



NOARK NEWS



Happy Valentine's Day!

I can't wait to see you at the February 13th meeting! Please remember, we are at The Barn at the Springs, and our program is "The Employee Selection Process - How to Ensure it is Effective and Legal." The program is presented by Bruce Cross with Cross, Gunter, Witherspoon and Galchus. The selection process has

basically become a science these days. There's a lot of creativity involved in recruiting and the actual selection is so crucial to the company culture and the bottom line. So, how are you going about it? Is it completely effective? Then, the big question...is it legal? Like everything we see in HR legal compliance, there are bound to be pitfalls and complications. I'm looking forward to discovering the right way to handle this process with Mr. Cross.

As we continue on our new 2020 journey, I hope to get to know so many of you! We had several new attendees at the January meeting and the networking was fantastic. I got to see so many friends and was thrilled to meet new friends and learn about your journeys. The board and I are here to make sure you meet one another, learn, and share new pathways. We can't wait to know more about all of you.





In the spirit of getting to know one another, I was asked to share something about myself that you may not know. This one is easy. I have a furry best friend with some special skills. He's a four year old German Shepherd whom I trained (with the assistance of a police officer). I trained him in obedience, and then we began to develop him further. During his evaluations we began to note that he had a particular sensitivity to individuals with anxiety. The short version is that he went on to become a PTSD service dog, and I'm lucky to take him many places to help others. His name is Taz and he loves to help people as much as I do.

So, now you know more about me. Your turn! Please come to the February 13th meeting, and please share a story with someone around you (and me!). If you have questions or needs in your professional path, feel free to reach out to the board members. If you haven't certified in HR, please consider it. NOARK is partnered with the University of Arkansas Global Campus for the SHRM Certification Prep Class (SHRM-CP, SHRM-SCP), and now members qualify for a 15% discount for the class. Let us know if you need help connecting.

See you soon!

Sheila

February 2020 NOARK MEMBERSHIP MEETING



SPEAKER: J. Bruce Cross is a director in the firm of Cross, Gunter, Witherspoon & Calobius, P.C. in Little

Enthusiastic, Effective, and Efficient Networking

The current labor market is incredibly tight for employers, often with more positions needing to be filled than there are viable candidates. The pressure to fill positions is compounded by legal and record-keeping requirements that can be very dangerous if not navigated skillfully. Missteps or inefficiencies here directly affect the whole of any organizations' business goals. In this unique environment, the Human Resource sections are critical to any organization, regardless of size. In order to legally and

WILKINSPOON & GARDNER, P.C. in Little Rock, Arkansas, who practices in the areas of labor and employment defense law. Bruce is a Fellow in the College of Labor and Employment Lawyers of the American Bar Association. He was also named Lawyer of the Year in Little Rock in Labor Law – Management in 2014 & 2019. Bruce is also listed as a Leading Lawyer in Labor and Employment in *Chambers USA: America's Leading Lawyers for Business*; *Best Lawyers in America* in Labor and Employment Law; US News and World Report Listing of Best Labor and Employment Lawyers ; Who's Who Legal: Labor & Employment 2018; *Mid-South Super Lawyers* and the *Top 50 Arkansas Mid-South Super Lawyers*. Bruce received his undergraduate degree from the University of Notre Dame and his J.D. degree from the University of Arkansas School of Law. Bruce's practice includes work before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Wage & Hour and OFCCP Divisions of the Department of Labor, as well as related federal and state court litigation.

regardless of size. In order to legally and efficiently satisfy the need for fully qualified employees, it's imperative to establish a comprehensive selection process.

Date: February 13, 2020

Time: 11:30am-1:00pm

Location: The Barn at the Springs

Address: 5392 AR-112, Springdale, AR 72762

1 hour SHRM PDC and 1 hour "General" HRCI available.

Register Today!

Treat yourself or a gift for someone special!

ENTER TO WIN!

SHRM FOUNDATION Raffle
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\$65 Shampoo, cut & style gift Certificate
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Pro detangler comb
Silver cosmetic ba
Head massager
Faux fur wine bag
Hemps bath salts
Bath bomb
Redken self heating treatment Hempz lotion

VALUED AT \$250

How To Enter

HOW TO ENTER:
\$5 CASH DONATION=1 ENTRY
EVERY ADDITIONAL \$5 = 2 EXTRA ENTRIES!

DRAWING WILL BE HELD 2/13/2020
MUST BE PRESENT TO WIN!



Register
Today!

Are You Registered?

HR2020

A Clear Vision of the Future

Arkansas SHRM 2020 HR Conference & Expo • April 1-3 • Rogers, Arkansas



Johnny C. Taylor, Jr.

Vision of the
Future of HR



Rob McKenna

Composed: The Heart &
Science of Leading Under
Pressure



Christine Cashen

Why Can't Everybody
Just Get Along



General Sessions: Linda Clark, EEOC Commissioner Victoria A. Lippie, Sarita Minkin & Daniel Villan

Registration, Conference Schedule & More!

HR-2020.org

16.25 Hours CE

37 Professional Development Opportunities

Keynotes, General Sessions, Concurrents, Networking, & Expo Hall

 DELTA DENTAL

PRESENTING SPONSOR

SHRM CERTIFICATION EXAM

This past December, I sat for my SHRM-CP exam. As a new member of the HR profession, preparing for this exam provided me with vital exposure to the broad field of HR. As an HR department of one in a rapidly-growing private company, I knew I had a lot of fast learning to do, and the SHRM certification program offered me just that! Earning my SHRM-CP is a foundational milestone in my budding HR career, and though the test is over, the life lessons will never end!



-Morgan Scholz, SHRM-CP
NOARK College Relations/YP Chair



As you know the minimum wage increased from \$9.25 per hour to \$10.00 per hour as of January 1, 2020. This minimum wage increase was voted into law in 2018, and will increase again as of January 1, 2021 to \$11.00 per

hour. In addition, the federal contractor minimum wage increased from \$10.60 to \$10.80 per hour as of January 1, 2020.

If you are an employer who has a self-insured health insurance plan and are required to provide a 1095-C to your employees, the forms are to be provided to employees by March 2, 2020. If filing a paper form with the IRS, the filing should be completed by February 28, 2020. If filing electronically, the filing is required by March 31, 2020.

On December 5, 2019, the IRS released a new version of the form W-4. This version is a

significant change from the previous version and should be in place now for any W-4 that is completed after January 1, 2020. The purpose of the change was to provide greater transparency to employees on the amount of tax to be withheld from paychecks. These significant changes will need to be programmed into your payroll system, if not completed already. You do not have to require all employees to complete another W-4, but any new hire or any employee wishing to change their W-4 will need to complete the new version. More information can be found at: <https://www.irs.gov/newsroom/faqs-on-the-2020-form-w-4>.

Another new change as of January 1 was the new overtime rule. This rule increased the salary level from \$455 per week to \$684 per week, or \$35,568 annually. The salary levels had not been updated since 2004, although higher levels had been proposed in 2016. If you have not yet done so, you should re-classify anyone with a salary falling beneath these levels. As always, consult with your legal counsel on the proper actions for your organization.

On January 31, 2020 USCIS published the federal register notice announcing a new version of the Form I-9. Employers should begin using the new form as of January 31, 2020, however there is an adjustment time period in order to allow employers time to make necessary adjustments. The prior version may be used until April 30, 2020. After that date, only the new form with the 10/21/2019 version date may be used. The new version of the I-9 form includes clarification on who can act as an authorized representative on behalf of an employer, updated USCIS website, provided clarification on acceptable documents, updated the process for requesting paper Forms I-9, and updated the DHS privacy notice. For more information, go to <https://www.uscis.gov/i-9-central/whats-new/whats-new>

-Amy Fisher, MBA, SHRM-SCP, SPHR
NOARK Legislative Chair



Arkansas SHRM SCHOLARSHIP!

February 28th is the deadline for applications to the J.C. Coates HR student scholarship! This scholarship is awarded to one full-time graduate or undergraduate

student from Arkansas who has demonstrated a commitment towards the profession, has a strong academic record, and is enrolled in an HR-related field. This \$1,000 scholarship is sponsored by the Arkansas SHRM State Council.

For more the application and additional guidelines, [click this link!](#)

**Rogers New Technology High School
Presents**

Careers & Internships

JOB FAIR



JOB FAIR



MARCH 10, 2020

8:30 - 12:00

In the Student Success Center

This event will be an amazing opportunity to showcase Northwest Arkansas's abundance of available opportunities in all career fields. We hope you will be a part to meet, inform, interview and hire our learners.

More than 640 high school Freshmen, Sophomores, Juniors and Seniors will attend to explore careers of their interest, find a job or internship.

*For more information and consideration go to:
<http://bit.ly/RNTHSearnandlearn>*

**2922 South 1st Street
Rogers, AR 72756**

For more information:

email william.felts@rpsar.net or call 479-631-3621



Our very own Sheila Moss, NOARK President was interviewed on 40/29...see below.

Have you ever come down with Superbowl Fever? Millions of Americans will be calling in sick to work after Super Bowl Sunday. According to a human resources professional, it's called 'super bowl fever.'

"We're in the range of about 17.5-million to 18-million people that are not where they're supposed to be on Monday," Sheila Moss with Northwest Arkansas Human Resources Association said.

To come up with that number, a survey through the Workforce Institute at Kronos polled more than 1,100 Americans over the age of 18. 2/3 of those people said they would give their employers a heads up.

<https://www.4029tv.com/article/super-bowl-fever-call-in-ghosted/30749495>

How to Supervise People and Lead a Team

March 17, 2020



8:30 am - 3:00 pm

Contact Name:

Steve Cox

Contact Phone:

479-636-1240

Contact Email:

steve@rogerslowell.com

Address:

NorthWest Arkansas Community College

NWACC Shewmaker Center for Workforce Technologies

1000 S.E. Eagle Way

Bentonville, AR 72712



About the Seminar:

Hire with Confidence, Fire without Fear, Tame Toxic Employees, and Put Your Team on the Fast Track to Record-Shattering Success

This world-class professional development course is designed specifically for supervisors on the front line, who directly manage two or more employees. It's for managers who are "in the trenches" like the restaurant manager who can't open tonight because three (3) of his servers didn't show up for work, and the dentist who spends as much time dealing with her employees as treating patients, etc.

This seminar is approved for 5.50 (General) re-certification credit hours toward PHR, SPHR and GPHR re-certification through HR Certification Institute and SHRM.

For more information:

<https://www.rogerslowell.com/events/2020/03/17/leadership-community-development-events/how-to-supervise-people-and-lead-a-team/>



Welcome New NOARK Members

- **Garrett Brown** - Paychex
- **Abi Davis** - City of Siloam Springs

- **Jane Greuel**
- **Mitchell Styles** - Ozarks Electric Cooperative
- **Suzanne Zorrilla** - Northwest Medical Center
- **Jenny Sutherland** - City of Rogers
- **Rachel Hudson** - BKD
- **Kristin Coffman** - Walton Arts Center
- **Tammie Byrum** - Friendship Community Care
- **Ramonica Duarte** - Fayetteville Public Library
- **Julie McAlister** - NWA Industries for Education and Training
- **Laura Ramirez** - South Coast Baking
- **Gina Rankin** - RMP
- **Amber Center** - JB Hunt Transport, Inc
- **Rocio Rodriguez** - Pediatric Dental Associates and Orthodontics
- **Lee Johnson** - Ropeswing Hospitality Group
- **Rachel Buckley** - Delta Systems

Please reach out to them and make them feel welcome!

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



Northwest Arkansas Human Resources Association
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 479.305.2466

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