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November Meeting Information

HR Risk Management: Best
Practices to Help Prepare for the
Worst Case

Presented by Janilyn K. Murtha,
Attorney, J. Murtha Law, LLC

November 14, 2019

11:30 am MT

Lady J's Restaurant & Catering

November Meeting

With the cancellation of our October meeting due to the weather, we are moving **Membership Month** to November! Membership Month means prizes... everyone who attends will be entered into our door prize drawing. Plus bring a guest and you will be entered another time! Guests can register for two free SAHRA memberships for 2020 to be given away.

Janilyn K. Murtha, Attorney with J. Murtha Law, LLC, will be our speaker for November. Her presentation is "HR Risk Management: Best Practices to Help Prepare for the Worst Case." The presentation will provide best practice strategies for HR professionals trying to assist their organization with risk management efforts. "As a litigator, I observed how actions or decisions made by managers and HR played out in litigation; as general counsel, I help clients develop policies and processes to meet legal compliance and reduce the risk of future litigation." This presentation highlights areas in the HR process where mistakes can often occur and ways to help build processes to help organizations make better decisions that reduce the risk or exposure in employment litigation.

Learning objectives include:

1. Recognize that HR processes must be modified to accommodate the unique nature of the organization, ex: processes vary between local, regional, national, and global employers.
2. Recognize that diverging paradigms can impact effective communication.
3. Recognize if the organization's processes are set up to facilitate issues

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Are You Attending SAHRA in November?

Please RSVP for the meeting by clicking: [here](#)

Lunch includes: chicken noodle soup, 1/2 turkey croissant sandwich and brownie for \$12 per person including tax and tip. Credit card or cash accepted with advance RSVP; no checks please. ■



Like us on Facebook!

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



President's Message



SHRM Membership Promotion

Use code **STATE20** through 12/31/2019 to renew your SHRM Membership and save \$30!

Renew your 2020 membership prior to the dues increase which is effective January 1, 2020.

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

Treasurer's Report

Southwest Area Human Resource Assoc
 October, 2019

New Statement Balance				\$14,729.22
Current Checks / Deposits		Interest Earned		\$0.12
	9/12/2019	Logo Magic	SAHRA blankets	(\$1,032.66)
	10/2/2019	SHRM		\$200.00
Compare to ending bank statement balance		\$13,896.68		
Outstanding Checks / Deposits				
TOTAL:				\$13,896.68

SAHRA Board Minutes

No October Meeting. ■

SAHRA Meeting Minutes

No October Meeting. ■

November Meeting

(Continued from page 1)

spotting for HR.

- Recognize how and when proactive collaboration and formulating strategy in HR decisions can reduce legal risk / exposure.

Jan Murtha has been a practicing attorney since 2002 upon graduating from Marquette University Law School in Milwaukee, WI. She has practiced law in WI, MN and now ND, primarily working for governmental entities as a prosecutor, civil litigator, or general counsel. From 2007 through 2011, her work in MN included representing County management in matters involving workers compensation, Title VII, ADA, and FMLA compliance, as well as disciplinary actions before arbitrators and advising on employment law matters and litigation.

Join us for SAHRA's next meeting, Thursday, November 14, 2019, 11:30 am MT at Lady J's in Dickinson. ■

Dickinson Backpack Program

St. John's Lutheran Church | 146 6th Ave West, Dickinson

The Dickinson Backpack Program provides hungry children in our community with nutritious, easy to prepare food on weekends and during school breaks. SAHRA has signed up to volunteer for the dates listed below. We are looking for members who are interested in this volunteer opportunity!

Four volunteers are needed each night at 5:15 pm MT for approximately one hour. Contact: Amanda Pearson at apearson@fisherind.com to volunteer!

Thursday, October 24th ✓

Thursday, November 14th FILLED!

Tuesday, November 26th FILLED! ■



Southwest Area Human Resource Association Board of Directors

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amanda.pearson@patenergy.com | 701-260-2852

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alisonmjohnson33@gmail.com

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Dickinson State University, Dickinson
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1. Anderson, Mary-ABLE, Inc., Dickinson
2. Baranko, Alyssa-Dakota Gasification Company, Beulah
3. Beaudoin, Leann-Southwest Water Authority, Dickinson
4. Beld, Amber- Baker Boy, Dickinson
5. Benner, Tiffany-Steffes Corporation, Dickinson
6. Bittner, Marie-CBIZ Benefits, Glen Ullin
7. Cloutier, Jon*-St Luke's Nursing Home, Dickinson
8. Coleman, Kristen—Titan Energy Services, Dickinson
9. Cook, Lindsey, SHRM-CP*, PHR- Creek Energy Services, Dickinson
10. Dennis, Chris-Keane Group, LLC, Dickinson
11. Dunn, Kari - American Bank Center, Dickinson
12. Engelhart, Allison-Southwest Healthcare Services, Bowman
13. Fetch, Cindy – Southwest Water Authority, Dickinson
14. Fox, Etta-Sax Motor Co., Dickinson
15. Frank, April, SHRM-CP, PHR* - Dry Bulk Rentals, LLC, Dickinson
16. Fried, Tera-West River Health Services, Hettinger
17. Guetzkow, Heidi-First National Bank & Trust, Williston
18. Haag, Sarita*-Continental Resources, Inc., Killdeer
19. Hanson, Shelly* - Fisher Industries, Dickinson
20. Harper, Lynae, SHRM-CP*-Whiting Oil & Gas, Dickinson
21. Haugen, Tammy-Marathon Petroleum, Dickinson
22. Honcharenko, Vicky-American Bancor, Ltd., Dickinson
23. Howe, Rebecca, SPHR, SHRM-SCP*- Titan Energy Services, Dickinson
24. Huber, Ali-City of Dickinson
25. Huizenga, Dave-Train ND, Bismarck
26. Jahner, Rosie-ABLE, Inc., Dickinson
27. Jahner, Zach - Baker Boy, Dickinson
28. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
29. Johnson, Alison– MHA Nation / Three Affiliated Tribes, New Town
30. Jordre, DeEll* - Marathon Petroleum, Dickinson
31. Kilwein, Krissy*-Dickinson State University, Dickinson
32. Kovash, Aimee - Job Service North Dakota, Dickinson
33. Krebs, Linda, SHRM-CP*-Stark County, Dickinson
34. Lantz, Nancy - Southwestern District Health Unit, Dickinson
35. Lengowski, Susan*- St. Benedict's Health Center, Dickinson
36. Lorge, Dorene, SHRM-CP*-Dakota Western Bank, Bowman
37. Mann, Allison-Ebeltoft . Sickler . Lawyers, Dickinson
38. Massad, Mary*- SW Water Authority, Dickinson
39. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
40. Murtha, Janilyn, SHRM-SCP*–City of Dickinson, ND
41. Nameniuk, Shelly*- City of Dickinson, ND
42. Oase, Matt*-City of Killdeer, ND
43. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
44. Olson, Hanna-Baker Boy, Dickinson
45. Pavlicek, Pam, PHR - Southwest Grain, Dickinson
46. Pearson, Amanda, SHRM-CP*-Patterson-UTI Drilling Company, Dickinson
47. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
48. Simonieg, Alexandra-Keane Group, LLC, Dickinson
49. Stoltz, Melissa, SHRM-SCP*- Dickinson
50. Suter, Carissa*-SHRM-CP, McKenzie Electric Cooperative, Watford City
51. Turner, Sara-Dickinson Parks & Recreation, Dickinson
52. Tysver, Danita - Stark County Development, Dickinson
53. Vollmer, Sara-Train ND, Bismarck
54. Volk, Kim-Fisher Industries, Dickinson
55. Working, Suzanne-White Owl Energy Services, Dickinson
56. 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