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## July Meeting

### Trends & Strategies Employers Can Use to Lower Health Care Costs



Dennis Polzin, Senior Producer with CBIZ Benefits & Insurance, will be our speaker for the SAHRA chapter meeting on July 11, 2019.

Healthcare is a complicated industry, and there isn't a single solution to solve rising costs. A multi-pronged approach is the only way to tackle rising rates. While a single point solution can make a meaningful contribution to lowering costs, a better plan is launching a comprehensive solution that can tackle multiple avenues. Solutions exist to combat the rise, but it takes champions within companies to bring new solutions into an employee's benefits package and lead to their adoption. CBIZ will identify a few approaches that companies of all sizes can implement to reduce their health care costs. Start with a plan. Plan your strategy. Work your strategy.

CBIZ is one of the nation's leading providers of professional advisory services, focused on accounting, benefits and insurance, HR and payroll solutions. They deliver those solutions through a unique combination of locally based, trusted advisors backed by a national team of specialized experts.

Learning objectives:

- Gain an understanding of the medical health plan environment / marketplace
- Employer trends in the health plan environment
- How and what you can do to control healthcare costs ■

## Are You Attending SAHRA in July?

Please RSVP for the meeting by clicking: <https://ndsahra.shrm.org/forms/event-registration-july-2019>  
This month's lunch menu includes: BBQ Pork Sandwich, Potato Salad, Pickle Spear, Lady J's Brownie, Lemonade and Coffee for \$12 per person including tax and tip. Credit card or cash accepted with advance RSVP; no checks please. ■



July

### Meeting Information

#### Trends & Strategies Employers Can Use to Lower Health Care Costs

Dennis Polzin, Senior Producer  
CBIZ Benefits & Insurance

July 11, 2019  
11:30 am MT  
Lady J's Restaurant & Catering

## Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



### Society for Human Resource Management

1800 Duke Street  
 Alexandria, VA 22314  
 Phone: 703.543.3340  
 Toll Free: 800.293.SHRM  
 Email: [shrm@shrm.org](mailto:shrm@shrm.org)  
 Website: [www.shrm.org](http://www.shrm.org)

#### Thank You!

Thank you for your contributions to this edition of the SAHRA Newsletter.

### Southwest Area Human Resource Association

This newsletter is a publication of the Southwest Area Human Resource Association Chapter #0571  
 PO Box 132 • Dickinson ND 58601  
<http://ndsahra.shrm.org>  
 Newsletter Editor: Carrie Zubke

## President's Message



Hello SAHRA members,

I hope everybody is enjoying the summer, it goes so quickly. We have an exciting speaker this month. Dennis Polzin will be here from CBIZ Benefits and Insurance; his presentation will focus on trends and strategies employers can use to lower health care costs. As human resource professionals, we are often the benefit administrator, which is a big task. Understanding what we can do to best support our business and employees' benefit needs is central to our role. This presentation will work to equip us with strategies to reduce health care costs.

There will be a short discussion after the July meeting regarding certifications available through SHRM. I'd encourage anybody considering pursuing one of these to take the plunge. I took my Certified Professional test a couple of years ago and I'm scheduled to take my Senior Certified Professional test at the end of this year. Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field. I also believe it's a great motivator for continued education since once the credential is secured it must be maintained through professional development credits.

If you're thinking about pursuing a credential but still on the fence, reach out to a SAHRA member that holds a certification and discuss it with them. If you're already certified, share your experiences with others. ■

Carissa Suter,  
 SAHRA President

## Treasurer's Report

Southwest Area Human Resource Assoc  
 June, 2019

New Statement Balance				\$14,466.75
Current Checks /	6/17/2019	Interest		\$0.12
	6/11/2019	Deposit	Membership dues	\$230.00
	6/12/2019	Deposit	SHRM recertifications	\$140.00
Compare to ending bank statement balance		\$14,836.87		
Outstanding Checks / Deposits		n/a		
TOTAL:				\$14,836.87

# SAHRA Board Minutes

No June board meeting. ■

# SAHRA Meeting Minutes

June 13, 2019

Present: Carissa Suter, Aimee Kovash, Kathleen Obritsch, April Frank, Alex Simonieg, Marie Bittner, Tammy Haugen, Kari Dunn, Tiffany Benner, Sara Turner, Shelly Hanson, Jen Messer, Karen Jirges, Carrie Zubke, and Melissa Stoltz.

Guests present: Grae Setterstrom – Keane, Kim Volk – Fisher Industries.

President Carissa Suter called the meeting to order at 12:01 pm.

President Suter called for a motion to approve the May Chapter meeting minutes. April Frank made the motion and Aimee Kovash seconded the motion. The motion passed.

Certification Director Carrie Zubke reported that there is interest in starting a certification study group, and to contact her for questions.

### PROGRAM:

Dana Hager – Bismarck Cancer Center – Workplace Cancer Education & Program Outreach

The meeting adjourned at 12:07 p.m. ■

Minutes Submitted by:

Melissa Stoltz, Membership Director

Carissa Suter, President

## Southwest Area Human Resource Association Board of Directors

### President:

Carissa Suter, SHRM-CP  
McKenzie Electric Cooperative, Watford City  
csuter@mckenzieelectric.com | 701-870-4110

### Past President / SHRM Foundation Director:

Sarita Haag  
Continental Resources, Inc., Dickinson  
sarita.haag@clr.com | 701-764-6582

### President Elect / Legislative Director:

April Frank, PHR, SHRM-CP  
Dry Bulk Rentals, LLC, Dickinson  
aprilhouseholder@yahoo.com | 701-590-2900

### Secretary-Treasurer:

DeEll Jordre  
Marathon Petroleum, Dickinson  
dmjordre@marathonpetroleum.com | 701-456-6912

### Certification Director:

Carrie Zubke, SPHR, SHRM-SCP  
American Bancor, Ltd., Dickinson  
czubke@weareamerican.com | 701-483-3287

### Community Relations Director:

Amanda Pearson, SHRM-CP  
Patterson-UTI Drilling Company, Dickinson  
amanda.pearson@patenergy.com | 701-260-2852

### Diversity Director:

Alison Johnson  
MHA Nation / Three Affiliated Tribes, New Town  
alisonjohnson33@gmail.com

### Membership Director:

Melissa Stoltz, SHRM-SCP  
a\_mstoltz@yahoo.com | 701-260-3729

### Program Director:

Lynae Harper, SHRM-CP  
Whiting Oil and Gas, Dickinson  
lynae.harper@whiting.com

### Public Relations / Technology Director:

Krissy Kilwein  
Dickinson State University, Dickinson  
krissy.kilwein@dickinsonstate.edu | 701-483-2530

### Workforce Readiness Director:

Kathleen Obritsch  
Dickinson State University, Dickinson  
kathleen.obritsch@dickinsonstate.edu | 701-483-2541

## North Dakota Workforce & HR Conference

**REGISTER TODAY!**

September 17-19, 2019

Alerus Center | Grand Forks, ND

<https://ndshrm.com/#>

**Alerus**  
CENTER

*Summer is here!*



## Working Long Hours is Counterproductive

The obsession with working long hours is profoundly unhealthy, and the romantization of the sleep-deprived, coffee-addicted superstar is actually counterproductive. This isn't to suggest working hard isn't important – it is – but the idea that putting in 90 hours a week is the only way to get ahead is flat out wrong. Productivity dramatically declines when the workday drags on, and the potential for burnout increases drastically. This isn't a matter of opinion. Studies show employee output drops significantly after 50 hours, and after 55-plus, output becomes practically negligible. Rest and recovery are incredibly important physiologically speaking. Those who regularly get less than six hours of sleep a night are demonstrably impaired when compared to their more well-rested counterparts, and the so-called “culture of hustle” counter-intuitively results in less productive employees. Instead of putting long hours up on a pedestal, employers instead should prioritize wellness for their employees, taking their work/life balance seriously and allowing for recovery time. If not, the work will certainly suffer. ■

By ATD blogger Jason Shen  
May 29, 2019



Stop worrying  
about what you have to  
lose and start focusing on  
what you have to gain.

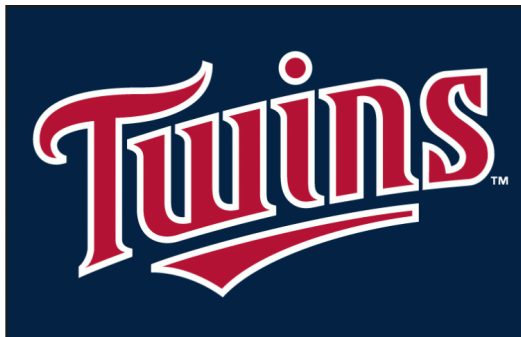
## SHRM Foundation Raffle

### July Basket

The July raffle prize will be tickets for the Saturday, August 10th Minnesota Twins versus Cleveland Indians baseball game, Section 13, Row 6, behind the visitor's dugout. Raffle prize donated by CBiz Benefits. Tickets are 1 for \$5, 3 for \$10, or 20 for \$20. All donations go to the SHRM Foundation. Drawing to be held July 11, 2019 at the SAHRA meeting. Thank you for your support of the SHRM Foundation!

Permit #19-31

If you or your business would be interested in donating an item for the SHRM Foundation Fundraiser, please contact: Sarita Haag, SAHRA Past President / Foundation Director.



.....  
 Life is 10% what happens to us and 90% how we react to it.  
 .....

-Dennis P. Kimbro

## HR Certification

Are you interested in becoming a Human Resource Certified Professional? Join us for an informational session with SAHRA members who have recently earned their SHRM-SCP or SHRM-CP designation.

**Thursday, July 11, 2019, 1:00 to 1:30 pm MT**  
**following the SAHRA Chapter Meeting**  
**Lady J's Restaurant & Catering**

**LEARN MORE:** [www.shrm.org/certification](http://www.shrm.org/certification)

### WHY CERTIFY:

<https://www.shrm.org/certification/about/about-shrm-certification/Pages/keybenefits.aspx>

### SCHOLARSHIP INFORMATION:

<https://www.shrm.org/foundation/ourwork/scholarships/certification/Pages/default.aspx>

### EXAM WINDOW & FEES:

<https://www.shrm.org/certification/apply/exam-windows-and-fees/Pages/default.aspx>

2019 Winter Exam Window: Dec 1, 2019 to Feb 15, 2020

Applications Accepted Beginning: May 13

Regular Application Deadline: Oct 18

Late Application Deadline: Nov 9

If you are unable to attend but interested in learning more, contact:

Carrie Zubke, SHRM-SCP, SPHR

SAHRA Certification Director

[czubke@weareamerican.com](mailto:czubke@weareamerican.com)

**SHRM® CERTIFICATION**  
**SHRM-CP® AND SHRM-SCP®**

1. Anderson, Mary-ABLE, Inc., Dickinson
2. Baranko, Alyssa-Dakota Gasification Company, Beulah
3. Beaudoin, Leann-Southwest Water Authority, Dickinson
4. Benner, Tiffany-Steffes Corporation, Dickinson
5. Bittner, Marie-CBIZ Benefits, Glen Ullin
6. Cloutier, Jon\*-St Luke's Nursing Home, Dickinson
7. Coleman, Kristen—Titan Energy Services, Dickinson
8. Cook, Lindsey, SHRM-CP\*, PHR- Creek Energy Services, Dickinson
9. Dennis, Chris-Keane Group, LLC, Dickinson
10. Dunn, Kari - American Bank Center, Dickinson
11. Engelhart, Allison-Southwest Healthcare Services, Bowman
12. Fetch, Cindy – Southwest Water Authority, Dickinson
13. Fox, Etta-Sax Motor Co., Dickinson
14. Frank, April, SHRM-CP, PHR\* - Dry Bulk Rentals, LLC, Dickinson
15. Fried, Tera-West River Health Services, Hettinger
16. Guetzkow, Heidi-First National Bank & Trust, Williston
17. Haag, Sarita\*-Continental Resources, Inc., Killdeer
18. Hanson, Shelly\* - Fisher Industries, Dickinson
19. Harper, Lynae, SHRM-CP\*-Whiting Oil & Gas, Dickinson
20. Haugen, Tammy-Marathon Petroleum, Dickinson
21. Honcharenko, Vicky-American Bancor, Ltd., Dickinson
22. Howe, Rebecca, SPHR, SHRM-SCP\*- Titan Energy Services, Dickinson
23. Huber, Ali-City of Dickinson
24. Jahner, Rosie-ABLE, Inc., Dickinson
25. Jahner, Zach - Baker Boy, Dickinson
26. Jirges, Karen\*-Ebeltoft . Sickler . Lawyers, Dickinson
27. Johnson, Alison– MHA Nation / Three Affiliated Tribes, New Town
28. Jordre, DeEll\* - Marathon Petroleum, Dickinson
29. Kilwein, Krissy\*-Dickinson State University, Dickinson
30. Kovash, Aimee - Job Service North Dakota, Dickinson
31. Krebs, Linda, SHRM-CP\*-Stark County, Dickinson
32. Lantz, Nancy - Southwestern District Health Unit, Dickinson
33. Lengowski, Susan\*- St. Benedict's Health Center, Dickinson
34. Lorge, Dorene, SHRM-CP\*-Dakota Western Bank, Bowman
35. Mann, Allison-Ebeltoft . Sickler . Lawyers, Dickinson
36. Massad, Mary\*- SW Water Authority, Dickinson
37. Messer, Jennefer, SHRM-SCP\*- Fisher Industries, Dickinson
38. Murtha, Janilyn, SHRM-SCP\*–City of Dickinson, ND
39. Nameniuk, Shelly\*- City of Dickinson, ND
40. Oase, Matt\*-City of Killdeer, ND
41. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
42. Olson, Hanna-Baker Boy, Dickinson
43. Pavlicek, Pam, PHR - Southwest Grain, Dickinson
44. Pearson, Amanda, SHRM-CP\*-Patterson-UTI Drilling Company, Dickinson
45. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
46. Roller, Sue, SPHR, SHRM-SCP\*- Baker Boy, Dickinson
47. Simonieg, Alexandra-Keane Group, LLC, Dickinson
48. Stoltz, Melissa, SHRM-SCP\*- Dickinson
49. Suter, Carissa\*-SHRM-CP, McKenzie Electric Cooperative, Watford City
50. Turner, Sara-Dickinson Parks & Recreation, Dickinson
51. Tysver, Danita - Stark County Development, Dickinson
52. Working, Suzanne-White Owl Energy Services, Dickinson
53. Zubke, Carrie, SPHR, SHRM-SCP\*- American Bancor, Ltd., Dickinson

\* - indicates SHRM National Membership

**PHR** indicates HRCI's Professional in Human Resources certification

**SPHR** indicates HRCI's Senior Professional in Human Resources certification

**SHRM-CP** indicates SHRM's Certified Professional certification

**SHRM-SCP** indicates SHRM's Senior Certified Professional certification