



The Stones River Chapter of the Society for Human Resource Management Presents ...

HR *this* MONTH

July-August 2010

Inside this Issue ...

Page One:

- **Certification Preparation**
- **Your Chapter Needs You**

Page Two:

- **What's In It For Me?**
- **Dear Stones River Chapter Member**
- **2010 Officers**

Page Three:

- **Jobs Remain Elusive for Many**
- **SHRM Express Request**

Page Four:

- **Rebuilding Your Workforce**
- **2010 Meetings**
- **Answers from SHRM**

Certification Preparation

The SHRM Learning System(tm) program is a thirteen week course designed to help human resource professionals increase their job knowledge and skills, and stay abreast of current practices and relevant changes. This course is officially sanctioned by the Society of Human Resource Management (SHRM) and provides a comprehensive review for the Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) accreditation exams.

We are excited to be able to offer this course in a hybrid format this fall. There will be three in-class meetings and the remaining instruction will be done online via voice-enhanced instruction. The course will be facilitated by Rick Fox, an experienced HR practitioner, using the SHRM Learning System(tm) materials. Participants earn 4.5 CEUs and a SHRM certificate upon successful course completion. The following topics are covered: Strategic Management, Human Resource Development, Total Rewards, Employee and Labor Relations, Workforce Planning and Employment, Risk Management.

This will be the final opportunity to sit for the PHR/SPHR exams under the current eligibility criteria. Beginning with the May-June 2011 exam testing period, the exam eligibility requirements for the PHR, SPHR and GPHR will change. For more information about the changes, please visit: http://www.hrci.org/2011_Exam_Eligibility/.

September 13 - December 6, 2010

- **Times:** Class will be available 24/7 via online delivery with 3 in-class meetings only
- **Location:** TBA - Nashville area (for 3 in-class meetings)
- **Cost:** \$1199.00 (includes SHRM Learning System materials)
- **Course #:** PD10F-1001

For more information or to register online: https://www.onlineregistrationcenter.com/module_edit.asp?id=10507

Course Contact: Eve Shockley at eshockle@mtsu.edu or 615.898.5530

Your SHRM Chapter Needs You!

You may have noticed that the 2010 Officers list on page two shows a few vacancies. It's not really surprising. It seems that almost everyone in the human resource profession is now working harder and with less resources than in past years. We're all covered up at work and have scant time for outside activities.

As do most professional organizations, SHRM chapters, however, thrive on volunteers. Membership dues are needed of course, but leadership is vital. In fact, we can't exist without sufficient support from the membership in the form of chapter officers.

If you are interested in volunteering for one of the vacant offices: President Elect, Diversity Director, Foundation Director, Legislative Director, or Communications Director, please contact Lesley Tune at Lesley.Tune@2wgglobal.com.

1



What's in it for Me?

Are you a National SHRM member? As a SHRM member, you'll have access to exclusive member benefits, some with free and discounted rates – a value far greater than the cost of membership. Whether you are looking for your first job, have just been promoted to your first management position or are setting your organization's strategic HR direction, SHRM is the one professional HR association that provides the depth and breadth of HR resources that all human resource professionals need. As your career partner, SHRM is dedicated to providing the resources you, your HR department and your organization need to make important decisions that impact your organization's profitability and your most important resource – people.

Whether you are looking for advice, new ideas or even a new job, opportunity abounds within SHRM. You'll be able to network with other leaders in the profession at seminars

and conferences and through online community platforms.

Additionally, our chapter receives financial support from SHRM based on your membership.

Visit www.shrm.org for more information on membership benefits and resources.

Dear Stones River Chapter Member:

Have you had an HR issue come up in your work that you would have liked some help in solving? Or have you wondered at one time or another why your chapter colleagues are members of SHRM – and what benefit they get from that membership? SHRM staff is going to host a special webinar to show you the many benefits of being a SHRM member and how it can help you as you try to advance your HR career. SHRM is the world's largest HR association – and there's plenty of good reasons for that, including advisors at the end of a toll-free number to help answer your questions, information on many topics that is emailed to you within 90 seconds of your request, "tool-kits" (a compilation of samples, forms, articles) on many HR topics that you can download and use, and articles on the trends in HR – what to watch for as our companies work their way out of the economic downturn we have been in.

SHRM is the most comprehensive set of resources for an HR pro-

fessional – from entry-level to senior-level – at a very low introductory cost of 39 cents a day! What a great way to learn about the many disciplines of HR and to read about the skills needed and to plan your HR career! It is all available to you.

The webinar dates and times are: Choose any one of these. Please note the time differences.

- Aug 3 Noon ET/ 11 am CT <http://shrm.adobeconnect.com/lmo1/> 1-800-745-6370 code 393080
- Sep 7 4 pm ET / 3 pm CT <http://shrm.adobeconnect.com/r55776685/> 1-800-745-6370 code 393080
- Oct 5 1 pm ET / Noon CT <http://shrm.adobeconnect.com/oct5/> 1-800-745-6370 code 393080

Note: The call-in number for each webinar will be 1-800-745-6370, passcode 393080. You will have to call this number to hear the audio portion of the webinar.

We hope to have you join us on one of these dates. Please note the differences in times for each session. We look forward to chatting with you! Please contact one of us if you have a question. Shelly is the main contact for VA, NC, SC, TN, KY, WV. Dorothy is the main contact for AL, FL, GA, MS and the islands.

Best regards,
Shelly Trent, SPHR
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2010 Officers:

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Jobs Remain Elusive for Many; HR Optimistic About Third-Quarter Hiring

By: Theresa Minton-Eversole

So where are they? The jobs that were supposed to come back as this recession recedes, that is. They are coming, according to some sources. But there won't be many of them, according to others.

The job market remains in its stranglehold in many areas of the country during the summer of 2010. Forty-six percent of those unemployed in the U.S. have been out of work for at least six months, according to the U.S. Bureau of Labor Statistics (BLS)—the highest percentage since it began tracking the statistic in 1948. Congress broke a two-month-long stalemate on July 22, 2010, when the House of Representatives voted to extend unemployment benefits through November 2010 for long-term unemployed workers. President Barack Obama quickly signed the measure into law.

But a slight majority (56 percent) of surveyed human resource professionals reported they are growing more confident about the job market for the third quarter of 2010; in the third quarter of 2009 only 37 percent of HR professionals felt that way, according to the results of a Labor Market Outlook (LMO) survey released July 23, 2010, by the Society for Human Resource Management (SHRM). The LMO examines hiring and recruiting trends based on quarterly surveys of public and private sector HR professionals who have a direct role

in their company's staffing decisions. Respondents represent small, medium and large U.S.-based companies as well as a variety of for-profit, nonprofit and government entities.

Thirty-one percent of respondents will conduct hiring in the third quarter of 2010, compared to 21 percent that hired in the third quarter of 2009, according to the survey. But 19 percent reported that they still have concerns about the job market and expect cuts in the U.S. labor force.

"The third quarter of 2010 is looking much better than the same time one year ago, but a lot of this comes down to a really dismal hiring environment in the third quarter of 2009," said Jennifer Schramm, SHRM's manager of workplace trends and forecasting. "Looking back on the second quarter of 2010, almost half of HR professionals said their companies kept staffing levels flat. And

though 15 percent said they conducted layoffs, this still compares favorably to the height of the recession, in the second quarter of 2009, when 38 percent said they had cut jobs."

Small Businesses, Nonprofits Expect to Hire

Not surprisingly, the degree of optimism about the job market depends on where companies are located and what segment of the labor market you look at. For example, SHRM survey respondents from the Southeast region of the country expressed the highest level of optimism (58 percent) for third-quarter hiring. Those in the Northeast were the most pessimistic (25 percent) even though employers from this

region reported that they most likely would add workers during the quarter.

Small employers (one to 99 workers) will hire at the highest rate (36 percent) in the third quarter of 2010, followed by medium-sized companies (100 to 499 workers) at 35 percent and large companies (500 or more workers) at 30 percent.

Among employment classification categories, 42 percent of nonprofits plan to add jobs, followed by publicly owned for-profits and privately owned for-profits (35 percent and 34 percent, respectively), and the government sector (22 percent).

Economists expect unemployment to remain near 10 percent for much of 2010; the uncertain economic conditions were still making many employers hesitant to hire. Some companies are increasing workloads of their current

SHRM Express Request

Have an HR-related question? Take advantage of your exclusive benefit of membership (excluding student members) and tap into the knowledge of SHRM's team of certified HR Knowledge Advisors by getting assistance with your specific HR-related questions via e-mail or telephone. Visit www.shrm.org/hrinfo to find out more.

Next Meeting Wednesday, August 25, 2010

staff rather than committing to new hires. Nineteen percent of LMO respondents said their hourly employees worked longer in the second quarter than the first quarter of 2010.

"At this point many organizations may have gotten as much productivity out of their existing workforce as they can. If there is an increase in demand even cautious employers may need to hire," said Schramm. "However, there continues to be uncertainty about the strength of the economy, and as a result many companies are likely to continue to take a wait-and-see attitude toward hiring."

Theresa Minton-Eversole is an online editor/manager for SHRM.

For the latest and most thorough information on Health Care Reform, visit the National SHRM website at www.SHRM.org.

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3

Rebuilding Your Workforce

By Nancy M. Davis

When rebuilding the workforce in the wake of the recession, employers must:

- Deal with survivors' anger.
- Avoid unintended consequences of hiring, such as alienating survivors when bringing in new talent.
- Resist pressure to take illegal shortcuts in recruitment just to get workers on board quickly.

In "The Tide Rolls Back In; Legal Issues in Rebuilding Your Workforce," a June 29, 2010, session of the Society for Human Resource Management's 62nd Annual Conference & Exposition, Matthew S. Effland outlined internal and external challenges and choices employers face as the economy turns around.

The attorney, who works for Ogletree, Deakins, Nash, Smoak & Stewart in Indianapolis, emphasized the human costs associated with the recession and recovery. "You've got folks that have stuck around. They've survived the layoffs and seen friends leave. They first face guilt and ask: Why am I the one working? That guilt goes away—and anger replaces it.

"Then, as orders increase, stock prices rise and work picks up, company officials may announce 'No more layoffs.'" But workers remain disgruntled, upset and resentful. "What you end up with are employees who have a developing sense that they are being minimized," Effland said. "When dealing with a surviving workforce, address-

ing morale remains critical. When you start bringing in new people, they will get an earful from these folks."

So, before you rebuild, make sure existing employees understand they are being taken care of, he advised.

Invest in employees as well as infrastructure, share organizational decisions—and communicate honestly, he insisted. "Make sure your employees will not find out the truth of a situation by reading it in the newspaper or on the news. You want them to hear it from you."

Similarly, employers must avoid fostering resentment from existing employees when bringing in new talent at high salaries, especially if there have been hiring or salary freezes. Sometimes, this requires creating new types of jobs or even using outside contractors. "As the economy continues to flourish, raise employees' salaries first before hiring," he advised.

Another unintended consequence results in companies where managers have taken advantage of layoffs to get rid of "problem" employees as well as fine performers. Companies "hide behind the economy to shed those positions," he said. When the company starts to hire again, these problem employees may be among those who apply for their old positions, and they may voice a sense of entitlement about their former jobs. "If you have avoided confrontation with these problem employees at the beginning of the recession, these are most likely the folks who will truly have a sense of entitlement." And—when you don't hire them again—these are the ones "most likely to file charges with the U.S. Equal Employment Opportunity Commission," if they are members of protected

groups, he said.

To avoid discrimination suits, "make sure you document the hiring processes and determinations and decisions concerning these employees. We can probably guess you're not going to be offering them a job again. You have to justify why you are not hiring them again. You have to explain why you are not asking them back when they left with everyone else," he warned.

Nancy M. Davis is editor of HR Magazine.

2010 Meetings:

Please be sure to place the Stones River SHRM monthly meetings on your calendar. This year we have a wide variety of topics that your organization is sure to benefit from. Many of these sessions are approved or pending approval for HRCI credit. Check out what we're talking about this year:

August 25, 2010, 11:30AM-1:00PM
12 Steps to Great Leadership

September 29, 2010, 11:30AM-1:00PM
OPEN

October 27, 2010, 11:30AM-1:00PM
Creating a Culture of Health Through Behavioral Economics

November 24, 2010
NO MEETING

December 1, 2010, 11:30AM-1:00PM
Annual Recruiting and Selection Tools Expo

If there is a topic or speaker that you feel would benefit the Stones River SHRM Chapter, please contact Pam Russell, VP of Programs at 615.218.8904.

Answers from SHRM: Express Request

HIRE Act: Can an employer claim the COBRA premium assistance credit and the payroll tax exemption for new hires on the same employment tax return?

Yes. The two are separate credits and both can be taken on the same tax return.

What is the new-hire retention credit and what does it apply to?

This is a general business credit to encourage retention of the new hires. Employers may claim the credit for each employee who is a qualified employee for purposes of the payroll tax exemption and who remains an employee for 52 consecutive weeks, provided that the employee's pay does not decrease significantly in the second half of the year. The amount of the credit is the lesser of \$1,000 or 6.2 percent of wages (as defined for withholding purposes paid by the employer to the retained qualified employee during that period. The credit cannot be carried back but may be carried forward into 2011.

Which employers qualify for the payroll tax exemption?

Taxable businesses and tax-exempt organizations qualify for the payroll tax exemption. Such employers in U.S. territories, such as Puerto Rico or the Northern Mariana Islands, that are subject to Social Security tax also qualify for the payroll tax exemption. Federal, state or local government employers generally do not qualify for the payroll tax exemption. However, public colleges and universities can qualify for the exemption.