



## NOARK NEWS

May 2019

Issue No. 88

### 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*

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### 2019 President's Message



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**Welcome our new 2019  
NOARK Board and Committee  
Chairs**

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

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

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



I am so excited for our upcoming membership meeting. I always feel so rejuvenated after attending the ARSHRM State HR Conference and ready to get back into the swing of our monthly meetings. But mainly because the annual legislative program is always a everyone's favorite program each year. And this month's program is going to be just the same. Our May meeting entitled "Legislation Development & Employment Law Trends" is going to be jammed packed with information and guidance on key legislative points that will be important to know and be familiar with for both your employer and the respective employees. Changes and developments on both the federal and state levels will be addressed and our speaker, Sandra Lauro, JD is the perfect expert to walk us through understanding the practical implications that 2019 is shaping up to have in store. You don't want to miss out on this extremely informative program.

We will be back at the NWA Realtors Building in Lowell and registering prior to the event is highly encouraged.

I hope to see you all there!  
Sara Staley, CSP, PHR, SHRM-CP

## **May 9th NOARK Meeting - "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

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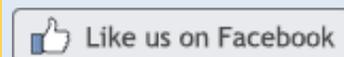
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Training Consultant, Sandy Lauro to take a practical look at key employment law and regulatory developments and HR trends that need to be on HR's radar screen in 2019. While the federal front saw very little in new employment laws in 2018, the year 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 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

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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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## Legislative Report

Over the past few weeks our legislature has made progress toward retirement legislation aimed at helping more people save for retirement. Both the House and the Senate have put forth two bills that will significantly enhance our retirement system by addressing some issues that have been hurdles to some in offering a retirement plan benefit to their employees. There is also a provision in the House version that will push back RMD's to age 72, from 70 ½.

The House Ways & Means Committee for the 116th Congress - introduced and unanimously passed today a bipartisan bill put forth by Chairman Richie Neal D-

MA. The Setting Every Community Up for Retirement Enhancement Act of 2019 (H.R. 1994 ) - The SECURE Act - will now go to the full House of Representatives for consideration.

The SECURE Act will address the following items among others - these are the highlights:

- Increasing the Auto Enrollment Safe Harbor Cap from 10% to 15% of compensation
- Simplify the Safe Harbor Rules to provide greater flexibility to companies to adopt a safe harbor plan by eliminating the notice requirement and providing some flexibility to adoption of a safe harbor provision
- Increasing the Small Employer Pension Plan Start-up Credit from \$500 to potentially \$5,000 for the first three years of plan operation
- Provide a \$500 credit for 401(k) and Simple IRA plans that employ automatic enrollment. Credit available for first three years of plan operation
- Treat certain taxable non-tuition fellowship and stipend payments as compensation for IRA purposes
- Repeal maximum age for tradition IRA Contributions & increase RMD age to 72 from 70 ½
- Penalty-free withdrawals from Retirement Plans for individuals in case of birth or adoption (there is some similar legislation being discussed about allowing people borrow from their future social security income which would push back their eligibility date - this is not in this proposal)
- Allow long-term part-time workers to participate in 401(k) plans (PT for an ERISA plan is 1,000 hours a year / 20 hours a week)
- Allow a retirement plan to be adopted by the employers tax return date for the taxable year (including extensions). Currently plans need to be adopted by the end of the plan year intended for.
- Removes a roadblock to offering lifetime income options to retirement plans

The Senate Finance Committee resurrected the Retirement Enhancement and Savings Act (RESA) - which was first introduced in 2016 and has been

which was first introduced in 2010 and has been through many sessions with minor modifications. This is also a bipartisan bill originally forth by Senators Orin Hatch (R-UT) and Ron Wyden (D-OR), now supported by Chuck Grassley (R-IA) and Ron Wyden (D-OR). Various companion bills have been introduced by others, but it seems this is the bill that will be put forth

RESA contains many of the same provisions as SECURE with a few modifications:

- Provides flexibility to employers to change their Safe Harbor Provisions mid-year instead of at the end of the plan year.
- Support for Open MEP or PEP (Pooled Employer Plan) allowing two or more employers to join a plan by removing provisions like the one bad apple rule and improving the quality of MEP service providers (with our OPEN MEP solution we have addressed these - this bill will provide further support for MEPs and remove a stigma on them that many in the industry have).

The SECURE Act in its amended form today added similar MEP language.

Pay particular attention to how they propose to pay for these bills - one way is through modifications to distributions from DC plans and IRA balances upon death of account holder by addressing the "stretch" IRA provisions - reducing to 5 years for most non-spouse distributions (certain exemptions will apply) and by increasing penalties for failure to file retirement plan returns.

Both Bills are moving forward, and signs are positive we might actually see some bipartisan cooperation in getting one of these passed or a combination of the two.

I will be watching these closely and will share as we see movement on these.  
More to come!!

Kelly  
NOARK Legislative Chair

## **June 13th - NOARK Meeting "Transforming Feedback: From Fear to Fierce"!!!**

**Time:**

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

**Location:**

**NWA Board of Realtors  
314 N Goad Springs Road  
Lowell, AR 72745**

This session considers feedback and the sense of apprehension and tension that surrounds the conversation from all sides. We'll talk about types of feedback, including those beyond evaluation, the importance of balancing styles, and understanding the powerful influence of feedback. We'll spend time understanding what happens when we receive feedback, and what interferes with feedback becoming actionable. The ability to move through conflict, including competitive listening and de-escalating situations to move forward into environments that are innovative and creative. Participants will gain self-awareness about their own relationship with feedback, and how to support others for success with feedback. Emphasis on interpretation of the message and the decision structure for action.

**Objectives:**

- Create a practical, personal plan for feedback shifting from tension to open reception
- Discuss navigation of feedback conversations including setting boundaries, gaining clarity and creative problem solving
- Articulate an understanding of relationship and identity triggers that create feedback tension
- Critically assess feedback intentions and messages, making an informed decision to accept or reject feedback, and creating an action plan if needed.
- Demonstrate the ability to participate in feedback conversations in all directions

**Sneaker: Linda Clark MHRM SPHR SHRM-SCP**

Speaker: Linda Clark, MA, MPA, SPHR, SHRM-SCP,  
CMC



**Bio:**

With nearly two decades of experience in strategic human resources and operation leadership, Linda is the principal behind a dynamic organizational development and human resources consulting practice. Skilled in creating and sustaining innovative cultures using effective feedback and strategic people operations, Linda combines peak performance, authenticity and personal presence to maximize success for individuals and organizations. Linda offer an exceptional reputation of radical operational focus centering respect and empathy at all levels.

Today, Linda is an in-demand professional speaker fluent in topics of group and team dynamics, feedback, communication competency, and coaching. Her signature charismatic and engaging presentations are driven by her passion for service, offering unparalleled learner-centered environments punctuated by storytelling and humor.

Speaking at more than 60 events in 2018, Linda speaks in front of thousands of people each year including executives and senior leadership, professional and industry conferences and organization, and teams in a variety of industries. Her topics range from building and leading effective teams, leadership and organizational development, the art and competency of giving and receiving feedback, adapting and thriving with change, and the power of our individual brand and voice as we contribute to collaborative environments.

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**July 11th NOARK !!!  
"How to Maintain High-Touch  
Relationships in High-Tech Times"**

**Time:**

11:30am - 1:00pm

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

**Location:**

**Hilton Garden Inn  
1325 N Palak Drive  
Fayetteville, AR 72704**

From Facebook to email and texting, technology has taken over as the primary means of communication. Yet conversations are still a crucial part of relationship-building, both professionally and personally. This upbeat presentation will provide real-life communication strategies for maintaining "high-touch" relationships in "high-tech" times.

**Presentation highlights include:**

- How to compose reader friendly emails
- High-Tech Checklist: Find out whether your cell phone behavior is respectful or rude
- 3 clues that you should choose to call rather than email or text
- Text Talk: Cracking the code of cross-generational communication
- Sarita's Survey: What the tech savvy suggest for staying connected

**About the speaker...**



Sarita Maybin is an international speaker, communication expert and author whose audiences have fun learning how to stay positive, constructively confront tough communication situations and work

confront tough communication situations and work together better.

During her 20-year speaking career, Sarita has spoken in ALL 50 states as well as Puerto Rico, Mexico, Jamaica, Canada, England, Asia, Iceland...and on the prestigious TEDx stage. Her clients include Hewlett Packard, Kaiser Permanente, Los Angeles County, Department of the Navy and University of California, among others.

Sarita is a former university Dean of Students with a Master's degree in Counseling, a Toastmasters Humorous Speech Contest winner and a Past President of the National Speakers Association, San Diego chapter. She has also been interviewed by the media about her book "If You Can't Say Something Nice, What DO You Say?"

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## **NOARK Ambassadors Wanted!**

After some informal polling of NOARK members, we discovered one of the most frequent barriers for new members coming to their first meeting is the discomfort of walking into a sea of unfamiliar faces. We think a NOARK Ambassador program can easily help remedy this situation just by showing up and partnering with new members. And, when we have more members attending and participating, we all benefit from the connections, and the increased energy and brain power at our meetings.



Can you do a basic meet and greet? Of course you can! After all, we are all in the business of people. Your 2019 NOARK Membership Committee is looking for

the few, the reliable, the friendly to become the very first NOARK Ambassadors.

NOARK Ambassadors are simply a team of friendly faces willing to be paired with new members at their first few NOARK meetings to greet them at those initial meetings and host them as they further their NOARK involvement. A special badge ribbon will be displayed on your badge for easier recognition to new members and acknowledge you for the special role you are playing.

For more information please contact Sarah Huffman at [shuffman@1stemployment.net](mailto:shuffman@1stemployment.net) or Barbara Maupin at [Barbara.Maupin@usaa.com](mailto:Barbara.Maupin@usaa.com)

## **Leadership NWACC Program Earns Best Practices Award**

NorthWest Arkansas Community College's (NWACC) Human Resources Employee Development Program, Leadership NWACC, was recently recognized for Best Practices in Human Resources at the 2019 Arkansas Society of Human Resources Managers (SHRM) Conference in Hot Springs.

The Best Practices Award was presented to NWACC President Dr. Evelyn Jorgenson and Director of Staff Development Brenda Meyer by NOARK Chair of Workforce Readiness Judith Tavano.

Leadership NWACC is a year-long staff development program for full-time employees focused on exposing leaders to high level decision makers on campus and at the state level.

"We are honored to receive this prestigious award and be recognized for the achievements of our Leadership NWACC program in Best Practices in staff development across Arkansas. Leadership NWACC is an investment in our most valuable assets, our employees," said Meyer.

The Society of Human Resource Professionals (SHRM) is a national organization setting the gold standard in human resources practices. The local chapter of SHRM is NOARK.

About NorthWest Arkansas Community College (NWACC): NWACC is an accredited, public two-year institution that serves and strengthens its surrounding communities by helping students maximize their potential and exceed expectations. With state-of-the-art facilities, NWACC provides excellent academic instruction, workforce training and personalized attention from highly respected faculty, staff and administrators. For more information, visit [www.nwacc.edu](http://www.nwacc.edu)



## **NOARK Career Center!!!**

- **Human Resources Partner for the J William Fulbright College of Arts and Sciences-University of Arkansas**

## **Welcome New NOARK Members!!!**

- **Shannon Russell**, Paschal Corp
- **Kimberly Duncan**, Pace Industry
- **Liz Reyes**, 1st Employment Staffing
- **Rick Barclay**, Crafton Tull & Associates
- **Tina Lara**, Chartwells
- **Glenda Kelderman**, City of Bella Vista
- **Jennifer Horton**, Highlands Oncology Clinic
- **Piffany Cooper**, Harte Hanks
- **Maria Salas**, APAC Central Inc
- **Terriann Brown**, Student

- **Lucian Provost-Student**



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 Resources Association, PO Box 1016, Fayetteville, AR 72702

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