoy the time with family and friends and focus what is truly important in life. As much as we may love our jobs, remember, our job is how we make a living. Our friends and family is how we make a life.

Happy Holidays to you.

Patti Barnes,  
2016 NOARK President

### **CHANGE IN PROGRAMMING---**

#### **NO Speaker for "End of Year" Dec 8th NOARK Meeting**

- "Speed Networking"
- Annual Award Ceremony--Thank you "Creative Awards" for sponsoring our awards this year.
- 2017 Board Induction

# CREATIVE

### **Leadership Training & Development: A Strategic Imperative for the Millennial Generation and Beyond**

**Date: 12/08/2016**

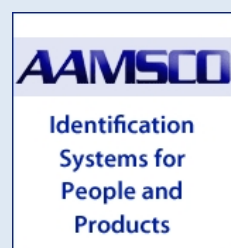
**Time: 1:30pm-3:30pm**

**Location After NOARK meeting (Springdale Holiday Inn)**

## **Sponsors!!!**



NOARK Website Sponsor



NOARK Name Badge Sponsor



**Thank you to our vendors in the Vendor Directory!!!**  
View the Vendor Directory

Spring, 2015 marked a seismic shift in the American workplace. Millennials overtook the Boomers as the largest percentage of the workforce. Not by much; but it is just the beginning. By 2025, Millennials will make-up nearly

75% of the workplace! The question is, what are we doing now to prepare this generation of soon-to-be leaders when only 28% of them currently report feeling fully utilized? Ten years is a short span of time to move the needle on the Millennials. But the future of business depends on what we all do now.

As a result of this class, business savvy HR professionals will be better able to:

- Create a strategic training & development plan that aligns business needs and future workforce realities/demographics.
- Design and develop training interventions that meet future business needs while addressing the learning characteristics of the Millennials.
- Measure and prove results.

Why does Judith Tavano think she knows something about generational diversity, and why does she want to share it with you? Simple: she has been studying generational diversity for over a decade and believes that the more we know about our generation, and the generations preceding and/or are following us - the better our working relationships, our personal relationships and our overall communications activities will be. Generational diversity affects us all - and all we do. It's no longer a one-size-fits-all world. Our young colleagues, children, and grandchildren have grown up in worlds totally different from our own, and their expectations of life have been formed accordingly. They tell us those expectations every day through their behavior. We just need to understand what we are seeing to know how to work with them, guide them, and communicate with them. It will be their world in the not too distant future, and in some ways, it already is. These young people are not the enemy of the mature; they are fruit of our labors. Nature compels them to rebel against us while at the same time it drives us to want to get closer to them. Studying the generations and what makes each so unique will help us as we try to co-exist gracefully.



**SPEAKER: Judith Tavano, LERN-CPP, SHRM-SCP, SPHR**

Judith Tavano, SHRM-SCP, SPHR, is the founder of genMatters.com, former University of Arkansas Global Campus director of professional development and adjunct instructor in the human resource development program in the College of Education and Health Professions. Judith was named NOARK HR Professional of 2015. She is a graduate of the Simmons College, Boston, MA, and the daughter of two extraordinary members of the Greatest Generation.

[Vendor Directory Here!](#)

## Webinar - Burning Questions Surrounding Medical Marijuana In The Workplace

The legalization of medical marijuana in Arkansas creates employment issues that employers must be willing to navigate carefully. Determining whether to discharge an employee for a positive marijuana drug test or whether and how to accommodate a worker's use of marijuana under the ADA can be a tough call. How much leniency must you allow while continuing to maintain a safe, productive work environment for all employees?

In this webinar, we will discuss what rights employers have with regard to drug testing and the enforcement of drug-free workplace policies when federal and state laws collide.

CGWG Attorneys Jennifer Chang and J. Bruce Cross in conjunction with Jeff Sims, President of á Test Consultants, will discuss issues surrounding medical marijuana in the workplace, including:

- \* Navigating the conflict between state and federal marijuana laws
- \* Marijuana and compliance with the Americans with Disabilities Act
- \* Enforcing drug-free workplace policies
- \* Drug testing
- \* OSHA regulations affecting drug testing
- \* Your liability as an employer

Date

December 9, 12:00 - 2:00 p.m.

Cost

\$65

To Register:

<http://www.cgwg.com/events/webinar-burning-questions-surrounding-medical-marijuana-in-the-workplace/>



Homeland  
Security

## ASK DAVE THE "FORM I-9/E-Verify" EXPERT???

Are You Ready for the Revised Form I-9?

A new version of the Form I-9, Employment Eligibility Verification, was released on November 14, 2016. By January 22, 2017, employers must use the revised form. Dave Basham, a Form I-9 and E-Verify subject matter expert with U.S. Citizenship and Immigration Services, will conduct an hour long in-depth session on the revised I-9. Dave will cover the following topics and answer your questions on the following: the forms new blocks and changes; the date you need to start using the new version; the differences in the fillable version versus the paper copy; and other "in the weeds" areas

that will assist you with your Form I-9 processes and compliance.

#### Key Learning Objectives

- Conduct employment eligibility verifications, correctly, using the revised I-9
- Examine the differences in the paper vs. the fillable versions to ensure proper completion of the form
- Provide resources to improve your employment eligibility verification compliance processes and program.
- Discuss real world examples that will assist in your understanding and answer questions you may have.

#### **Two separate FREE webinars will be conducted just for Arkansas:**

Dec 12th @ 1:00pm CST

Dec 15th @ 9:00am CST

Link to join the meeting - 'no pre-registration is needed - just login about 15 minutes to the start time' :

<https://uscisconnect.connectsolutions.com/arshrmi9/>

Conference Number(s):

US (Toll Free): 1-866-928-2008

Participant Code: 887183

If you have never attended an Adobe Connect meeting before:

Test your connection:

[https://uscisconnect.connectsolutions.com/common/help/en/support/meeting\\_test.htm](https://uscisconnect.connectsolutions.com/common/help/en/support/meeting_test.htm)

#### **SPEAKER: Dave Basham, USCIS, Verification Division, Program Analyst**



Dave joined U.S. Citizenship and Immigration Services in 2008 following his retirement from the U.S. Army. He has conducted over 500 Form I-9 and E-Verify presentations to nationwide audiences which included elected officials, immigration attorneys, compliance personnel to human resources and payroll professionals. In 2016, the American Payroll Association presented Dave with their annual APA Government Partner Award in recognition of his service to the payroll community. In 2014, Dave was selected as the recipient of Arkansas's SHRM (Society of Human Resource Management) 'Friend of HR' award. Dave's military assignments were numerous in the Infantry arena. His military service decorations include the Legion of Merit. Dave's originally from West Virginia but now makes his home in historic Virginia.

**The 2016 edition of the NOARK Wage and Benefit Survey has been published; don't forget to order your copy today!!!**

The 2016 edition of the NOARK Wage and Benefit Survey has been published; don't forget to order your copy today!

The NOARK 2016 Wage and Benefit survey and the results were published on July 19th. If you have not obtained your copy of the survey yet and would like more information on how to purchase the 2016 NOARK survey please contact Sandy at [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org) or contact Cathleen, NOARK Chapter Admin at 479.305.2466.



It is time for the Walmart Vendor Survey. If you would like more information on purchasing the 2016 Walmart Vendor Survey please contact Cliff Sandsmark or Cathleen, NOARK Chapter Admin.

**2017 SHRM Learning System SPRING Course Beginning February 2nd**



We are excited to announce that the 2017 SHRM Learning System information is now available and we are currently accepting registrations for the spring course beginning Feb 2. This course is offered at our location in Rogers, AR and Online.

For more information, please visit the course page at <http://training.uark.edu/professional-development/courses/shrm-hr-certification.php> and feel free to share this link with any of your contacts that may be interested.

For information about other courses and customized training programs offered by the Global Campus, see our homepage at <http://training.uark.edu/index.php>. Please don't hesitate to contact me if I can be of further assistance. We look forward to serving your professional development needs in the future.

Kind Regards,

Erin Morgan, M.Ed.  
Assistant SHRM Coordinator  
Support Specialist, Conference Services and Professional Development Programs

NWACC continues to offer the HRCI certification exam prep courses.



WORKFORCE &  
ECONOMIC DEVELOPMENT

Here are the registration links:

PHR®/SPHR®: Feb. 6 - April 24, 2017

aPHR™: March 9 - April 13. This no-experience certification is very popular. Our first class has 13 registrants!

SAVE THE DATE: February 8, 2017; 7:45-5:00; Walmart Auditorium. LEAD 2017 Simulcast. Recertification hours: 7.5. Tickets are \$100 each or a group of 10 for \$900. Tickets available [here](#).

Contact Kim Carlson, [kcarlson3@nwacc.edu](mailto:kcarlson3@nwacc.edu) or 479.619.4280 for more info.

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### **[NOARK Calendar of Events!!!](#)**

With the new partnership with the University of Arkansas-Global Campus and the area chambers we have several upcoming sessions with SHRM/HRCI HR Certification Hours.

Check out the [NOARK Calendar of Events](#) for specific dates and times.

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### **[NOARK Career Center!!!](#)**

[Human Resource Manager--Helen R. Walton Children's Enrichment Center](#)

[HR Coordinator---Bella Vista Property Owners Association](#)



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.

Join or [RENEW SHRM membership now!](#)



**Northwest Arkansas Human Resources Association, Inc.**

**NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.**

**[Come explore NOARK!](#)**

NOARK Human Resource Association, PO Box 1016, Fayetteville, AR 72701

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