

# SHRM NEBRASKA STATE COUNCIL

*Society for Human Resource Management*

April 2006

## Message from Your State Council Director Ruth Jones, SPHR

### Dates to Remember

- May 25: HR Essentials Workshop; Southeast Community College Continuing Ed Ctr, Lincoln
- July 14: Nominations for Employer & Professional of the year are due
- June 25-28: SHRM 58th Annual Conference & Exposition, Washington DC; for more information and to register, go to: [shrm.org/conferences/annual/](http://shrm.org/conferences/annual/)
- August 31: Last day for Early Bird registration rates for State Conference — rates increase by \$30
- September 21-22: SHRM Nebraska State Conference Omaha, NE

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AFFILIATE OF



Curling is not a sport. I called my grandmother and told her she could win a gold medal because they have dusting in the Olympics now.  
~Charles Barkley

It's always with a certain level of anticipation and excitement that I watch the Olympics. I have my favorites; ice skating, pairs skating, ice dancing, men's short program, men's long program, women's short program, women's long program, etc. NBC has done painstaking research to find out that women watch the Olympics and we like skating. That's why the genius of NBC has skating on 10 minutes of each hour, and then from 9:50 until 11pm each night. That way their commercial sales are great for all four hours. I, of course, have blood-shot eyes for two weeks.

I like other sports as well. The skiing was interesting. It was nice to see those things in summary fashion, the wipe outs in a quick recap. This year I did discover the most compelling sport to watch – curling. Show in it's entirety on the USA network. It starts at 7am each day. Instead of greeting my day with the tune of the Today show, I was quickly turning on curling to watch the latest stone thrown down the lane.

I watched curling every morning, in great length one Saturday, and even taped a semi-final round. The USA Men's team did take the bronze! It is the most fascinating sport, and I still have no idea how it is played. I've looked it up on the internet and as best as I can tell, no one understands it either. One player said it took her a year to get used to the physical skills, and then another year to understand the game.

The curling teams have a nice sportsmanship. They seem polite and friendly to each other. They did not earn a Bode Miller reputation staying out late and drinking, despite the rumor that most curling locations in Minnesota are connected to bars.

Curling is a thing of beauty, like a fine ballet. They players have a look of fierce concentration as they throw the stone, the teammates move in to sweep the ice to guide the stone to a precise location. Well played curling has a look of precision, an aura of mystery about how it is achieved, a certain unpredictable chain of events that the players try to control.

I realize the sweeping looks funny. Especially considering the players are standing on ice and their legs can jut out with each step on the slippery surface. I might take up curling in the future if I can find a place to practice without moving to Minnesota. As a HR manager, I'm a natural. I've been playing the game for years.

No one understands curling, no one understands HR. You can look up HR on the internet and still wonder what it entails. It takes several years to develop skills in HR, and then even longer to understand the strategy of the job. HR managers do throw stones, but they are policies and decisions, and we throw them at people, and we can't always see the board so we don't know what obstacles are in our way. We have a team, called managers and supervisors, who sweep the ice as a stone is thrown, but sometimes the sweeper is in the wrong place, or the team members have misunderstood and show up at the wrong event. Also, sometimes when we throw stones, the target (employees) throws them back. We also have an open door policy that prevents us from dodging the stones. We can hide, but not for very long.

Of course there are days when the event is pure magic. We show up to work and we are all on the same team, working in harmony to execute our strategy. Our fans (customers) cheer us as we execute our strategy with such ease and mastery they can't help but throw money at us in appreciation. We head home at night with a smile on our face and a gold medal around our neck and try to explain the match to our spouse, who like most, have no idea what the game is about. There are days of the bronze medal and days we don't place at all. Most of all, we keep playing for the days of the gold medal, the ultimate achievement, the team effort that leaves us all feeling like winners.

### Ruth Jones, State Council Director

It's not just a rock. It's forty-two pounds of polished granite, with a beveled underbelly and a handle a human being can hold. Okay, so in and of itself it looks like it has no practical purpose, but it's a repository of possibility. And, when it's handled just right, it exacts a kind of poetry - as close to poetry as I ever want to get. The way it moves.... Not once, in everything I've done, have I ever felt the same wonder and humanity as when I'm playing the game of curling. ~Paul Gross, John Krizanc, and Paul Quarrington, *Men with Brooms*

## Minimum Wage Legislation Gains Momentum in Nebraska

LB554, a carryover bill from last year has found its way out of committee and has been placed on general file. Senator Beutler has identified this piece of legislation as his priority bill for this session and it is expected to be debated.

This bill proposes to increase the minimum wage for the state as follows:

- a. \$5.15 per hour through Sept. 30, 2005;
- b. \$5.52 per hour commencing Oct. 1, 2005 through Sept. 30, 2006;
- c. \$5.89 per hour commencing Oct 1, 2006 through Sept. 30 2007;
- d. \$6.26 per hour commencing Oct. 1, 2007

For employees compensated by way of gratuities such as waitresses, waiters, hotel bellhops, porters, and shoeshine persons, the minimum wage shall be fifty percent of the above stated minimum wage.

Originally the bill provided that the minimum wage adjust every three years pursuant to the Consumer Price Index commencing October 1, 2008. However an amendment has been added. Under the amendment, the minimum wage of \$6.25 per hour, and the training wage of \$5.15 per hour, remains in effect until changed by later legislation.

### **TAKE ACTION NOW!!!**

Please write your representatives and inform them of your opinion. It is the decision of the state council to **oppose** this legislation. A letter supporting this position has been posted on the SHRM website allowing members to send the letter through the HRVoice system.

## Win A Free State Conference Registration

It's easy and rewarding to nominate an individual or a company for the **HR Professional of the Year** or **HR Employer of the Year** award. If you submit a nomination application for one of these awards and your nominee is selected, you will receive one free registration to the 2006 Nebraska Human Resource State Conference. It's SIMPLE! Answer these questions for your application:

### **HR Employer of the Year**

1. How is the company advancing the HR Profession?
2. What are the best HR practices of this company?

### **HR Professional of the Year**

1. What have they done to advance the HR Profession?
2. What is their HR experience? Provide a summary only.

Email information to Nancy Conway at [nancy.conway@cabelas.com](mailto:nancy.conway@cabelas.com) and put **HR Nomination** in the subject line. **Nominations are due by July 14.** Nancy can be reached at (402) 323-4447 if you have any questions.



## HR Essentials Workshop

Join the SHRM NE State Council for a one day course covering the basics of human resources, Thursday, May 25th at Southeast Community College. This course is designed for HR assistants, HR Generalists, Managers, Supervisors or anyone wanting to gain a basic understanding of human resources. To request a brochure, please send an e-mail to [inquiries@shrm-ne.org](mailto:inquiries@shrm-ne.org).

## Diversity Report

**Oliva Crimiel-Minor, Diversity Director**

As a wise person once said, “we treasure what we measure.” If we do not measure our progress toward valuing differences, how will we know we are serious about promoting diversity? At the Leadership Conference, in our Diversity Breakout Session, we briefly discussed valuing differences as the essence of synergy. Stephen Covey, 7 Habits of Highly Effective People, said:

“The essence of synergy is to value differences – to respect them, to build on strengths, to compensate for weaknesses.”

Covey states that differences enable you to discover and produce things together that you would much less likely discover and produce individually. One of our strategic diversity objectives in 2006 is conduct audits/surveys to get an initial sense of the chapter’s culture achieved thus far in promoting diversity. Through these audits/surveys, you and your chapters should explore at what level are differences valued, because where you and your chapter are determines the impact that you can have on your chapter, your workplace, your community, your home, etc.

The four levels have been identified as:

- Tolerance: to endure or put up with differences; conveys the message of legal compliance
- Acceptance: to consent to someone’s differences; to regard differences as proper or normal
- Value: to see someone’s differences as worthwhile; to be open to new options and alternatives
- Celebrate: to deeply understand another’s point of view

In order to walk the talk you have to move beyond talking the talk (introducing the concepts, enrolling stakeholders, and developing the structure for implementation) to thinking the talk, or relating to chapter/organizational realities. Lee Gardenswartz and Anita Rowe’s checklist, “How Much Of A Diversity Change Agent Are You?” can help you in identifying those realities. This checklist and many other tools can be found and reproduced by permission from <http://www.gardenswartzrowe.com/activity.html>.

### 2006 SHRM Nebraska State Conference to be Held in Omaha



The 2006 SHRM Nebraska State Human Resource Conference will be held on **September 21 and 22** at the Qwest Center Convention Center in Omaha. The conference theme is **Navigating the HR Waters**. The 2006 Pre-Conference activities on September 21 includes a workshop, “Staffing the New Workplace: New Challenges Requiring New Perspectives”, presented by Ray Weinberg, Principle of Silverstone Group. From 4:30 to 7:00 PM will be “All Aboard” where you can mingle with colleagues and exhibitors while enjoying live entertainment, hors d’oeuvres, and cocktails. The “All Aboard” event is included in the conference registration fees.

On September 22, the State Conference offers a variety of training opportunities with a Keynote speakers Michael Losey, past President and CEO, SHRM; Michael Lotito, partner, Jackson Lewis LLP; and Tony Brigmon, Fun Ambassador, formerly with Southwest Airlines. There are many other experts providing a variety of training programs in four key HR topic areas including: Staff Development, Strategic HR Management, Compensation and Benefits, and HR Skills Building.

Register early for the best rates; after August 31, rates increase by \$30.00. For more information and to register, visit [shrm-ne.org/conference2006.asp](http://shrm-ne.org/conference2006.asp).

SHRM NEBRASKA STATE COUNCIL NEWSLETTER

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*Society for Human Resource Management*

The SHRM Nebraska State Council serves the needs of Human Resource management practitioners by providing the most essential and comprehensive resources available to promote individual growth. Additionally, the Council is committed to advancing the Human Resource profession and capabilities of all Human Resource practitioners to ensure that human resources is an effective partner in developing and executing organizational strategy. The Council is affiliated with the Society for Human Resource Management and serves the nearly 2000 Human Resource professionals in Nebraska. For information on programming, including the Nebraska State Conference, visit [www.shrm-ne.org](http://www.shrm-ne.org).

This is a publication of the SHRM Nebraska State Council. SHRM Chapter members are encouraged to submit items for publication to the SHRM Nebraska State Council, PO Box 82831, Lincoln NE 68501-2831, or to [inquiries@shrm-ne.org](mailto:inquiries@shrm-ne.org).

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***Advancing the Profession***