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NOARK Human Resource Association Newsletter

July 2017

Issue No. 66

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 website where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call 479.305.2466

All the best,

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

Message from 2017 NOARK President--



Happy summer!

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I just returned from vacation in Northern California to visit family there. During my stay I spent some time with a cousin from Oregon who had recently undergone cancer treatment. I learned a little from him about the laws in Oregon regarding medical marijuana and can't wait to hear what we find out at our meeting on Thursday on how this is all going to play out in Arkansas. We certainly will have some interesting days ahead.

Our July Membership meeting will be held on Thursday, July 13, at the NWA Board of Realtors. Stuart Jackson with the Wright Lindsey Jennings law firm will be our guest speaker. He'll be bringing us up to date on the implications of the new Arkansas medical marijuana law and its impact on the workplace. This session has been approved for 1.0 SHRM PDC and 1.00 HRCI (General) recertification hour. **Please try to register as soon as possible.**

If you looking for some summer entertainment join us for an afternoon of Natural's baseball on Sunday, July 23. Our SHRM Foundation Committee has put together another great fundraiser. A portion of our ticket sales will be returned to the SHRM Foundation. More information is listed below from Robin Evans our committee chairperson.

Hope to see you at the membership meeting!
Best Regards,
Tammie

Best Regards,

Tammie Edrington
2017 NOARK President

July 13th NOARK Meeting--Medical Marijuana-A Headache for Arkansas Employers in 2017...you don't want to miss it!!!

In this session, Wright Lindsey Jennings labor and employment attorney Stuart Jackson will explore the implications of Arkansas' new medical marijuana law in the workplace. He will provide an overview of the current law and recent legislative activity in the regular session, as well as address employment-related compliance issues, such as:

- Differing obligations under the Americans with Disabilities Act and the Arkansas Civil Rights Act;
- Protections for "qualifying patients" in the hiring, termination and discipline processes; and
- A to-do list to prepare your workplace. Stuart Jackson



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NOARK Chapter Administrator

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2017 NOARK Website
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SPEAKER: Stuart Jackson---Wright, Lindsey, Jennings

--More details at www.noark.org

Location:
Board of Realtors
314 N. Goad Springs Road
Lowell, AR 72745

July 13th "Member Connect"-- New Member Orientation

10AM Before the NOARK Membership Meeting.

Come join us if you are a new NOARK member and want to learn more about NOARK or if you just want to learn more about our new website.

Register Today!!! www.noark.org

Location:
Board of Realtors
314 N. Goad Springs Road
Lowell, AR 72745

August 10th NOARK Meeting--Wage & Benefit Update

Good News....the 2017 edition of the NOARK Wage and Benefit Survey has been completed!

We have just completed the Wage and Benefit 2017 survey process and the results will be published in late July to mid-August.

We would like to invite you to attend the August NOARK Membership meeting on August 10th for a presentation of the 2017 Survey Wage & Benefits results. NOARK members will receive informational highlights of this year's survey and learn about future compensation trends based on decreasing unemployment rates and tighter labor markets and equal pay regulatory efforts presented by Blair Johanson, Principle Partner and Co-Owner of two Fayetteville, AR based companies- Johanson Group and DB Squared, LLC.

On behalf of the NOARK board and the Wage and Benefit Committee, I would like to thank the Johanson Group for facilitating the distribution, compilation, analysis and publication of the results with the quality of the work product at the forefront of their

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with the quality of the work product at the forefront of their endeavors.

We would also like to express gratitude to QualChoice for their continued support of sponsoring the NOARK Wage and Benefit Survey again in 2017.

A special thanks goes to all of those that took the time to participate in the survey, we really appreciate you making the survey possible!

Finally, I would like to mention and thank the members of the Wage and Benefit Survey Committee that volunteered their time and for their efforts in support of this year's survey: Andy Jackson, Bonnie Pruett, Cindy Allgood, Cliff Sandsmark, Dean Redford, Elizabeth Farmer, Helena Victor, Jimmy Madigan, Jeremy Turley, Jess Sweere, Lance Thompson, Lindsey Chaney, Malissa Miller, Marc Campbell, Pat Bates, Patsy Henderson, Scott Barton, Steve Blair and Vickie Crittenden.

Location:
Board of Realtors
314 N. Goad Springs Road
Lowell, AR 72745

NOARK/Northwest Arkansas Community College HR Course Schedule

Need certification hours lots of HR Classes scheduled...Check it out on our website.

www.noark.org

August 29th Employee Benefit Plan Update--"It's a Jungle Out There"

Using Bread Crumbs to Find Your Way Back Out of the Jungle

SPEAKER: Brandon Long, McAfee & Taft

- Identify the fiduciaries of your Plan and learn helpful nuggets to guide fiduciaries on the right path
- Overview of recent litigation impacting employee benefit plans (EBP) to understand the trends and why it matters to you
- Current developments in the EBP industry

Form 5500 - It's Not Just a Signature Page and Regulatory Changes are in the Air

SPEAKERS: Jill Pierce and Gwen Bryant, HoganTaylor LLP

- Walkthrough a practical review of Form 5500 - experience a guided tour of a Form 5500 review and common errors discovered
- Understand the proposed modifications to Form 5500, including key changes to existing schedules, new schedules, impact on group health plans, and new compliance questions on operations and financial management of plans

- Navigating through proposed changes in EBP reporting and how these modifications will impact your plan

CyberSecurity - It's a Jungle Out There

SPEAKER: Cody Griffin, HoganTaylor

- Examine recent CyberSecurity attacks and the financial impact to businesses
- Tips on keeping employee and sensitive data safe
- Discussion of managing CyberSecurity risks and mitigating breaches

Location:

Embassy Suites-NWA
3303 Pinnacle Hills Parkway
Rogers, AR 72758

Time: 8:00am-12:00pm

Costs: FREE

Register www.noark.org

NOARK SHRM Foundation Committee News

Naturals Fundraiser Forms and Money due at the July 13th meeting!

Naturals Fundraiser Date:

- Sunday, July 23 at 2:05 pm.

Tickets:

- \$8 per ticket (ages 4 & up)
- Kids 12 and under receive voucher for free hotdog, chips, and soda at the game
- Kids can also Run the Bases (postgame)

Ticket Sales Form:

- NOARK members sell to your co-workers, friends, neighbors, and family
 - Ticket Sales Form is attached
- All ticket sales forms and money are due at the July 13th meeting
- Sell 10 or more tickets and your name is automatically entered in a drawing for prizes
 - Top Seller receives a special prize
 - Prizes may include: VIP tour of the stadium, tickets to future games, or an autographed baseball

Contact Robin Evans
NOARK SHRM Foundation Chair
drevans2@juno.com

NOARK Career Center!!!

- **Human Resource Manager-Black Hills Energy**
- **Human Resource & Environmental Safety Intern-1st Employment**

Welcome NOARK New Members!!!

- Glen Baich-George's Inc
- Shari Bowlin-Lassonde Papas
- Skylar De Jong-Proctor & Gamble
- Patti Eiland-Alternative Design
- Angelle Johnson-Black Hills Energy
- Nancy Tinajero
- Magdala Ulysse-Mitchell-Walmart Store



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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