



## NOARK NEWS

April 2019

Issue No. 87

**Dear Member,**

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*

### 2019 President's Message



#### ***In This Issue***

President's Message  
May NOARK Meeting  
AR SHRM Conference & E  
SHRM Conference & Exp M  
Career Center SHRM Mem rship

#### ***Quick Links***

**NOARK Website Professi al  
Developmen**

**Welcome our new 2019  
NOARK Board and Comi t  
Chairs**

[Sara Staley, PHR, SHRM-C](#)  
President

[Amy Fisher, SHRM-SCP, SF](#) Past  
President

[Sheila Moss, SHRM-SCP, S](#)  
President-Elect

[Cindy Ruffing, SHRM-SCP,](#) PH  
Vice-President, Membership

[Denise Eskridge, aPHR](#) Secretary



Greetings! As several of us head to the Arkansas SHRM Conference & Expo in Hot Springs next week, and because we will not be having our regular monthly membership meeting in April, I think it's a great time to reflect on what's ahead for NOARK and our programs in 2019. In May we will be providing an exciting Legislative update as 2019 is filled with several employment law changes including new wage and hour regulations and EEO reporting requirements. In June we will be providing an extremely informative program on employee engagement and feedback as it relates to HR Personnel management and in July we will be focused on navigating through communication in the workplace amid the ease of technology and the need for human interactions. And I am so excited to announce that in August WorldatWork President & CEO, Scott Cawood, will discuss the unique role today's professionals play in helping organizations make the connection between highly effective organizations and deeply meaningful rewards that ultimately place your organization ahead of your competitors. I don't know about you, but I am so excited about the wonderful and strategic content that we have lined up for our members as we continue to move through this year.

As another reminder, we will be back at the Board of Realtors building in May. Please make sure you register for the meeting ahead of time so we can make the appropriate accommodations for the meeting.

Thank you to all our members who volunteer on committees, both at meetings and behind the scenes. And thank you to everyone for your continued support of our group and our program offerings. We have made some changes this year based on feedback from you and I hope that you see these as positive and valuable. My assumption is that you do since we have had record numbers in attendance in the last few months! I hope that trend continues and if you haven't had a chance to attend so far this year that you get registered for next month's meeting so you can see what all the buzz is about.

As always, it is an honor to serve you.  
Sara Staley, CSP, PHR, SHRM-CP

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**May 9th NOARK Meeting -**

[Sandy Sullins, SHRM-SCP](#),  
Treasurer

[Judith Tavano, SHRM-SCP](#),  
Workforce Readiness

[Taylor Womack](#)  
College Relations

[Jamie Ponce, SHRM-CP](#)  
Communications/SHRM Four

[Tina Gilbert](#)  
Diversity

[Kelly Majdan](#)  
Legislative

[Tammie Edrington, PHR, SH](#)  
Programs

[Jamaikhan Dickey, SHRM-C](#)  
Public Relations

[Tiffany Barnes, aPHR](#)  
Wage & Benefits

[Tammy Sexton](#)  
Young Professional

[Cathleen Hoffman, SHRM-S  
SPHR](#)  
NOARK Chapter Administrator

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Thank you to

## "LEGISLATIVE DEVELOPMENTS & EMPLOYMENT LAW TRENDS"

**Time:**

**11:30am-1:00pm**

**Location:**

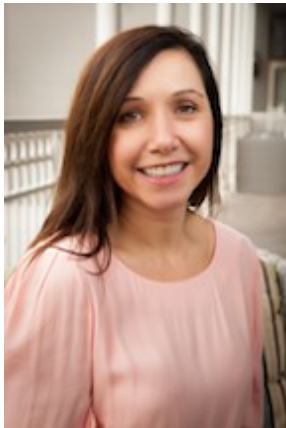
**NWA Board of Realtors**

**314 N Goad Springs Road**

**Lowell, AR 72745**

Join NOARK Legislative Board Member, Kelly Madjan, and Employment Law Compliance and Training Consultant, Sandy Lauro to take a practical look at key employment law and regulatory developments and HR trends that need to be on HR's radar screen in 2019. While the federal front saw very little in new employment laws in 2018, the year 2019 is developing differently with new wage and hour regulations and EEO reporting requirements. We will review these recent developments as well as look at some important state employment law initiatives that all employers should note and important federal employment law cases that smart employers will pay attention to as the courts interpret existing laws in new ways that impact the workplace from hiring to firing. An overview of these developments will be provided with a focus on the legislative and case law developments relating to gender and compensation discrimination, harassment prevention and alternative dispute resolution.

**SPEAKER: Sandra Lauro, JD**



After practicing labor and employment law for over 20 years in private practice for international law firms and then acting as Associate General Counsel for a Fortune 500 medical device company, Sandy now focuses on providing neutral expertise and practical advice or "people guidance" on a

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wide variety of employment issues and disputes. Using her background as an employment litigator and passion for helping companies understand and resolve employee concerns to minimize misunderstandings that can turn into lawsuits, Sandy now focuses exclusively on compliance, training and alternative dispute resolution as a workplace investigator, private arbitrator and mediator. Her goal is to keep clients out of the court house by practical and customized solutions to training and internal dispute resolution designed to create a culture of equity, communication and collaboration. Sandy is frequently retained and designated as an "expert witness" in state and federal employment litigation by both defendant companies and plaintiffs on topics of internal investigations, training of employees, and effective policies and procedures to prevent or minimize harassment and discrimination.

Sandy has her own law firm that focuses on employment law compliance and dispute resolution, and she is also a senior consultant with DeDe Church & Associates, LLC. Sandy is Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization. She is also a mediator and an employment law arbitrator with the American Arbitration Association. She is a frequent speaker, trainer, and author on employee relations issues and is proud to have worked with large and small businesses in a variety of industries, including Whole Foods, Albertson's, American Airlines and TTX. She frequently speaks and writes on employment law issues and has spoken at the American Bar Association and is a published author, including the chapter of "Employment Rules and Policies" and "Arbitration of Employment Law Claims" in the treatise Texas Employment Law.

She is a Detroit native and attended Wayne State University before going on to graduate from the University of Michigan Law School. Sandy's passions are her family, outdoor adventures and helping others. Sandy's personal motto is "listen, be kind, grateful, and always evolve to improve your life and others' lives."

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**The 2019 Arkansas SHRM  
Conference & Expo is coming  
soon and NOARK is so  
excited to have so many of the  
speakers affiliated with our  
chapter!!! See the Schedule-**

# At-A Glance below for details. See you next week.

2019 Arkansas SHRM HR Conference & Expo At-a-Glance				
Wednesday, April 3, 2019				
7:00 am - 5:00 pm Attendee Registration Located Outside Hall A on Second Floor				
Concurrent Sessions				
8:00 am - 9:15 am	Room 203 - 204 Bernie Mosley Creating an Active Shooter Response Plan	Room 207 Minnie Lenox HR: Becoming a Strategic Partner	Room 208 Stuart Jackson, Lee Muldrow & Erika Gee It's Happening! Medical Marijuana in the Arkansas Workplace	Room 209 Corey Stanford Creating a Coaching Culture to Attract & Retain Top Talent
9:30 - 10:45 am Welcome to the Conference Opening Speaker - Charlotte Strickland "The I in Impact"				
10:45 - 11:30 am Exhibit Hall Open in Hall A on Second Floor				
11:40 am - 1:30 pm Wednesday Keynote Lunch - Robert English - "Connecting Your Way to the Big Top"				
Concurrent Sessions				
1:45 pm - 3:00 pm	Room 203 - 204 James Guinee Having Those Difficult Conversations	Room 207 Darna Merrinweather Leading thru Difficult Change	Room 208 Bernie Mosley Creating an Active Shooter Response Plan	Room 209 Sherry Johnson Global HR Strategies for Today's Culturally Diverse Workplace
3:00 pm - 4:00 pm Exhibit Hall Open in Hall A on Second Floor				
Concurrent Sessions				
4:00 pm - 5:15 pm	Room 203 - 204 James Guinee Having Those Difficult Conversations	Room 207 Minnie Lenox HR: Becoming a Strategic Partner	Room 208 Corey Stanford Creating a Coaching Culture to Attract and Retain Top Talent	Room 209 Sherry Johnson The Future of HR: Promoting Business Success in a Changing Global Workplace
5:15 pm - 6:30 pm Fun House Reception in Exhibit Hall				
6:30 pm - 8:00 pm Dinner on your own				
8:00 - 11:00 pm Entertainment : The Greatest Showman Movie at the Malco Theatre				
Thursday, April 4, 2019				
8:00 am - 12:00 noon Attendee Registration Located Outside Hall A on Second Floor				
Concurrent Sessions				
7:00 am - 8:15 am	Room 203 - 204 Patrick McAbaine The Tax Consequences of Employee Benefits	Room 207 Kathleen McComber Restoring Civility & Respect in the Workplace	Room 208 Bruce Cross Federal Legal Update	Room 209 Lennie Emond Your 7AM Wake Up Call: Apprenticeships for all Occupations!
7:30 am - 8:15 am Little Debbie Snack Cakes & Breakfast Beverages in the Exhibit Hall, Hall A on Second Floor				
Concurrent Sessions				
8:15 am - 9:30 am	Room 203 - 204 HR Panel: Tim Orefano, Darna Merrinweather, Minnie Lenox, Dan Marr Be a HR Ringmaster: Strategies & Tips to Take your HR Career to the Next Level	Room 207 Den Anna Hayes & Kim Hodges Step Right Up: Winning Strategies for Employee Handbook and Policy Updates	Room 208 Sheila Moss This is Your Circus and These Farm 1's Are Your Monkeys	Room 209 Judith Tavano Assisting Separating & Retiring Military Officers for Careers in the Civilian Workforce
9:30 am - 10:45 am CDWG Popcorn Break & Exhibit Hall Open And Fearless Food Fight in Hall A on Second Floor				
Concurrent Sessions				
10:45 am - 12:00 noon	Room 203 - 204 Wayne Young & Dan Herwigton Send in the Lawyers! State Legislative Update & Ask an Attorney Panel	Room 207 Kathleen McComber Restoring Civility & Respect in the Workplace	Room 208 Judith Tavano Assisting Separating & Retiring Military Officers for Careers in the Civilian Workforce	Room 209 Elizabeth Wente Legal Steps to Handle FMLA Abuse
12:00 Noon - 1:45 pm Thursday Keynote Lunch - Matt Birk - "Leading To Win"				
1:45 pm - 2:30 pm Exhibit Hall Closing & Prize Announcements in Hall A on Second Floor				
Concurrent Sessions				
2:30 pm - 3:45 pm	Room 203 - 204 Tim Orefano Walking the Compensation Tightrope	Room 207 Bruce Cross Federal Legal Update	Room 208 Sheila Moss This is Your Circus and These Farm 1's Are Your Monkeys	Room 209 Odell Nickelberry Internships: Bridging the Talent Gap
Concurrent Sessions				
4:00 pm - 5:15 pm	Room 203 - 204 Den Anna Hayes & Kim Hodges Step Right Up: Winning Strategies for Employee Handbook and Policy Updates	Room 207 Andrea Rabenack & Stephanie Cumber The Magic of Mojo in Employee Engagement	Room 208 Elizabeth Wente Legal Steps to Handle FMLA Abuse	Room 209 Michelle Kaemmerling From Planning to Practice: LGBTQ Inclusion in the Workplace
5:15 pm - 7:00 pm House of Mirrors Reception in Plaza Lobby on First Floor				
7:00 PM Dinner on your own				
Friday, April 5, 2019				
6:00 am - 9:00 am Dr. Frank Niles - "Think Less / Achieve More"				
8:00 - 9:30 am Brunch				
9:30 am - 11:30 am Closing Keynote Session - Dr. Samuel Jones - "Closing the Gap Between Average & Excellence"				
11:30 am - 12 Noon Final Announcements & Introduction of 2020				
All General & Keynote Sessions held in Horner Hall				
Pink Highlighted are HRCI Business Approved, Purple Highlighted is Business and Global Approved. Schedule as of 3/22/2019. Schedule Subject to Change.				

## CONTINUING EDUCATION APPROVAL

This conference is valid for 15.75 PDCs for the SHRM-CP and SHRM-SCP. This conference has been approved for 15.75 "Business" recertification credit hours toward aPHR, PHR, PHRca, SPHR, GPHR, PHRI and SPHRI recertification through HR Certification Institute (HRCI). This conference has been approved for 15.75 hours of "General" Continuing Legal Education (CLE).

## NOARK Career Center!!!

- Assistant Director of Payroll Service- University of Arkansas
- Complex Human Resources Manager- George's Inc
- Human Resources Manager-Arvest Bank

- **Human Resources Advisor** -The Payroll Company
- **Human Resources/Accounting Assistant** - Outdoor Cap
- **Human Resources Rotational Associate** - Gates Corporation



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 performance 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 Resources Association, PO Box 1016, Fayetteville, AR 72702

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