

SAHRA Newsletter - January 2023

SAHRA

Thu 1/12/2023 8:03 AM

To:Aimee Newman <aimee.nichols@penmac.com>



Engage. Equip. Empower.





MEMBERSHIP BENEFITS

Renew your SAHRA Membership and Enjoy:

- Monthly Membership Meetings
- Online HR Resources
- Professional Development Opportunities
 - Networking
 - HRCI & SHRM Credits
 - Volunteer Opportunities
- Legal & Compliance Resources
- Annual Salary & Benefits Survey
- Scholarships, Awards, & Much More!

RENEW TODAY AT: WWW.SAHRAMO.ORG/MEMBERSHIP OR
EMAIL MEMBERSHIP@SAHRAMO.ORG



MEMBERSHIP RENEWAL

Membership renewal season is upon us!

In this age of rapid inflation, the SAHRA Board of Directors has been tasked with analyzing the fees charged for annual dues, monthly programming, and special events. The Board is happy to announce there will be no fee increase to our annual membership dues or monthly programming!

Our special events, which includes the annual conference and half-day professional development seminars, will see a fee increase in 2023. SAHRA is a non-profit organization and the increase in these fees is to directly cover the cost of food, venues, audio-visual equipment, and speakers associated with these events. Members will see these increases incorporated into the individual and corporate prepaid membership options.

We hope the value added to your membership in 2022 through the the benefits SAHRA added; roundtables gatherings, text messaging for meeting reminders, and networking happy hours, ensure you will be renewing your membership for 2023.



SAHRA SUMMIT AWARD

SUBMISSION DEADLINE: January 15, 2023

This award is presented to SAHRA members who demonstrate excellence in support of professional development through the Springfield Area Human Resources Association. The purpose of the award is to promote professionalism in the field of human resources and to encourage volunteerism in the association.

Members earn points for activities they complete that benefit SAHRA, our community, and the HR profession. These achievements are tracked on your [Summit Award Self-Audit Form](#) and sent to the SAHRA Secretary no

later than January 15th of each year.

The SAHRA Board encourages you to review the audit form and start tracking your points now for 2022. We will announce the Gold and Silver Award recipients in February 2023 as well as announce the prize winners for each category.

INSTRUCTIONS: Members wishing to receive this recognition must submit a completed self-audit form to the SAHRA Secretary no later than January 15 of each year for the preceding 12 months.

Activity/Qualification	Max Points Allowed	Points Earned	SAHRA Use Only
Attended monthly SAHRA meeting <i>(2 pts per meeting)</i>	22		
Actively Volunteer on a SAHRA Committee (Committee Name: _____)	10		
Joined or maintained SHRM membership	10		
Served as a SAHRA Board Member	10		
Attended SAHRA Half-day Professional Development <i>(5 pts per meeting)</i>	10		
Achieved or maintained HRCI/SHRM certification	10		
Served on a state or national level SHRM board or committee	10		
Served as a mentor to a HR student from a local university	5		
Participated in a SHRM Student Chapter activity <i>(one activity maximum)</i>	5		
Brought guest to monthly SAHRA meeting <i>(one time maximum)</i>	5		
Wrote a blog for the SAHRA Website	5		
Donated to the SHRM foundation	5		
Completed or participated in the completion of the annual SAHRA Wage/Salary Survey for your company	5		
Referred a new member to SAHRA <i>(2 pts per approved & dues paying member – please provide list the names of the new members)</i>	unlimited		
TOTAL POINTS:		0	0



JANUARY MEMBERSHIP MEETING

EMPLOYEE ATTRACTION &
RETENTION THROUGH
EDUCATION ASSISTANCE

Speaker :
Sherry Coker



Thursday, January 19
11:30 - 1pm, Doubletree

Register Today!
<https://sahramo.org/events>



January

Sponsor Spotlight!



Boost your career.
Grow your network.
Connect with our community.
Learn all about where you live, work, and play.

The Leadership Springfield Access Class is designed for you and your employees - local professionals looking to plug into Springfield, increase their visibility, & gain access to valuable resources!

Thank you for being
SAHRA's January
vendor
spotlight!



Register for an upcoming Access Class:
February 22-23, 2023
April 26-27, 2023

info@leadershipspringfield.org | 417-986-2884 | leadershipspringfield.org

Pre-paid membership?

Don't Forget

Register for all SAHRA events you will attend.

Select "Pre-paid meeting fee" at the registration page.

Admittance is not guaranteed for those who did not register before the program deadline.

Special Note:

Ask the Expert breakfast series and SHRM Foundation fundraising events are not included with pre-paid membership.



**You are the future.
Invest in yourself with SHRM Certification.**



Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field - and a valuable asset to your organization, keeping you and your organization more competitive in today's economy.

Increase your chances of passing your exam by attending OTC Center for Workforce Development's upcoming certification prep course. An expert, SHRM-certified instructor will be on hand to answer your questions, guide you through interactive discussions, review sample test questions, and provide exclusive test-taking tips.

CLASS DATES:



Feb 15 - May 10, 2023

REGISTER NOW

SHRM-CP/SHRM-SCP

Certification Prep

Virtual Course

Cost: \$1,299

(does not include exam fee)

Springfield Area Human Resources Association
Chapter #26
P.O. Box 4252
Springfield, MO 65808



FIRST CLASS HR

in a coach world

April 19, 2023

Southwest Missouri
HR CONFERENCE & EXPO

OASIS CONVENTION CENTER

**Three Educational Tracks
for SHRM/HRCI Credits*

**Vendor Expo*

**Giveaways*

1-Day FLASH Sale

Friday, January 20, 2023

Registration only \$159

sahramo.org

VOLUNTEER LEADERS OF THE OZARKS PRESENTS



SAVE THE DATE

**LUNCH PROVIDED
1450 W CAMBRIDGE**

12 - 1:30

**7
FEB**

AT EMPOWER ABILITIES

You are invited! A panel of for-profit professionals will share ideas and brainstorm ways for businesses to partner with non-profit organizations to benefit our community.

Whether you are a for-profit or nonprofit organization, this event is for you! You will learn how and why businesses engage with our community nonprofits, how businesses encourage volunteering, and much more!

RSVP to Alex Cobb (alex.cobb@senioragemo.org)



Join us to hear about recent and pending legislative and legal actions that will impact employment activities.

Presentors will be:

MOSHRM Director - James "Jim" Paul, Ogletree Deakins (St. Louis)

MOSHRM Vice Director - John Marino, McMahon-Berner (St. Louis)



Save the Date:
February 16, 2023

Gain a better understanding of labor and employment law

Plan for future changes that will impact your organization

Enjoy live Q & A with a legal expert!



AFFILIATE OF
SRM[®]
BETTER WORKPLACES
BETTER WORLD™



Scan Here



Julie Cummings

FEBRUARY 24, 2023

Branson Convention Center 8:30-Noon


Join us at our
Spring Seminar with
guest speaker, Julie
Cummings



HR & Employment
Law Seminar
3.5 Approved HR
credits

Free HR & Employment Law Seminar

Our Monthly Quip



"An optimist stays up until
midnight to see the new year in.
A pessimist stays up to make
sure the old year leaves."

- William E. Vaughn -

2023 SAHRA Sponsorship Opportunities

Conference -

Keynote Sponsor	SOLD
Book Sponsor	\$3,500
Mega Sponsor	SOLD
Education Track Sponsor	\$1,500
Plus Sponsor	\$1,000
Catering & Beverage Sponsor ...	\$1,000
Basic Sponsor	\$500
Basic Sponsor - Non-Profit	\$250

Benefits & Wages Survey Sponsor \$500

Vendor Spotlights -

Basic	\$500
Basic Sponsor - Non-Profit	\$250

HR Educational Event Advertisement -

SAHRA Member	\$35
Non-Member	\$50

Career Center -

SAHRA Member

30-day job posting	\$50
60-day job posting	\$80
90-day job posting	\$100

Non-Member

30-day job posting	\$70
60-day job posting	\$100
90-day job posting	\$120



Current Job Openings

Human Resources Director

[Medical Consulting Group, LLC](#)

(Springfield)

HR People and Culture Manager

[Vision Clinic](#)

(Springfield)

HR Generalist

[Grizzly Industrial](#)

(Springfield)

HR Manager

[ABEC](#)

(Springfield)



on the
Governmental Affairs Committee

and help develop and select SAHRA programming
that equips our membership and community
with critical regulatory updates.

or be an active part with any of these SAHRA Committees:

Diversity, Equity, & Inclusion Committee

Public Relations & Exhibitor Committee

Professional Development Committee

Compensation & Benefits Committee

Workforce Readiness Committee

College Relations Committee

Communications Committee

Special Events Committee

Membership Committee

Webmaster Committee

Program Committee

[Click here to learn more.](#)

**Policy
Not
Politics**

SHRM
SOCIETY FOR HUMAN RESOURCES MANAGEMENT

Election 2022

A Day-After
Update

Here's what we know the day after the big day.

BALLOT INITIATIVES

Washington DC: Initiative 82

Voters passed an initiative to increase the minimum wage for tipped employees to the minimum wage for non-tipped employees.

Tennessee: Constitutional Amendment 1

Voters passed an amendment to the state constitution that prohibits workplaces from requiring labor union membership for employees as a condition for employment.

Nebraska: Initiative 433

Voters passed an initiative to incrementally increase the minimum wage to \$15 by 2026.

Nevada: Question 2

No results reported yet on a ballot measure that incrementally increases minimum wage to \$12 by July 2024.

Illinois: Amendment 1

No results reported yet on an amendment to the state constitution establishing a right to collective bargaining.

Join SHRM's Advocacy Team (A-Team): Stay Informed & Receive the Latest Workplace Policy Updates

[Text ATEAM to 52886](#) or [click here](#) to join SHRM's A-Team today. Benefits of A-Team membership include exclusive policy updates, breaking news alerts and access to SHRM Government Affairs' "First-Word Alert" webcasts. Members also receive training to become a more effective advocate for the HR profession.

Sincerely,

SHRM Government Affairs



SHRM23

ANNUAL CONFERENCE & EXPO

Las Vegas, NV | June 11-14, 2023



Five reasons to attend

As an HR professional, you know firsthand how important it is to stay on top of the latest insights, practices and compliance requirements in your field.

When you join us in Las Vegas next June 11-14 at the [SHRM Annual Conference & Expo 2023](#) (SHRM23), you're guaranteed to learn all that and more.

01.

Endless networking opportunities with **thousands** of your peers!

02.

The **largest gathering of HR professionals** in the world!

03.


An **exciting lineup of speakers** that we will be announcing shortly!

04.

The **opportunity to connect** with dozens of HR solution providers!

05.

Great savings! This is the **lowest rate we'll offer** for SHRM23.



Did you get the message?

**417-323-2604
SAHRA
luncheon is
this Thursday @
Doubletree**

Text from 417-323-2604?

SAHRA is reminding you of an upcoming meetings you registered to attend.

Did not get a text last month?

Check your member profile settings

- Verify you have authorize text communcations
- Ensure the Mobile phone listed is a mobile number



NO BOTS, JUST REAL HR EXPERTS

SHRM's HR Knowledge Advisors answer tough HR questions. No automated responses. Just real people with real answers.



Did you know your [SHRM Professional Membership](#) includes access to [the SHRM HR Knowledge Advisors](#)? Whenever you have tough HR questions, don't spend hours searching online for the right answer. Just call, chat or e-mail with one of our experienced, HR-savvy experts to find the answers you need.

Today's Most-Asked Questions

- How can I use reskilling and upskilling to address our staffing needs?
- What changes can we make to our workplace culture to improve diversity, equity and inclusion (DE&I)?
- Should employees be required to turn on cameras during virtual meetings?

GET ANSWERS!

Handling Employee Conflicts: When HR Should and Shouldn't Get Involved

Workplace experts offer advice on when HR should step in to address employee complaints about other workers' behavior, and when managers should be told to step forward to deal with conflicts among co-workers.



Challenging Unemployment Compensation Benefit Claims: When Is It Worth It?

Knowing when employers have a strong case against paying unemployment insurance benefits claims—and when they don't—factors into whether employers should consider challenging these claims.



Introducing SHRM's New Webcast Hub

- See, search and sort all of SHRM's webcasts
- Webcasts are categorized by HR topic
- Subscribe to be notified when new webcasts are added
- One-click registrations after your first one
- Favorite any webcast to easily access later



Scroll down for a complete listing of all available webcasts

Featured Webcasts

<p>SHRM WEBCAST Available Now On Demand</p> <p>Cool and Connected: Communicating as a Leader</p> <p>● WEBCAST ⌚ 01:04:00</p> <p>Do you want to communicate authentically as a leader? Do you want to be direct—and thoughtful—at the same time? And are you frustrated by the constant changes...</p> <p>☆</p>	<p>SHRM WEBCAST Available Now On Demand</p> <p>Recruiting 2022: The Worst of Times, the Best of Times</p> <p>● WEBCAST ⌚ 01:00:00</p> <p>We don't want to alarm you: If you are involved in recruiting there are seismic changes ahead for you, just as there has been for the past couple of years...</p> <p>☆</p>	<p>SHRM WEBCAST Available Now On Demand</p> <p>You Can Cut Turnover - Even During the Great Resignation</p> <p>● WEBCAST ⌚ 01:00:00</p> <p>Economists say the Great Resignation will not be a short-lived phenomenon. Meanwhile, an MIT study found that employees most often quit due to "toxic corporate..."</p> <p>☆</p>	<p>SHRM WEBCAST Available Now On Demand</p> <p>The Data You Need to Move Forward in the COVID Era</p> <p>● WEBCAST ⌚ 01:00:00</p> <p>Many employers have been gathering COVID-related data from employees for some time, including vaccination, illnesses and exposure. Beyond the legal necessity...</p> <p>☆</p>
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SAHRA
WOULD LIKE TO

CELEBRATE

THESE CAREER
ACCOMPLISHMENTS
WITH YOU!

EMAIL US AT
CELEBRATIONS@SAHRAMO.ORG

We're Social! SAHRA
Follow us for news, updates and events that matter to you.



SAHRA's
Community Discussion Page



Join the Conversation!

SAHRA now has a Facebook Discussion Page. Here you can brainstorm and discuss with other local HR members on tips for compensation, recruiting, benefits, among other topics.

Click the Facebook logo and click the "Visit Group" button!



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