

February 2019

Volume 1, Issue 2

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SHRM Chapter Websites:

State Council:

<https://www.sodakshrm.org/>

Aberdeen:

<https://aahra.shrm.org/>

Black Hills:

<https://bhshrm.shrm.org>

Brookings:

<http://www.bahra.us>

Pierre:

<https://centralsd.shrm.org>

Sioux Falls:

<https://www.seshrm.org/>

Watertown:

<https://nesd.shrm.org>

Yankton:

<https://sesd.shrm.org>

Want to put something in the newsletter? [E-mail](#) us your suggestions/comments/updates.

WELCOME to Volume 1, Issue 2 of the SoDak SHRM Newsletter! We hope you enjoyed the 1st issue of the SoDak SHRM Newsletter and are eager to bring you issue 2. In Issue 2, we are delighted to be able to offer you an inside look at the Volunteer Leaders' Summit (VLS) and an inside perspective from one of the participants! So, go ahead, take a peek!

take
a peek





SoDak SHRM Legislative Day 2019 | February 5, 2019

Every year in January and February, elected officials from across the state converge in our state's Capitol building in Pierre for several intense weeks known as the Legislative Session. The work of these public servants shapes policy and legislation within South Dakota, which impacts the business community and therefore is of interest to the human resources community.

On 5 February, the SoDak SHRM State Council cordially invites all local chapters, at-large, and A-Team SHRM advocates to join us in Pierre to learn more about the political processes that create new bills for discussion and voting within the state house and senate bodies.

Our day will begin bright and early as we provide breakfast for our legislators. We will attend committee session meetings and hear from Cabinet-level officials. Our SoDak SHRM lobbyist, Julie Johnson, will present to us on the current issues and bills our legislature has for consideration this session. We will enjoy lunch, and then return to the Capitol building to be introduced in both the house and senate floors.

You won't want to miss this day of networking, professional development, and learning about our state's public policy. We also seek to educate the legislature about SHRM and the human resources community of professionals active within South Dakota.

HR Day at the Capitol 2019 Itinerary | All times listed in CST

7:00am - 9:00am | Legislative Breakfast with HR

- Help us host our state legislators and serve them breakfast!
- Arrive to the Capitol building, park, and enter Capitol through the north doors.
- Proceed to the third floor, either behind the House or Senate. We will be serving in BOTH locations, House and Senate. Please visit both on the third floor.
- Breakfast provided by Tom's Diner: assorted rolls, juice and coffee.

9:00am - 11:30am | Legislative Committee Meetings (3rd & 4th floor)

- Committee meeting agendas and issues are finalized 48 hours prior to session.
- Our group will attend the most relevant meetings, and Julie Johnson will provide additional materials for context.

11:30am - 2:00pm | Briefings on Issues and Catered Lunch

- Group will transition from Capitol to the SDEA Building Auditorium, located at 411 E. Capitol Ave. Pierre, SD (across street from Capitol).
- We will have up to four speakers present to us on issues affecting the HR and business communities in South Dakota and beyond while we enjoy lunch.
- Commission of the Bureau of Human Resources, Laurie Gill
- Secretary of Labor, Marcia Hultman
- SoDak SHRM's registered lobbyist, Julie Johnson
- SHRM National Speaker's Bureau, tbd

2:00pm | Attend Senate and House Sessions (4th floor)

- SoDak SHRM attendees have the honor of being introduced in each Chamber
- After introductions, we may stay and observe the session
- Attendees may choose to adjourn themselves at any time after the introduction or after the session ends.

SoDak SHRM
Legislative Day at the
Capitol 2019
Tuesday, February 5, 2019
@
South Dakota State Capitol
500 E Capitol Avenue
Pierre, SD 57501

There's still time to
sign up, so
REGISTER [HERE](#)

Questions about this event?
Contact SoDak SHRM's
Legislative Director
Leah Brink
Leah.Brink@daktronics.com
or 605-690-5310

Registration link is available on the SoDak SHRM website
www.sodakshrm.org/events-1/sodak-shrm-legislative-day-2019

SOUTH DAKOTA'S PREMIER TALENT MANAGEMENT RESOURCE!!!

Whether you are a small business owner seeking professional support from Human Resources, a human resource professional seeking opportunities to network & share best practices, a student seeking mentorship from a more experienced professional or a member of the business community wanting to know more about the Human Resources profession in general, we encourage you to contact us for assistance.

Advocacy Day – Perspective from a SD Delegate By: Laurie Gates, NESD SHRM

Several members of the SoDak SHRM State Council and South Dakota chapters attended the SHRM Volunteer Leaders' Summit in Washington D.C. in November. The Summit included three days of speakers and breakout sessions, as well as Advocacy Day. Advocacy Day is when the SHRM volunteer leaders travel to Capitol Hill to meet with the legislators from their state. One goal of Advocacy Day is for SHRM members to visit with Congress to consider bills that will favorably affect employers and/or employees. This year we met with the offices of Senators Mike Rounds and John Thune, and Congress woman (and now Governor) Kristi Noem, discussing several issues affecting the work place in our State, presenting SHRM's positions on three proposals introduced to Congress for them to consider:

1) Employer-Provided Education Assistance. Section 127 of the Internal Revenue Code allows an employee to exclude from income up to \$5,250 per year in education assistance from his or her employer. This amount has not been increased in 40 years, and the cost of tuition has increased significant since then. The federal government estimates that there are 44 million Americans with student loan debt totaling more than \$1.5 trillion. This proposal would increase the dollar limit of Section 127 and to include student loan repayment.

2) Workforce Flexibility. The H.R. 4219, Workflex in the 21st Century Act would amend the Employee Retirement Income Security Act (ERISA) to create a Qualified Flexible Work Arrangement (QFWA) plan allowing participating employers to follow a federal framework for paid leave, as opposed to the current conflicting patchwork of state and local laws that currently exists. This would particularly aid employers with locations in multiple states that often have differing employment laws. Employers can voluntarily opt in to the plan that also offers flexible work options to employees.

3) Health Care. Since the ACA (Affordable Care Act) went into effect in 2010, the average premium for health insurance on the individual market has increased over 150%. We asked our representatives to support reforms that would strengthen and improve the employer-based health care system and not to table healthcare reform, as changes need to be made now.

It was a great Summit. I had the opportunity to meet other Human Resource professionals from around the country, as well as learn several tools to help our chapter. I am grateful having the opportunity to attend.



Pictured left to right: Cal McKeown, SE SHRM; Tammy Loos, SE SHRM; Sheila Mennenga, SoDak SHRM State Council; Susan Isaacson, Central SD SHRM; Senator John Thune; Ashley Plueger, BAHRA; Nicole Nuttbrock, BAHRA; Laurie Gates, NESD SHRM; Sarah Baker, Black Hills SHRM; Chatrane Birbal, SHRM Government Affairs Staff

Questions? Contact your
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Holiday Happenings



Central SD SHRM held their annual holiday get together (and membership drive) in December. Looking at all the smiles, I'd say they all love HR!!!!

Becky Joseph, HR Manager at Tech Ord and Newsletter/Website Rep for NESD SHRM accepts the 2018 HR Professional of the Year award from the 2017 award recipient, Sheila Mennenga.

Congratulations Becky!



Members of the NESD SHRM chapter enjoying some friendly games and a little competition at the Holiday social.



Red Solo Cups and balloons. Is drug testing in their future?????

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INTERESTED IN BECOMING A VOLUNTEER?

*Click an opening below to
learn more about the
position:*

- [Diversity Director](#)
- [Professional Development Director](#)

*Contact our state director
[HERE](#) to inquire about any of
these openings or other ways to
volunteer your time.*

The SHRM Foundation – What is it Exactly?

The SHRM Foundation is the official 501(c)3, non-profit charity affiliate of SHRM. In 2018, the SHRM Foundation will award more the 300 scholarships for HR professionals and students. There are three main categories for SHRM Foundation scholarships: academic scholarships, for both graduate and undergraduate programs; certification scholarships, for HR professional looking to gain their SHRM certification at either the CP or SCP level; and professional development scholarships, to allow HR professionals and students to attend a SHRM conference.

The SHRM Foundation is also committed to research-based HR solutions for challenging inclusion issues facing employees and potential employees. In 2018, the SHRM Foundation will continue its work on their current inclusion initiative: the hiring and retention of military veterans. Earlier this year, the SHRM Foundation developed a partnership with PyschArmor Institute to deliver their free online trainings on veteran hiring; released their latest Executive Summary publication: *The Recruitment, Hiring, Retention & Engagement of Military Veterans* and announced the inaugural winners of the Innovation Grants, their latest program to support SHRM state councils and chapters working to improve their communities and build inclusive organizations. Lastly, in November, the SHRM Foundation will launch their new educational certificate program targeted to teach HR professionals and hiring managers about the best practices to support veterans in their workplace.



Fun Facts

1. *According to a study from the University of Iowa, playing a brain-teasing game for just two hours a week may help slow the degree of mental decay.*
2. *The human brain remembers more negative memories than positive ones. This is due to the negative bias the brain sets up as a defense mechanism. Stay positive people!*
3. *If you Google search 'askew', the content will tilt slightly to the right.*

Have You Met- Our Fearless Leader – Nancy Conway?

OUR MISSION

*Lead Human Resources in
South Dakota through:*

- *Human Resource Expertise*
- *Advocacy*
- *Professional Support*
- *Educational Opportunities*
- *Networking*

OUR VISION

*To be the premier
organization in South
Dakota for the professional
development and
advancement of Human
Resources.*



Nancy Conway is SHRM's Field Services Director supporting Professional Chapters, Student Chapters, State Councils, and SHRM members in the states of Iowa, Minnesota, Missouri, Nebraska, and South Dakota. Nancy is the SHRM Staff Lead for the Talent Acquisition Special Expertise Panel, the Young Professionals Advisory Council, and the Workforce Readiness Core Leadership Area, and works with other SHRM initiatives.

Nancy has worked in the HR profession for over 27 years with industry experience in retail, call centers, banking, and health care. She served in a variety of chapter and state council volunteer roles prior to joining SHRM.

Nancy received her master's degree in Human Relations from the University of Oklahoma and her Bachelor's Degree in Business Administration from the University of Nebraska. Nancy is proud to be SHRM-SCP certified.

** Picture was taken from Evansville-Area Human Resources Association – Meeting/Event Information. We do not own the rights to this image

Inspirational Quote

"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style." – Maya Angelou

ABOUT US

Like all state councils, SoDak SHRM is an autonomous entity that operates as an affiliate of SHRM.

Each state council conducts the affairs of a nonprofit organization under the general guidance of SHRM. The State Council is responsible directly to the North Central Region.

Council activities shall be in compliance with, and subject to, the policies and procedures established by the national SHRM, North Central and SoDak SHRM Bylaws, State Council Charter, Articles of Incorporation and Policies and Procedures of the Board. Volunteer leaders from around the state comprise the State Council. Every Chapter President is also a member of the State Council.

Share this PDF [PowerPoint](#) presentation to help others learn more about SoDak SHRM!

Mark Your Calendar...

2019 SoDak SHRM Day at the Capitol

February 5 in Pierre, SD at the South Dakota State Capitol

<https://www.sodakshrm.org/events-1/sodak-shrm-legislative-day-2019>

2019 State SHRM Conference

May 8-10 in Aberdeen, SD at the Johnson Fine Arts Center on the beautiful campus of Northern State University!

<https://aahra.shrm.org/2019conference>

2019 SHRM Annual Conference & Expo

June 23-26 in Las Vegas, NE at the Las Vegas Convention Center. Gain the tools and resources you need to implement successful HR practices – which help your company succeed – at the largest event devoted to HR professionals!

<https://annual.shrm.org/>

Key Thought

Positive thinking is contagious!

