



In this issue:

- IASHRM Annual Conference
- SHRM National Conference
- NLRB Poster Requirements
- IWD Information



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December 2, 2011

Please join us!



GHRM HOLIDAY CELEBRATION
and MEMBER APPRECIATION LUNCH

December 21, 2011

11:30am

Wild Rose Casino & Resort

You must RSVP no later than 12/16/11 to attend this event

SHRM Conferences are a re great way to network, gain knowledge, earn HRCI Recertification Credits and stay current on topics important to the HR Profession.

Iowa State Conference Coralville, Iowa 2011

Here is just a sample of what you missed if you didn't attend the Iowa State SHRM Conference in Coralville:

How to Inspire People to Achieve More; Dr. Kimberly Alyn: Motivation is intrinsic and people have to be self-motivated. But what you can do is inspire people to be self-motivated and facilitate an environment where self-motivation can flourish.

Making a Difference; Steve Gilliland: Fresh perspectives and practical strategies to help you become strategic partners, administrative experts and employee champions.

In addition, concurrent sessions over the two days. Participants could mix and match from specific sessions of interest, or follow one of several tracts, including:

- Strategic Management*
- Talent Management*
- Talent Development*
- Total Rewards*
- Employment Law*

Couldn't take in a SHRM Conference this year?

Start planning now:

*June 2012: SHRM
Atlanta, GA*

*September 2012: IASHRM
Des Moines, IA*



The conference is a great way to network and meet friends!





Standing room only!



National SHRM Conference: Las Vegas Nevada 2011

*...just ask Randy Buikema,, HR Manager,
Danisco (Thomson, ILL)*

I believe this is my 7th National SHRM conference that I have attended. It is the second time that I have been to the conference in Las Vegas. The number of conference attendees was in the 15,000 range. There is a bus system set up by SHRM to commute people from the hotels around town to the conference center. I assume that the busses keep looping throughout the day. Once I get to the conference center, I usually stay for the duration. It is quite interesting to be around that many HR people.

The Monday session began with Arianna Huffington who is editor in chief and president of the Huffington Post Media Group. Tuesday's session began with Tony Hsieh who is CEO of Zappos.com. Wednesday's session began with Michael J. Fox. My personal favorite keynote speaker was Michael J. Fox. He tells a very interesting story of growing up with nothing and getting lucky with a few movies and sitcoms. Parkinson's disease has taken away his ability to be an actor. He has now dedicated his life to finding a cure for Parkinson's disease through the Michael J. Fox Foundation.

Each day you have the opportunity attend different training sessions at the conference. It is a very good way to accumulate credits to go toward your PHR or SPHR. The sessions are usually very interesting and informative. My favorite sessions are the Masters Series. The SHRM Foundation invites very interesting speakers to these

sessions. They are very thought provoking. There are different types of sessions from practical HR to Legal issues that you can attend.

The SHRM EXPO is another very interesting area to attend. I am not sure how many thousands of booths there are, but you can walk forever. It is quite interesting learning all the new and innovative HR things that are taking place. People are also lured to the EXPO area by snacks and lunch. Las Vegas was interesting because everyone tried to stay indoors. The outside temperature was around 115 degrees most days.

Next year's National SHRM Conference will be in Atlanta. See you there!



*Look for the
HRCI Logo!*

HRCI Approved Vendor logo is your signal that an event is pre-approved for recertification credits.

It's time to RENEW!

Let GHRA Enhance Your HR Life!

**January 1st is time to
RENEW your membership**

**...and continue to enjoy camaraderie
and networking, development
opportunities, & access to valuable
information.**

**OUR SUCCESS IS YOUR
SUCCESS!**

www.ghra.net

NLRB poster requirement - Are yours up to date?

According to an August 2011 news release from the National Labor Relations Board (NLRB), a Final Rule has been issued that will require employers to notify employees of their rights under the National Labor Relations Act (NLRA) as of Jan. 31, 2012.

Private-sector employers (including labor organizations) whose workplaces fall under the National Labor Relations Act will be required to post the employee rights notice where other workplace notices are typically posted. In addition, employers that customarily post notices to employees regarding personnel rules or policies on an internet or Intranet site will be required to post the Board's notice on those sites as well. The notice must be posted in English and in another language if at least 20 percent of employees are not proficient in English and speak the other language. Copies of the notice will be available from the Agency's regional offices and may also be downloaded from the NLRB website after Nov. 1, 2011.

The notice states that employees have the right to act together to improve wages and working conditions, to form, join and assist a union, to bargain collectively with their employer, and to refrain from any of these activities. It provides examples of unlawful employer and union conduct and instructs employees how to contact the NLRB with questions or complaints.

According to the NLRB website, most private employers are covered by the National Labor Relations Act with the exception of the following:

- *Federal, state or local government.*
- *Agricultural laborers.*
- *Domestic service of any person or family in a home.*
- *An individual employed by a parent or spouse.*
- *An independent contractor.*
- *A supervisor (supervisors who have been discriminated against for refusing to violate the NLRA may be covered).*
- *An employer subject to the Railway Labor Act, such as railroads and airlines.*
- *Any other person who is not an employer as defined in the NLRA.*

As many of you know, the Clinton office of Iowa Workforce Development closed at the end of October, 2011.

Integrated workforce delivery "is an effort to make the workforce system more demand-driven to respond to the actual needs of local economies. Each workforce center will add value to the local economy it supports. The integration model is intended to bring a greater emphasis to the skills development component of the workforce and better prepare workers for the changing world of work. Each Iowan who becomes a member of an integrated workforce center will be given the opportunity to know their skills, improve their skills and get a job with their skills. In the best case scenario, integration is a policy decision which will help to shift the culture to one of lifelong learning and skill development. This is the vision of better service that integration hopes to achieve."

Employers may post job listings online at:

<http://www.iowaworks.org/job/contact.asp>

Davenport Workforce Center

902 W. Kimberly Road, Suite 51

Davenport, IA 52806-5783

Telephone: (563) 445-3200 Fax: (563) 445-3240

Hours: 8:30 a.m. to 4:30 p.m. Monday through Friday

Eastern Iowa Job Training Regional Office

326 W. 3rd Street, Suite 910

Davenport, IA 52801

(563) 336-3499

Hours: 8 a.m. to 4:30 p.m. Monday through Friday

For a list of virtual access points, go to:

<http://www.iowaworkforce.org/accesspoints/>

The Board of Directors for GHRA humbly asks its member to consider a contribution to the SHRM Foundation.

For more information visit www.shrm.org/about/foundation



"Ultimately a contribution to the SHRM Foundation is an investment in our continued growth as leaders and guardians of the HR profession."

~ Nereida (Neddy) Perez, Vice President, Inclusion and Diversity, National Grid, Brooklyn, NY



Coming in January...

*Drug and Alcohol Refresher
and New Supervisor Training*

*Sponsored annually
by GHRA for our members.*

Don't miss it!

Volunteer Opportunities

In 2012 choose to get involved with GHRA.

The GHRA Board is recruiting new board members and committee members for the 2012 year. Volunteering your time on the GHRA Board gives you the ability to network with other HR professionals, make a direct impact on the GHRA membership value as well as earn HRCI credit. For more details, please e-mail us at ghra52732@yahoo.com. Or contact any Board member.

Contact information can be found at www.GHRA.net We look forward to hearing from you!

- Scholarship Committee
- Starting a student chapter.
- Provide articles and pictures for the GHRA newsletter.
- Represent GHRA at community events.
- Donate to the SHRM Foundation.
- Write your state legislature on HR issues.
- Become a SHRM member.
- Provide leadership on the Board of Directors.
- Recruit new members.
- Help with special projects.
- Start an SPHR/PHR study group.

