A Letter From The President

October…. what a beautiful time of year! Last month, the State SHRM Conference in Coralville was a huge success and many of you helped set new attendance records at our Mix-and-Mingle event held at Jasper Winery. This month activities? Well, as far as CI-SHRM business goes, we’ll be looking for two Board positions this year. We need a Treasurer and a Legal/Legislative VP to complete our executive team. If you are interested, we will have a formal application process start in a few weeks. Otherwise, you are welcome to contact me directly (or Katie Stull, our President-Elect). We would love to chat about joining the Board…. more to come!

Please mark your calendars for a couple of outstanding opportunities in October: 

Locally – A great event is the “LIVE2LEAD” conference will be Friday, October 7, 2016. There is a flyer included at the back of this newsletter. This event has already broken previous attendance records because HR professionals are seeing the value. It is only a couple of days away, so don’t miss it! Our CI-SHRM Certification Prep study group is now in full swing. If you are interested in joining late, please contact Denis LeRoy, our VP-Certification for more details. Another “don’t miss” opportunity is the competency course coming up this month. The title is “Crucial Conversations” and the program will be held at Embassy West on October 20, 2016. Sign-up now for your reserved seat!

Statewide – Worth noting is Kaplan University’s SHRM-CP and SHRM-SCP Certification Preparation program that starts November 01 and will meet at the Urbandale campus on Tuesdays and Thursdays until December 20, 2016 (If you prefer an instructor-led/college-format course). If you cannot attend the formal instructor-led classes, our free study group is always a great option. The Iowa Employment Conference is also right around the corner on October 25, 2016 at Prairie Meadows. This Fall, the focus is on Health and Benefits.

Whatever your training needs may be, you can see that October is packed with opportunities. Our next chapter meeting is at Noah’s in WDM on Tuesday October 11th, 2016 (3:15pm-4:45pm). Until then, take care and be safe.

Terry
Complying with the New FLSA Minimum Salary Requirements

On May 18, 2016, the Department of Labor published new rules related to the overtime provisions of the Fair Labor Standards Act. All employers must comply by December 1, 2016.

Join us on October 11, 2016 from 1-3 p.m. right before the October Monthly Meeting at Noah’s Event Venue in West Des Moines for a FREE session with presenters Jill Jensen-Welch and Mike Staebell to discuss the impact of the Final Rule on the Salary Test, the tests that must be met for a position to qualify as exempt, the implications for your business and tips on how to communicate with impacted employees.

About Our Speakers:

Jill Jensen-Welch practices primarily in employment law and civil litigation for the law firm Dickinson, Mackaman, Tyler & Hagen, P.C. in Des Moines. She serves clients ranging from small start-ups, to large national companies, in a wide variety of industries. Jill’s 16 years of human resources experience, before law school, aids her in the counseling of clients in contracts and restrictive covenants, policies and practices, employee relations matters, leaves, job analysis, pay structures, discipline, terminations, and training. In employment litigation, she handles administrative actions, such as unemployment claims, civil rights charges, complaints and audits, as well as lawsuits from inception through appeals. Jill also conducts workplace investigations into a variety of issues, including allegations of harassment, discrimination, retaliation and more.

Mike Staebell currently serves as a Compliance Specialist for the law firm Dickinson, Mackaman, Tyler & Hagen, P.C. in Des Moines. After 33 years of enforcing various federal employment laws, Mike previously retired from the U.S. Department of Labor, Wage and Hour Division (WHD), in December of 2015. During his time working for WHD, Mike gained 17 years of direct investigation experience, and 11 years supervising other investigators. In his final five years with the agency, he served as District Director for the states of Iowa and Nebraska. Under his leadership, the Iowa-Nebraska office was consistently ranked as one of the most productive in the U.S.

Please come for the Update and stay for the Monthly Meeting!
October Monthly Meeting

Team Building and Problem Solving
All Aboard!

Presented By: Bryan Arzani from The Results Group

Date & Time
Tuesday, Oct 11 @ 3:15 p.m.

Location
NOAH’S Event Venue
1805 90th Street
West Des Moines, IA 50266

Summary
Join us on October 11 when Bryan Arzani from The Results Group will take you on a team building and problem solving experience like no other!

As you come aboard your imaginary ship, you will join fellow CISHRM members in group exercises that will require you to work as teams in an environment that will pose a variety of challenges.

EVERY person is a contributor and traditional methods of leading from the top will not get you to where you want to go and ultimately your ship could set sail without you. Bryan will help you gain skills and experiences so that you can lead multi-functional teams and create an environment of success while celebrating set-backs along the way. Success is the only outcome!

You will gain strategies and techniques to set sail to success in tomorrow’s economy and walk away with:

1. Simple debrief strategies to analyze progress
2. Common language to remove emotion from lessons learned
3. Simple road map to be integrated into your department within any environment

Business credits for both HRCI and SHRM have been applied for.

Thank you to this month’s sponsor: [Maurion Staffing]

Schedule
3:15 - 3:45 p.m. -- Registration and Refreshments
3:45 - 4:00 p.m. -- Meeting begins -Announcements, Updates and More!
4:00 - 5:00 p.m. -- Speaker

Cost: CISHRM Members -- No charge
Guests -- $10.00 (When registering more than one guest, please complete a separate RSVP for each)

?? Questions ??
Registration or Cancellations, CISHRM Administrator
Event Details: VP Programs
One in a series of four courses on the legal aspects of human resource management leading to a Certificate in HR Related Law.

Every day legislative bodies, courts, and executive agencies issue new opinions that can have significant impact on your organization. The escalating risks of liability for failure to understand and adhere to these laws and regulations including criminal sanctions, make it mandatory to know the full requirements of these laws and what to do about them in your own organization. How can you keep up with new HR laws?

Local attorneys will present a series of evenings on “need to know” employment topics. You will be brought up-to-date, share ideas and current issues with your peers as well as interact with attorneys regarding employment-related laws. Developed and taught by central Iowa attorneys, you will build a foundation in both federal and State of Iowa legal regulations, as well as, become better prepared to comply with the particular laws that affect your organization.

**Event Details**

*When:*
September 12 - October 31, 2016
Mondays, 6:00 p.m. - 8:30 p.m.

*Where:*
Farm Bureau Insurance
5400 University Avenue
West Des Moines, Iowa 50266

*Cost:*
All six sessions:
Member: $325
Non-member: $350

Individual sessions:
Member: $70 each
Non-member: $90 each

The Basics......

Do you hire employees?
Do you interpret personnel policies and procedures?
Do you discipline or discharge employees?

Every day legislative bodies, courts, and executive agencies issue new opinions that can have significant impact on your organization. The escalating risks of liability for failure to understand and adhere to these laws and regulations including criminal sanctions, make it mandatory to know the full requirements of these laws and what to do about them in your own organization.

- How can you keep up with new HR laws?
- How can you limit your organization’s exposure to employee litigation?
- How can you learn what practical actions you should take in the workplace?
- How can you gain the confidence to make important decisions in this complex field?
Mark Your Calendars:

Competency Development Workshop – Crucial Conversations Unleashed!
An HR Perspective

Date: October 20th  
Time: 8 a.m. -11:30 a.m.  
Where: Embassy West  
520 Market St.  
West Des Moines, IA 50266

Register Here!

Agenda
8-8:30 a.m. – Registration and Delicious HOT Breakfast  
8:30-11:30 a.m. – Presentation

Anytime your organization isn’t getting results, it’s likely a crucial conversation is not happening. As an HR professional you play a critical role in helping advocate for and facilitate important conversations whether it’s poor performance, a problem with poor quality, slow time-to-market, declining customer satisfaction, or strained relationships—whatever the issue—if you can help those you support talk honestly about almost anything, you can help drive great organizational results.

In this session, ATW Training Solutions will introduce HR professionals to the concepts of Crucial Conversations®. Participants will learn the importance of creating a culture where it is possible to get your human assets to focus on:

- Speaking persuasively, not abrasively
- Fostering teamwork and better decision making
- Building acceptance rather than resistance
- Resolving individual and group disagreements

Speaker
Dee Oviatt of ATW Training will be leading our discussion. Dee holds his GPHR and SHRM-SCP designations and has conducted numerous Crucial Conversations® sessions for organizations in Central Iowa. Dee holds a Master’s degree in Organizational Behavior from Brigham Young University and has served as adjunct instructor at Upper Iowa University for graduate level coursework on organizational development.

Currently Submitted for 3 Credits towards your HR certifications!
HEALTH & BENEFITS
FALL CONFERENCE
October 25, 2016 • Altoona, IA
The Meadows Events & Conference Center

3RD ANNUAL FALL ONE-DAY CONFERENCE

Our fall one-day conference highlights a hot topic that's currently affecting employers. It's a perfect choice for professionals wanting to gain more in-depth knowledge on a specific employment topic that is relevant to their current or future role or that they simply want to learn more about. This fall we will be covering health & benefits. A topic that continues to be at the forefront of many employers’ minds.

BENEFITS OF ATTENDING

- Make the most informed decisions possible on behalf of your benefit & wellness plans
- Ensure your plans are compliant, efficient and sustainable
- Discover new ways to improve your processes
- Prepare for the future by learning about issues and trends on the horizon

TOPICS

- Benefits Administration
- Healthcare Consumerism
- ACA Management
- Private Exchange Marketplaces
- EAP

- COBRA
- Employee Engagement
- Workplace Wellness
- And More!
- Special Session: White Collar Exemption

CONTINUING EDUCATION

- Human Resource Certification Institute
- SHRM Professional Development Credits
- APA Recertification Credit Hours
- Continuing Legal Education

“Talent forward to this conference each year. I find it to have excellent and relevant topics - very informative.”

FOR MORE INFORMATION: www.iowaemploymentconference.com

STAY UP TO DATE

www.iowaemploymentconference.com
Mark Your Calendars:

LIVE2LEAD

OCT. 07.2016

Live2Lead is a half-day, leader development experience.

Learn from world-class leadership experts at this live broadcast simulcast. Featuring:

John C. Maxwell: Leadership expert, coach and author
Simon Sinek: Trained ethnographer and best-selling author of Start with Why
Liz Wiseman: President of The Wiseman Group and best-selling author
Dan Cathy: Chairman, President and CEO of Chick-fil-A

EVENT INFO:
Friday, Oct. 7, 2016 at Valley Church
(4343 Fuller Rd., West Des Moines, IA)
Registration opens: 7:00am
General Session: 7:45am – 11:30am
Think Tank Luncheon: 11:30am – 1:30pm

General Admission: $99 thru Oct. 6
VIP Admission*: $169 thru Oct. 6
*Includes reserve seating and exclusive Think Tank Luncheon

SPONSORED BY:

To purchase tickets, visit www.L2LDesMoines.eventbrite.com.
Use code 20offSHRM to receive $20 off admission!

For additional information call (515) 222-9193
NEW FOUNDATION AROUND THE CORNER!

We had to push back the new SHRM Foundation fundraising event to early December. The event will be a Wine and Canvas night to support donations to the SHRM Foundation. I will be finalizing the location and details the next couple of weeks and will make an announcement at the October and November monthly meetings. As the details of the event get completed in the next couple of weeks I encourage you that are interested in the event reach out to me at foundation@CISHRM.com that way I can better understand the level of interest as we prepare for the event. Be looking for information in the upcoming weeks on how to register for this fun event. We at the SHRM Foundation appreciate the donations thus far from CISHRM members and hope to finish out 2016 with outstanding results.

The CISHRM Membership Committee would like to say thank you to everyone that attended our 3rd Annual Meet and Mingle event last month at the Jasper Winery! It was a great evening full of great food, cocktails, live music, prizes, and best of all, conversation! We appreciate your support and we'll see you again next year!!

I would also like to take this time to say a huge *Thanks* to the Membership Committee for all the hard work, time, and commitment they put in to make this event (and our committee) a success!

If interested in volunteering on the Membership Committee, please email membership@cishrm.com.

Thank you,

Danni Morton, PHR, SHRM-CP
Vice President, Membership
<table>
<thead>
<tr>
<th>Position</th>
<th>Primary Category</th>
<th>Organization</th>
<th>Date Posted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources Coordinator</td>
<td>Generalist</td>
<td>ACH Food Companies</td>
<td>9/29/2016</td>
</tr>
<tr>
<td>West Des Moines, IA</td>
<td>Generalist</td>
<td>Sammons Financial Group</td>
<td>9/8/2016</td>
</tr>
<tr>
<td>HR Analyst</td>
<td>Generalist</td>
<td>Waukee Community School District</td>
<td>8/23/2016</td>
</tr>
<tr>
<td>Vice President of Human Resources</td>
<td>Strategic Planning</td>
<td>Lauridsen Group, Inc.</td>
<td>8/12/2016</td>
</tr>
<tr>
<td>Recruiting Services Specialist</td>
<td>Recruiting</td>
<td>United Suppliers</td>
<td>3/24/2015</td>
</tr>
</tbody>
</table>

For the most current listings on our website take a look at the CISHRM [Job Postings] page to learn more!
Please welcome the newest members of Central Iowa SHRM!

<table>
<thead>
<tr>
<th>Name</th>
<th>Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kara</td>
<td>Blazek</td>
</tr>
<tr>
<td>Robin</td>
<td>Boerre</td>
</tr>
<tr>
<td>Stacey</td>
<td>Cale</td>
</tr>
<tr>
<td>Elizabeth</td>
<td>Crandon</td>
</tr>
<tr>
<td>Kristy</td>
<td>Dullard</td>
</tr>
<tr>
<td>Danielle</td>
<td>Fuchs</td>
</tr>
<tr>
<td>Katie</td>
<td>Kuker</td>
</tr>
<tr>
<td>Gayle</td>
<td>Mitchell</td>
</tr>
<tr>
<td>Shayla</td>
<td>Pham</td>
</tr>
<tr>
<td>Amy</td>
<td>Sturm</td>
</tr>
<tr>
<td>Alison</td>
<td>Woods</td>
</tr>
</tbody>
</table>

**VOLUNTEERS NEEDED!**

The Membership Committee could use another person to join their great team. Check out the [website](#) for more information.
Let us treat your employees to a **Stress Free Lunch Break!**

The Wellness Champions is a worldwide organization comprised of health and wellness experts. They provide fun and educational services, along with a healthy meal, based upon your company’s personal needs.

Our goal is to initiate a shift in the mindset of your employees, regarding their health, from passive to active. Your employees will be given the tools to not only take responsibility for their health, but also create victories in their pursuit of a better life.

Our events will stimulate, educate and create a healthier company, which in turn will provide more productivity and less absenteeism and presenteeism.

Dr. Molstre, the local Wellness Champions doctor, has been a part of this prestigious organization for two years and in practice for over ten years. He has spoken all over the metro area and his most requested talks include:

**How Stress is Destroying Your Health**

**Sleep Deprivation, Insomnia & The Solution**

**Healthy Living to 100**

**Women’s Health According to Misty May-Treanor**

**The Corporate Athlete**

For more information, or to schedule an event, please contact Valerie Alaniz at 783-2382 or truelife@wellnesschampions.org.

14225 University Ave, Suite 118 Waukee, IA 50263 www.wellnesschampions.org