FHRA Summer 2017

Frontier Human Resources Association

frontierhr.shrm.corg

PO Box 1771, Cheyenne WY 82003





Frontier Human Resource Association (FHRA) serves the Cheyenne area Human Resource professionals by providing networking, education and resources designed to enhance professional growth and development.

President's Update

We had a great slate of programs during 2016, including our half day Employment Law Update in May. Our October program, Active Threats in the Workplace, hosted one of our largest crowds for an FHRA meeting.

There are great things planned for 2017, including luncheon presentations on "Preparing the Next Generation for the Workforce", "An Introduction to Crucial Conversations" and a presentation on using Social Media. We are very pleased to be the host chapter for the 2017 State SHRM conference in September.

Things to Watch from Capitol Hill

Two of the top employment issues on Capitol Hill right now are the much chagrined overtime rule and the Affordable Care Act. Both are still up in the air, and both should be handled in the same manner – continue on as if the laws will remain as introduced, but keep a steady watch on our lawmakers! Upcoming Events 2017

No meeting in July – Enjoy CFD!

August Social Media Do's and Don'ts

September WY State SHRM Conference Cheyenne, WY

October To Be Announced Later!

November Interview Questions – The Very Best

FHRA Board Members President Penny Fletcher **President-Elect** Mary Augustin **Past President** Amy Stinson Secretary Dorothy Moen Treasurer Deb Smith Membership Denise Rodriguez **Government Affairs** Bruce Asay Webmaster **Jaime Davis** Certification Samantha Ingram





Registration can be completed online by visiting: https://visitcheyenne.regfox.com/2017-wy-shrm-state-conference

SHRM Member (\$229.00) Before 8/08/17 - \$229 | After 8/08/17 - \$299

Non-SHRM Member (\$299.00) Before 8/8/17 - \$299 | After 8/08/17 - \$369



Hotel Accommodations & Conference Location Cheyenne Little America Hotel & Resort 307-775-8400

Right here in our own neighborhood – do not miss this opportunity!

"I know that I will always have much to learn in the field of Human Resources. The personal and professional growth I gain at these events are why I continue to attend as many local and annual events possible. Feel free to reach out to me in July if you have questions about attending an annual conference, I would love to share."

Deb Smith, FHRA Board



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National SHRM Foundation Report

In 2016, the National SHRM Foundation



AFFILIATE OF

- Introduced our first workplace inclusion initiative: Preparing for the Aging Workforce
- Published 11 research-based HR solutions/reports
- Awarded the first military veteran scholarship

...only made possible through support and donations from local chapters, like Frontier Human Resources Association. Here's to 2017 and the great work our SHRM Foundation and local chapters continue to do!



CONGRATULATIONS!!

TO THE UNIVERSITY OF WYOMING SHRM CHAPTER ON A SUCCESSFUL YEAR -

HERE'S TO MANY MORE YEARS OF SUCCESS AT STRENGTHENING

AND GROWING THE HR LEADERS OF THE FUTURE!



Keep your ears tuned to....

President Trump's budget for FY 2018 includes a proposal for paid parental leave, providing six weeks of paid family leave to new mothers and fathers, including adoptive parents. Paid leave would be implemented through state unemployment insurance programs. A nationwide program would most likely mean additional leave management and posting requirements for employers. Stay tuned!



A new study by TSheets shows that 63% of employees would turn down a job offer that didn't include paid time off. However, the same study also revealed that 70% of employees did not use all their PTO last year, and 26% of them had 10 or more unused PTO days. Doing the math, this means A LOT of days of PTO went unused.

Two things to consider:

Keep employees happy and healthy by allowing and yes, even encouraging, workers to take their allotted time off – and encourage them to disconnect from work while they are away from the workplace on PTO.

Even if employees aren't taking PTO every day they are allotted, the perception of more available time resonates clearly with employees....



