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HoCoHRS Newsletter

February 2015

Committing to HR Excellence in 2015!



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PRESIDENT'S MESSAGE

Greetings HR Colleagues!

We're off to a great start here at the HoCoHRS-we wrapped up a Strategic Planning Session with the Board of Directors and have a full year of goals to meet the needs of HoCo members and Howard County community businesses. On the HoCo website, you will see a schedule of monthly presentations that will really show your colleagues and company executives the value of HoCoHRS as a source for strategic alliance between HR and the C-suite. Look for a HoCoHRS conference to be offered in September especially geared for Howard County businesses. We also want to encourage you to volunteer as a committee member, or take a leap of faith and apply to a Board vacancy. Either way, participation in HoCoHRS is a great professional development opportunity, a rewarding network of like-minded individuals who enjoy talking about HR issues, and a chance to have immediate impact on the work you do for the community. So, it's a good time to join or renew your HoCo membership. Go to the HoCoHRS website and join online. Think you or your boss can't spare the funds? Just compare the cost of membership and 10 meetings (including presentations on recent HR developments and innovative HR solutions toward your





Contact Us:

<http://hocohrs.shrm.org/>

HoCoHRS@gmail.com

Interested in our
Newsletter? Click the
button to join our
mailing list.

MONTHLY MEETINGS

**Our monthly meetings are held
on the 3rd Thursday of every
month at:**

**Ecker Business Training
Center
6751 Columbia Gateway Drive
Columbia, MD 21045
8:00 AM - 10:30 AM
(note: we do not meet in
January or June)**

2015 Membership Rates

Our rates for 2015 Membership
are:

- Professional SHRM
Member: \$50.00
- Professional non-SHRM
Member: \$60.00
- Associate Member \$60.00
- Student \$20.00
- **Professional All in One
(includes 2015 annual
membership and all 10
meetings) \$230.00**

You can renew and pay your
dues at the next meeting! Checks
or credit cards welcome!

organization's success) to any other professional development
activity... I guarantee the value is with HoCoHRS.

So, Treat Yourself! (any Parks & Rec fans?)

Have a fabulous February.

Sincerely,

Dawn Rhodes, SHRM-SCP
President
Howard County HR Society

Board and Committee Members Needed

Please consider getting involved with one of the following and
make YOUR chapter a success!

- **Diversity Chair (Board Position)**
- **Professional Development Chair (Board Position)**
- **Nominations Chair (Board Position)**
- Committee Members for all Core Leadership Areas:
 - Membership, Communications, College Relations,
Diversity, Legislative Affairs, Nominations,
Programs, Professional Development, Workforce
Readiness

If you need any additional information on volunteer activities,
please talk with a board member at our meetings!

February 19, 2015 Meeting: Reducing Drama in the Workplace

Please plan to join us at our next monthly meeting for a
special presentation by Dr. Jack Skeen of Skeen Leadership.

This highly interactive presentation will assist participants in:

1. Identifying human drama that distracts employees
from productive activity.
2. Understand the three types of drama and how they
reinforce each other.
3. Learn three steps for managing and reducing drama.

**SHRM-CP and SHRM-SCP Professional Development
credits and HRCI general credits pending.**

Thank you to **HR Strategy Group** for sponsoring our
February Meeting!



Visit us on the web! [HR Strategy Group](#)

Legislative Affairs Update

Visit the [HoCoHRS Legislative Update](#) page! Here you will find information about the HR policy issues HoCoHRS is monitoring.

Maryland

The Maryland General Assembly is in session for 2015. The session lasts 90 days, commencing from January 14, 2015. Here is a brief summary of the upcoming bills that we are tracking, which most impact our HR members.

<u>Bill</u>	<u>Title</u>	<u>Committee</u>	<u>Hearing</u>
HB 4	Maryland Wage and Hour- Minimum Wage Increase		
SB 3	State Minimum Wage Rate- Social Service Nonprofit Org. Exception		
HB 42	Fair Employment Preservation Act of 2015	Health and Government Operations	
SB 16	Criminal Procedure - Expungement- Misdemeanor and Felony Convictions	Judicial Proceedings	
SB 40	Labor and Employment - Maryland Healthy Working Families Act (Paid Sick Leave)	Finance	Tuesday 2/3, 1:00 PM

2015 Meeting Topics

Mark Your Calendars Now for HoCoHRS 2015 Meeting Topics. The Program Committee works hard to find its members topics of interest, presented in a condensed yet in-

depth overview worthy of SHRM Professional Development and HRCI credit!

Please mark your calendars NOW for a year full of HR professional development. Here is our line-up of speakers so far (and we'll keep you updated when we add new speakers):

2/19	Reducing Drama in the Workplace
3/19	Strategic Approach to Teleworking
4/16	From Gray Hair to Flip Flops: Is your Total Rewards Strategy Generational Friendly?
5/21	Legislative Update
JUNE	NO MEETING, Enjoy your summer!
7/16	The Future of HR: Promoting Business Success in a Changing Global Workplace
8/20	EEOC- A Deeper Dive
9/17	Alignment of People Strategies with Business Strategies
10/15	Political Organizational Savvy
11/19	Leveraging Behavioral Economics for Benefits and Retirement
12/17	TBA

News from Maryland SHRM State Council

- **MD SHRM Annual Conference!** If you were one of more than 200 attendees to our 2014 conference in Ocean City, MD - THANKS! If you missed the fun, mark your calendar for 2015 conference, currently scheduled for September 27th - 29th 2015. We're returning to Ocean City, MD with the hotel and events at a new, all-in-one location. Bookmark our website [here](#) and stay tuned for more info!
- **FREE Webcast - Military Hiring** - Join us Tuesday, February 3rd at 1:00 p.m. EST for this special event, pre-approved by HRCI for 1.0 credit hour (SHRM Certification pending). Click [here](#) for more information or to register.
- **SHRM Certification** - If you are or will be a credentialed HR professional by 1/31/15 you are eligible to participate in the SHRM's Certification Pathway. The tutorial will be available online starting January 5, 2015. Click [here](#) for more information.

- **Are You Hiring?** Use MD SHRM's job posting board to reach qualified candidates in and around Maryland! Click [here](#) for more information and competitive rates.
- **Earn, Learn and Save!** The Maryland State Council, Inc. continues to partner with SHRM's [e-Learning](#) program. In fact, we are the test case for this project. While earning recertification credits, obtaining at least 1 recertification hour for each course successfully completed, members enhance their skills through these expertly designed programs. ALL 60 recertification credits can be earned through this program. The courses are available 24 hours a day, 7 days a week so it is very convenient for even the busiest person. Members are encouraged to register with **code SHRMMDSC** to take advantage of the SHRM e-Learning program. Fliers for this program are being distributed to the local chapter CLAs for their upcoming programs.
- **Student Event Registration Open, Volunteers Needed**
The East Division Case Competition and Career Summit Volunteers needed!!! This year's East Division Case Competition and Career Summit will be held in Baltimore, March 20-21. This event provides students at both the undergraduate and graduate levels the opportunity to show case their KSAs and connect with HR mentors. Volunteers are needed to make this event a success. Attached you will find detailed information about the volunteer opportunities. This is a wonderful opportunity for our members to contribute toward advancing our profession. Professional Development credits will be available for SHRM certification to those who volunteer with the event. For further questions or information on this event please contact Crystal Perry, MD SHRM Director of College Relations at crystal.lg.perry@gmail.com

**Questions or comments? Contact MD SHRM Director,
Christine V. Walters, MAS, JD, SPHR.**

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