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June Meeting Information

Best Employment Law
Practices in North Dakota
Nathan Svihovec,
North Dakota
Labor Commissioner

June 8, 2023
8:15 am Doors Open
8:30 am Chapter Meeting &
Presentation



Meeting Location:
NDSU Extension Service Office
2680 Empire Road, Dickinson
(North of Sanford Clinic)
Enter Door C / South Side

<http://ndsahra.shrm.org>

North Dakota Labor Commissioner Scheduled for June

The Southwest Area Human Resource Association welcomes Nathan Svihovec, North Dakota Labor Commissioner as our June speaker. Nathan will present information on various employment law requirements and best practices to ensure compliance and avoid violations in North Dakota.



(Continued on page 5) Nathan Svihovec, ND Labor Commissioner

SAHRA Earns Platinum Chapter Award from SHRM

On behalf of SHRM, I am pleased to confirm that your Chapter has been awarded the **2022 Platinum Excel Award**. This award recognizes outstanding achievements in Chapter operations and a commitment to providing meaningful programs and services your members. It also is recognition of your continued growth and development as a business leader, capable of developing strategies that lead to business success! We are immensely proud of your leadership and thank you for your continued partnership with SHRM.



(Continued on page 5)

Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or abaranko@bravera.bank . ■



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
 Website: 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

Greetings! This month we are blessed to have our ND Labor Commissioner, Nathan Svihovec, presenting at our June meeting. This interactive session will provide our members a wonderful opportunity to learn about ND labor statistics and trends. You will want to attend in person for this one!



The ND SHRM State Council is seeking nominations for the Professional Excellence in Human Resource Management Award. Each year, the State Council recognizes an individual with an outstanding record of contributions to the human resource profession, and impeccable ethical standards and behavior. If you would like to nominate someone in the HR profession, please reach out to Marie Bittner for more information: mariebittner@ndshrm.com. What a great honor it would be to have someone from SW ND win this year's award!

As a reminder, we will not have a membership meeting this July to allow our members to enjoy a summer break. ▪

DeEll Jordre
 SAHRA President

Did You Miss a Meeting?

SAHRA members are able to access recordings of membership meetings by logging into our website and clicking on the Meetings & Events tab. Each month will include a link to You Tube for meetings with permission to record. <https://ndsahra.shrm.org/>

Treasurer's Report

Southwest Area Human Resource Assoc.
 May, 2023

New Statement Balance				\$15,813.82
Current Checks / Deposits	5/21/2023	Interest earned		\$0.14
	4/27/2023	Deposit	Member dues	\$90.00
Compare to ending bank statement balance		\$15,903.96		
Outstanding Checks / Deposits	4/11/2022 #646	Stark County	Room rental deposit	(\$100.00)
	5/11/2023 #656	St. A's EAP Program	May program	(\$200.00)
BALANCE				\$15,603.96

SAHRA Board Minutes

No May board meeting.

SAHRA Meeting Minutes

May 11, 2023

Companies). Welcome!

Members Present: Marie Bittner, Shannon DeWall, Mackenna Johnson, DeEll Jordre, Alissa Karsky, Krissy Kilwein, Aimee Kovash, Joetta Percy, Madison Pearson, Melissa Stoltz.
Members Via Zoom/Virtual: Amber Beld, April Frank, Tiffany Benner, Sierra Burgess, Jon Cloutier, AJ Eslinger, Reghan Haight, Layne Hintz, Katrina Johnson, Libby Matthews, Shelly Nameniuk, Dannielle Parkin, Carey Praus, Patty Riely, Brandon Sickler, Sheila Strommen, Natalie Torgerson. Guests present: Welcome NDSHRM State Council members – Nicole Mikkelson, Scott Wirth, and Sabrina Olsen (virtual); Kari Schoehnard, St Alexius EAP (presenter), Pete Rubke (ND Voc Rehab – virtual).

President Jordre called the meeting to order at 8:21 a.m.

President Jordre called for a motion to approve the April Chapter meeting minutes that were published in the May newsletter. Upon motion by Marie Bittner, second by Aimee Kovash, motion passed and was carried.

NEW MEMBERS

President Jordre welcomed new member Mariel McCoy (Baranko

ANNOUNCEMENTS

President Jordre announced that the April treasurer's report was available for review in the May newsletter. If there are any questions, please contact a Board member.

COMMITTEE REPORTS

None.

OLD BUSINESS

The ND State SHRM Conference registration is now open! It will be held on September 12-14, 2023 in Bismarck. Information is available at www.ndshrm.com.

The SHRM Annual Conference & Expo will be held in Las Vegas on June 11-14, 2023.

NEW BUSINESS

None.

The business meeting adjourned at 8:27 a.m..

PROGRAM

Mental Health In The Workplace – Kari Schoehnard, St Alexius EAP ▪

Minutes Submitted by:

Melissa Stoltz, Secretary/Treasurer
DeEll Jordre, President

Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

April Frank, PHR, SHRM-CP
FH Holdings / Home & Land Co, Dickinson
aprilhouseholder@yahoo.com | 701-590-2900

President Elect / Legislative Director:

Marie Bittner
CBIZ Benefits, Glen Ullin
marie.bittner@cbiz.com | 701-260-5964

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP, Dickinson
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

Alyssa Baranko, SHRM-SCP
Bravera Holdings Corp., Dickinson
abaranko@bravera.bank | 701-483-3229

Community Relations Director:

AJ Eslinger
Charbonneau Car Center
om.office@charbonneautomotors.com | 701-456-9605

Workforce Readiness Director:

Amber Beld, SHRM-CP
Dickinson
amber.beld@gmail.com

Membership Director:

Kim Heidt
Steffes, LLC, Dickinson
kheidt@steffes.com | 701-690-6686

Program Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287
Committee Members include: Joetta Percy, Marie Bittner, and Carissa Suter.

Marketing Director:

Krissy Kilwein, SHRM-CP
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-502-4304

Diversity Director:

Tiffany Benner
Killdeer Mountain Manufacturing, Dickinson
tiffany.benner@kmmnet.com | 406-971-5545

LESSONS IN BUSINESS

What, Me Worry?

By Debora Dragseth, P.D.

Are you feeling stress and anxiety, partnered with an increased sense of worry? This month, we offer a simple technique for handling worry and words of wisdom from Dickinson State University professor, Dr. Wendy Wilson.

Worry time

"Worry time" is a cognitive-behavioral technique that involves setting aside a specific time of day to worry about your problems or concerns. To implement this technique, contain your worrying to a designated time in order to reduce its impact on your daily life.

During worry time, write down your worries, talk about them, or think them through. This simple technique can help you feel more in control of your worries, rather than having them consume your thoughts throughout the day.

The worry time technique is often used in the treatment of anxiety and can be an effective way to manage racing thoughts and anxious feelings. To implement the worry time technique, follow these steps:

1. **Set a specific time and duration for worry time.** Schedule a time each day, preferably at the end of the workday, to review any concerns or worries that you may have. Set a specific duration, say 10- 15 minutes, to avoid getting caught up in worrying for an extended period.
2. **Write down your worries.** Instead of allowing your worries to spin in your mind, write them down during your worry time. This helps to externalize your thoughts and make them more manageable.
3. **Focus on the present.** During worry time, focus on addressing any worries that you have for the present moment rather than worrying about future events. Avoid speculating or trying to predict the future.
4. **Identify potential solutions.** Once you have written down your worries, brainstorm potential solutions to address them.



Identify actionable steps that you can take to mitigate your concerns.

5. **Practice self-compassion.** Remember to be kind to yourself during worry time. Avoid self-criticism and negative self-talk.
6. **Remind yourself that it is normal to have worries or concerns.** The worry time technique allows you to maintain focus and productivity throughout your workday while still addressing issues and concerns you may need to address.



Dr. Debora Dragseth
Professor of Business
Administration
Dickinson State University

Focus on self-care

Dickinson State University professor, Dr. Wendy Wilson emphasizes determining what deserves your energy and what doesn't. "In regard to workplace stress and anxiety, the term used commonly for health workers, first responders, and mental health professionals, is self-care. Self-care refers to behaviors associated with taking a "time out" from work and maintaining healthy behaviors. Self-care applies to everyone; anxiety and stress can develop due to many factors including feelings of being overwhelmed, overstretched, and/or feeling pulled in several directions with work, home, social, family relationships, and other obligations."

Wilson noted that we are overly connected to the world of email, texting, emailing, and social media. She offers several helpful tips: Set aside time for yourself. Turn off your phone, email, etc. for constructive activities (even just resting or sleeping). Set boundaries and learn to say 'no' in the workplace. Don't commit to tasks or projects that are unrealistic in terms of time management. Eat healthy and exercise. Plan a vacation—a break to look forward to helps lead to a sense of positivity.

(Continued on page 5)

SAHRA Earns Platinum Chapter Award from SHRM

(Continued from page 1)

“SHRM’s impact on the world of work is due to the dedication and efforts of our chapters and state councils like Southwest Area Human Resources Association. “The Platinum EXCEL Award is not only a celebration of the great work done by Southwest Area Human Resources Association—it’s also recognition of their focus and determination to cause the effect to make great workplaces”, said Johnny C. Taylor, Jr., SHRM-SCP, president, and chief executive officer of SHRM. “Their HR leadership is exemplary.”

Thanks for all you do to serve SHRM, the HR profession, and our members! We look forward to our continued partnership and wish you the best of success in 2023. As always, please let us know if there is anything we can help you with in 2023.

Sincerely,



Michael P. Aitken
Chief Membership Officer
Society for Human Resource Management ▪

**Saying you’re sorry is important.
Not doing the very same thing
again is more important.**

North Dakota Labor Commissioner Scheduled for June

(Continued from page 1)

Nathan is a licensed attorney and has represented employers and employees in a variety of employment law matters in court as well as in cases before the Department of Labor and Human Rights. He previously represented the Department of Labor and Human Rights as well as advised state agencies in day-to-day employment law issues.

Join us Thursday, June 8, 2023 for our regular meeting at the NDSU Extension Service Office. ▪



LESSONS IN BUSINESS

(Continued from page 4)

Wilson’s take-home message is, “Enjoy life, you only get one.”

Debora Dragseth, P.D. is a professor of business at Dickinson State University. Her column appears monthly, providing commonsense answers to common workplace issues.

Debora Dragseth, P.D. is a professor of business at Dickinson State University. Her column appears monthly, providing commonsense answers to common workplace issues. ▪

Registration is open for the ND SHRM 2023 State Conference!

It will be held in Bismarck on September 12-14, 2023.

Visit <https://ndshrm.com/state-conference/> to learn more and get registered.

Looking for Sponsors & Exhibitors!

Do you work for a company that would like to get in front of HR professionals from around the state? Contact the ND SHRM State Conference sponsorship committee at sponsorship@ndshrm.com for more information.



2023 North Dakota Award for Professional Excellence in Human Resource Management

The Professional Excellence in Human Resource Management Award given by the ND SHRM State Council recognizes an individual with an outstanding record of contributions to the human resource profession, and impeccable ethical standards and behavior. Nominees are being sought for the award.

This recipient will be one who serves as a role model for the profession, who is a leader rather than a follower, who sets standards for others and the profession, one who applies professional expertise outside their organization, and is committed to Serving the Professional and Advancing the Profession. Contact a SAHRA Board Member for more details! Application deadline is June 15, 2023.



ND SHRM Board

Ready to expand your professional network and share your talents? You are in luck! Per the ND SHRM Council bylaws, six Director positions on the board are up for election this year.

The following Director positions will be filled for a two-year term beginning January 1, 2024, and will end December 31, 2025.

- Certification Director
- Director-Elect
- Membership Director
- Professional Development Director
- Public Relations & Technology Director
- Secretary

Descriptions of the positions can be found on the [ND SHRM website](#).

Interested individuals (including incumbents*) should complete the 2024 Board Position Application and submit a resume to April at aprilfrank@ndshrm.com by **no later than September 13th at 10 am CST**. **Incumbents may serve in the same position for a total of two terms.*

Elections will be held on the night of September 13th and the election results will be announced at the closing ceremony of the 2023 ND SHRM State Conference on September 14th.

Candidates are encouraged to volunteer during the 2023 ND SHRM State conference to get to know the behind-the-scenes work and to attend the NDSHRM After Hours event on September 12th to mingle with the current board.

Key dates for in-person meetings candidates should keep in mind:

- October 26 & 27th, 2023- ND SHRM Leadership Meeting
- November 16-18th, 2023- SHRM VLBM (*applies to some positions*)
- February 8-10th, 2024- SHRM RCBM (*applies to Director-Elect only*)
- September 16-18th, 2024- 2024 ND SHRM State Conference

Top 5 Reasons to Join the ND SHRM Council Board:

- 5) Career development
- 4) Advancing the HR profession
- 3) Volunteers serving in leadership positions earn 5 recertification credits
- 2) ND SHRM State Conference free admission
- 1) (drum roll please)... An opportunity to serve on a fantastic board! ▪

DVRCC NEEDS YOUR HELP!!



Items needed are:

Pillows

Liquid Hand Soap

Lysol counter spray

Swiffer wet jet refills

Clorox toilet wand
refills

Batteries

Coffee

Kids body wash

DOMESTIC
VIOLENCE & RAPE
CRISIS CENTER
DICKINSON, ND

**For every item dropped off at Charbonneau
Car Center, they will match it!**

05/01/2023-06/30/23

 **346 1st Street West Dickinson ND 58601**

SHRM Resources

shrm.org



THE GENERATIONAL MENTAL HEALTH DIVIDE

1 in 3 U.S. Workers say their job has negatively impacted their mental health over the past six months.

THIS IS ESPECIALLY TRUE AMONG YOUNGER WORKERS

Overall Workforce	33%
Gen Z	43%
Millennials	40%
Gen X	32%
Baby Boomers & Traditionalists	20%

Organizations should consider the unique mental health needs of a multi-generational workforce in a changing work environment.

2x Gen Z & Millennials are twice as likely to say their job has made them feel anxious at least once a week over the past six months as their older counterparts.

Gen Z	41%
Millennials	35%
Gen X	26%
Baby Boomers & Traditionalists	17%

You can make a fundamental difference in the mental health of all your employees—and particularly those from younger generations.

More than 3 in 5 employees (63%) say that having access to better mental health resources at work would improve their mental health.

More than 2 in 5 employees (41%) say it is likely or very likely that they would leave their current job if offered a new job with significantly better mental health benefits.

This is especially true among younger employees – about 7-in-10, in the case of Gen Z (71%) and Millennial (69%) employees!

LOOKING FOR WHERE TO START? VISIT WORKPLACEMENTALHEALTH.SHRM.ORG



Mental Health in Your Workplace: From Evaluation to Action

A critical asset to design, implement and evaluate organizational mental health strategies for your workplace.



Workplace Mental Health Ally Certificate

Gain the skills needed to champion your employee's well-being and build a mental-health-friendly workplace.



The SHRM Foundation, the Society for Human Resource Management's (SHRM) 501(c)3 philanthropic arm, elevates and empowers HR professionals as a force for social good so that all workers and workplaces can thrive.

We mobilize the power of HR and generosity of our partners and investors to lead positive social change in the workplace. We are committed to addressing the health, economic and social disruptions impacting work, workers and the workplace.

SHRMFOUNDATION.ORG

SHRM Foundation

BUILDING A WORLD OF WORK THAT WORKS FOR ALL.

1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Dickinson
3. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, Dickinson
5. Bittner, Marie*-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra*-Therapy Solutions, Dickinson
8. Calihou, Dessie*-Dunn County, Manning
9. Camisa, Joe-Bismarck State College, Bismarck
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Ebach, Katelyn, SHRM-CP-ESRI, Dickinson
14. Enney, Justin*-Killdeer Mountain Manufacturing, Dickinson
15. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
16. Eslinger, AJ*-Charbonneau Car Center, Dickinson
17. Exon, Amber-McKenzie County Healthcare Systems, Watford City
18. Fetch, Cindy – Southwest Water Authority, Dickinson
19. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce
21. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
22. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
23. Haight, Reghan-Theodore Roosevelt Medora Foundation, Medora
24. Hanson, Shelly*-Fisher Industries, Dickinson
25. Harper, Lynae, SHRM-CP-Chord Energy
26. Haugen, Tammy-Marathon Petroleum, Dickinson
27. Heidt, Kim*-Steffes, LLC, Dickinson
28. Heiser, Ashley-Benedictine Living Community, Dickinson
29. Hintz, Kristy*-Ixom Watercare, Dickinson
30. Hintz, Layne-City of Dickinson
31. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
32. Jenkin, Jackie- Dickinson
33. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
34. Johnson, Katrina, PHR*-Baker Boy, Dickinson
35. Johnson, Mackenna-Baker Boy, Dickinson
36. Jordre, DeEll*- Marathon Petroleum, Dickinson
37. Karsky, Alissa*-Ironworks, Dickinson
38. Kaufman, Tanner*-Fisher Sand & Gravel, Dickinson
39. Keller, Chantel-Braun Distributing, Dickinson
40. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
41. Kirchoffner, Jessica*-City of Watford City
42. Klusmann, Chandra-Steffes, Dickinson
43. Kovash, Aimee-Job Service, Dickinson
44. Lantz, Nancy - Southwestern District Health Unit, Dickinson
45. Matthews, Libby*-Dickinson Ready Mix, Dickinson
46. Messer, Jennefer, SHRM-SCP*, Dickinson
47. Michael, Sara*-Theodore Roosevelt Medora Foundation, Medora
48. Murray, Jen*-Southwest Water Authority, Dickinson
49. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
50. Nicklos, Amanda-Steffes, LLC, Dickinson
51. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
52. Oase, Matt*-City of Killdeer
53. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
54. Olheiser, Chris*-Lund Oil, Inc., Watford City
55. Parkin, Dannielle-TMI, Dickinson
56. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
57. Pearson, Madison-Steffes, Dickinson
58. Peterson, Rachel*-Fisher Industries, Dickinson
59. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
60. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
61. Riely, Patty-Dickinson Parks & Recreation, Dickinson
62. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
63. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
64. Stoltz, Melissa, SHRM-SCP*, Dickinson
65. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
66. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
67. Swanson, Ashley*-Steffes, LLC, Dickinson
68. Torgerson, Natalie*-City of Dickinson
69. Tysver, Danita - Stark County Development, Dickinson
70. Wallace, Sarah*- Wallace Business Services, Dickinson
71. Zubke, Carrie, SPHR, SHRM-SCP*,- Bravera Holdings Corp, 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