

What's Inside...

| | |
|---------------------------------------|---|
| President's Message..... | 2 |
| Treasurer's Report..... | 2 |
| SAHRA Board Minutes | 3 |
| SAHRA Meeting Minutes | 4 |
| Joetta Percy Earns Certification..... | 4 |
| SAHRA Spotlight..... | 4 |
| Lessons in Business | 5 |
| Membership List..... | 6 |

March Meeting Information



Employment Law Update: 2021 Review & 2022 Predictions

KrisAnn Norby-Jahner
& Seth Thompson
Attorneys | Shareholders
Vogel Law Firm

Thursday, March 10, 2022
Fluffy Fields
8:00 am breakfast available
8:15 am SAHRA chapter
meeting
8:30 am speaker presentation

March Meeting Information

Employment Law Update: 2021 Review & 2022 Predictions

SAHRA welcomes KrisAnn Norby-Jahner and Seth Thompson, Attorneys | Shareholders with Vogel Law Firm.



Their presentation, Employment Law Update: 2021 Review & 2022 Predictions, provides an overview of relevant employment law topics from 2021 and predictions of relevant employment law issues in 2022. The presentation covers wage and hour issues, hiring/terminations, the workforce outlook, discrimination claims, workplace investigations, COVID-19-related issues, and a variety of other important legislative updates and employment law outlooks.

Learning objectives include:

- Knowledge acquired in North Dakota and federal legislative updates in the employment law field.
- Skills gained in ensuring legal compliance in hiring/terminations and general workplace issues.
- Knowledge acquired in relevant COVID-19 legislation, mandates, and safety regulations.

(Continued on page 2)



The April SAHRA meeting will be held

Thursday, April 7, 2022.

The date has been changed to the first Thursday of the month to avoid any potential conflicts with the Easter holiday.

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

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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

SAHRA, like so many other organizations, exists only because of its members. We value your membership and endeavor to bring value back to you by way of monthly programming, newsletters, and eblasts just to name a few. Coming this September a few board spots will be available with terms beginning in January. We would like to extend an invitation for anyone interested in serving on the board to reach out to us now so you can find out more. Even if you are unable to serve as a full-time board member maybe you could help another board member. Remember, “There is good in us and it does good for us.” ▪

April Frank PHR, SHRM-CP
 SAHRA President

March Meeting Information

(Continued from page 1)

KrisAnn practices in the areas of employment and education law. She is a frequent lecturer on a variety of employment law topics for business owners and HR professionals and has taught courses as an adjunct professor at various universities. Seth practices in employment and labor law and construction litigation. He has extensive experience in negotiating collective bargaining agreements and handling arbitrations and mediations. ▪

Treasurer’s Report

Southwest Area Human Resource Assoc
 February, 2022

| | | | | |
|--|-----------|-----------------|--|-------------|
| New Statement Balance | | | | \$16,097.29 |
| Current Checks / Deposits | 2/20/2022 | Interest earned | | \$0.15 |
| Compare to ending bank statement balance | | \$16,097.44 | | |
| Outstanding Checks / Deposits | | n/a | | |
| BALANCE | | | | \$16,097.44 |

SAHRA Board Minutes

February 10, 2022

Board Members Present: April Frank, Alyssa Baranko, Krissy Kilwein and Marie Bittner. Virtually: DeEll Jordre and Carrie Zubke.

Meeting was called to order by President April Frank.

Alyssa Baranko made a motion to approve the January treasurer's report; Krissy Kilwein seconded the motion. Motion carried.

Krissy Kilwein made a motion to approve the January board meeting minutes; seconded by Alyssa Baranko. Motion carried.

Old Business:
2022 Budget Review- board needs to review budget so it can be presented to Membership in March.

May 12th meeting coverage- April is out of town; DeEll & Carissa will help cover duties.

New Business:
SHAPE has been submitted.

Excel Award submission is in process.

Meeting Space - -Fluffy Fields will be charged \$90/month; what are our options? Could consider meeting at various businesses – Bravera Bank, Steffes, TMI, KMM, etc. Could sell sponsorship ads for newsletter - \$100

per year for business card ad for 12 months could help offset the costs for Fluffy Fields. Other ideas?

NDSHRM will be at the June SAHRA meeting.

Board Positions open in 2022 – if you are currently in the position and wish to run again, please let April know. If you are in a current position, but would like to do something else on the Board, please let April know as well.

- President-Elect (must be a SHRM member)
- Secretary/Treasurer
- Certification Director -must be a SHRM member & certified * new 2022 SHRM rule
- Membership Director -must be a SHRM member
- Program Director

Committee Reports – none

Krissy Kilwein made a motion to adjourn. ■

Minutes submitted by Marie Bittner
Approved by April Frank



Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

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

President Elect / Legislative Director:

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

Secretary-Treasurer:

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

Certification Director:

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

Community Relations Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287

Workforce Readiness Director:

Amber Beld, SHRM-CP
Baker Boy, Dickinson
amberb@bakerboy.com | 701-456-1520

Membership Director:

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

Program Director:

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

Public Relations / Technology Director:

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

Diversity Director:

Jessica Kirchoffner
City of Watford City, Watford City
jessielg28@ndsupernet.com | 701-290-8242

SAHRA Meeting Minutes

February 10, 2022

Members present in person: Alyssa Baranko, Missy Berger, Marie Bittner, Dessie Calihou, Justin Enney, April Frank, Brittani Hoff, Krissy Kilwein, Ashley Heiser, Joetta Percy. Virtually: Sierra Birgess, John Cloutier, Michelle Dohrmann, Lynae Harper, Tammy Haugen, DeEll Jordre, Katrina Johnson, Amanda Nicklos, Ledeanne OShields, Carey Praus, Patty Riely and Carrie Zubke. Guests in person: Shailoh Kovash. Virtually: Jen Murray.

Board President April Frank called the meeting to order.

Justin Enney made a motion to approve the January chapter meeting minutes; Joetta Percy seconded; motion carried.

January treasurer’s report was available for review in the February newsletter.

New Business:
2022 SAHRA Meeting Calendar has been REVISED and sent out.

Two Members have become SHRM certified – congratulations!

Alyssa Baranko –Bravera Bank
Joetta Percy-Stark County

SHRM Spotlight Topic presented by Krissy Kilwein.

- HR Daily/Weekly Newsletters can via email
- Tune in Tuesday Webinar is second Tuesday of the month

Speaker – Karen McLeese, Vice President of Regulatory Affairs, CBIZ Benefits & Insurance.

SHRM Foundation Raffle – 2 Minnesota Wild Tickets – winner – Alyssa Baranko. Congratulations !

Submitted by Marie Bittner
Reviewed by April Frank

Joetta Percy Earns Certification

Congratulations **Joetta Percy!** Joetta has earned the Society for Human Resource Management’s Senior Certified Professional (SHRM-SCP) status. The SHRM-SCP certification demonstrates that a core set of competency and knowledge principles have been achieved which help lead to personal and organizational success. Joetta is the Director of Human Resources for Stark County Congratulations! ■

SAHRA Spotlight

SAHRA welcomes **Imee Songer!** Imee is currently the Business Manager at Richardton-Taylor Public School District since November of 2021. She holds her Master’s degree in Accounting from SNHU. Prior to her current role, she worked as an Accountant at Rainbow Energy Marketing. Imee also was the secretary for the Taylor Park Board and helped members create exciting activities around town every month, which helped increase the number of participants from past years.

Imee is originally from the Philippines and grew up in San Jose, CA. She joined the Navy and was stationed in Lemoore, CA, where she met her husband, Nick Songer who is a native of Richardton, ND. Imee and Nick have two daughters – Isabelle and Alexandra. The family enjoys camping, fishing and boating in the summer and in the winter months they enjoy traveling and skiing.

Welcome to SAHRA Imee!! ■



LESSONS IN BUSINESS

Is It Okay to Declare Your Own Holiday?

It's finally Friday morning. It's been a stressful week so far and you are not sure that you can face another day. The weather outside is beautiful; 56 degrees with sunny skies. You feel fine, you haven't been exposed to any illness that you are aware of, yet you call in sick, telling your boss that you are just "not up to par today," and hit the road for an out-of-town shopping trip.

Hreasy, a company that specializes in automated job applicant screenings, interviewed 1,200 applicants for retail jobs and 28 percent said that it's okay for workers to take a day off when they are feeling overworked.

Some employers feel that their employees' work ethic and commitment to the job are eroding at a startling pace. A common indicator of low commitment is high absenteeism. Studies indicate that more and more employees are taking advantage of privileges they feel that they have earned, like the right to take off a day from work whenever they feel like it.

Like the flu, work ethic or anti-work ethic are both highly contagious. Examine your own work ethic by asking yourself the following nine questions:

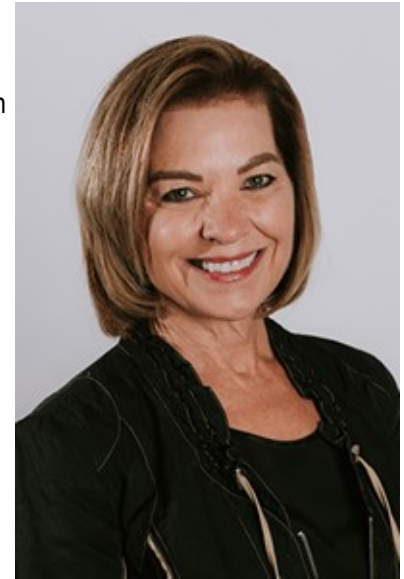
1. Do I show up for work on time?
2. Do I project a positive, upbeat attitude?
3. Am I willing to help coworkers or customers when they ask for assistance?
4. Am I willing to take on new tasks or new responsibilities?
5. Do I speak positively about my place of work and the people I work with both inside and outside my organization?
6. Do I share my opinions and ideas in a constructive manner?
7. Do I like working with my co-workers and do they seem to like working with me?
8. Would I enjoy working with someone like me day in and day out?
9. Do I make every attempt to do my work to the best of my ability—including the tasks I find less rewarding?

If you answered "yes" to a majority of the above statements, you likely have an excellent work ethic and a positive attitude toward your job.

If absenteeism—or its close relative, high turnover—are problems at your company, it is a strong indication that employees lack commitment to their jobs. Employers should consider three helpful antidotes.

First, implement policies that clearly state the company's leave policies. Second, provide a positive role model for subordinates and co-workers to follow. Finally, honestly evaluate the workplace environment. Is it a place where employees enjoy coming to work every day? If not, find out why and do what you can to make it better. ■

Debora Dragseth, P.D. is a professor of business and Vice President of Academic Affairs/Provost at Dickinson State University. Her column appears monthly, providing commonsense answers to common workplace issues.



Dr. Debora Dragseth
Vice President of Academic Affairs/Provost/Professor SoBE



1. Atteberry, Kay, SHRM-CP*, Williston
2. Baranko, Alyssa, SHRM-SCP*- Bravera Bank, Dickinson
3. Beld, Amber, SHRM-CP*- Baker Boy, Dickinson
4. Benner, Tiffany-Killdeer Mountain Manufacturing, Dickinson
5. Berger, Missy –TMI, Dickinson
6. Bittner, Marie-CBIZ Benefits, Glen Ullin
7. Burgess, Sierra-Therapy Solutions, Dickinson
8. Calihou, Dessie*-Dunn County, Manning
9. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
11. Cook, Lindsey, SHRM-CP*, PHR, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Ellersick, Brian-Train ND, Bismarck
14. Eslinger, AJ*-Charbonneau Car Center, Dickinson
15. Fetch, Cindy – Southwest Water Authority, Dickinson
16. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
17. Fong, Carter-Dickinson Chamber of Commerce
18. Fox, Etta-Sax Motors, Dickinson
19. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
20. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
21. Hanson, Shelly-Fisher Industries, Dickinson
22. Harper, Lynae, SHRM-CP-Whiting Oil & Gas, Dickinson
23. Haugen, Tammy-Marathon Petroleum, Dickinson
24. Heidt, Kim*-Steffes, LLC, Dickinson
25. Hintz, Kristy*-Ixom Watercare, Dickinson
26. Hintz, Layne-City of Dickinson
27. Hoff, Brittan*i-Western Cooperative Credit Union, Dickinson
28. Jenkin, Jackie*-Ion Field Service, Dickinson
29. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
30. Johnson, Katrina*-Baker Boy, Dickinson
31. Jordre, DeEll- Marathon Petroleum, Dickinson
32. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
33. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
34. Kirchoffner, Jessica*-City of Watford City
35. Lantz, Nancy - Southwestern District Health Unit, Dickinson
36. Lorge, Dorene, SHRM-CP*-Dakota Western Bank, Bowman
37. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
38. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
39. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
40. Nicklos, Amanda-Steffes, LLC, Dickinson
41. Oase, Matt*-City of Killdeer
42. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
43. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
44. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
45. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
46. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
47. Riely, Patty-Dickinson Parks & Recreation, Dickinson
48. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
49. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
50. Stoltz, Melissa, SHRM-SCP*, Dickinson
51. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
52. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
53. Swanson, Ashley-Steffes, LLC, Dickinson
54. Torgerson, Natalie-City of Dickinson
55. Tysver, Danita - Stark County Development, Dickinson
56. Volk, Kim-Fisher Industries, Dickinson
57. Wallace, Sarah*-Therapy Solutions, Dickinson
58. 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