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August Meeting Information

**Alondra Lopez and Jana
Jenkins**
Women Empowering Women
Lay Health Ambassador

Thursday, August 14th, 2025

PLEASE NOTE TIME CHANGE!

8:30 am MT Networking

8:50 am Chapter Meeting

9:00 am Program Begins

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

<http://ndsahra.shrm.org>

August Meeting

Join us at 8:30 am MT for
Networking Before the
chapter meeting and
presentation begin at
9:00 am MT.

We look forward to
welcoming Alondra
Lopez and Jana Jenkins,
with Women Empowering
Women. They will be

discussing the benefits of being a Lay Health Ambassador.

In this presentation, Alondra and Jana will share their
experiences supporting new Americans in the Dickinson area.
They will cover the types of supports they are able to provide,
share demographic information about new Americans in our
community and outline how they are able to help new Americans
in the workforce as they need help with medical and healthcare
related needs such as understanding how American medical
insurance coverage works for example.



Volunteer Opportunity

Do you plan on attending the NDSHRM conference in September
in Bismarck. If so, consider being a conference volunteer.

Check out the link below to register for a volunteer spot.

<https://www.signupgenius.com/go/10C054EA8AD2AAAF9C25-57755317-ndshrm>

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 YouTube for meetings with permission to record.

<https://ndsahra.shrm.org/>

SAHRA is on Social Media!

Instagram: @NDSAHRA

Facebook: @NDSAHRA

LinkedIn: @NDSAHRA

*Society for Human
Resource Management*

1800 Duke Street
Alexandria, VA 22314

Phone: 703.543.3340

Toll Free: 800.293.SHRM

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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>

President's Message

August! The older we get the faster the days, weeks and months go flying bye. I am sure like me, most of you are beginning the countdown to the first day of school. It is hard to believe another summer is soon behind us. Fall is my favorite time of year, so I am looking forward to some cool fall nights.

We also have the final countdown for the NDSHRM conference. I hope to see many SAHRA members in attendance this year, the speaker line up should be outstanding. Check it out and get registered.

NDSHRM Board positions are open, please submit your application by September 10th at Noon to griffingillespie@ndshrm.com. Upcoming open positions are as follows: Membership Director, Professional Development Director, Public Relations & Technology Director, Certification Director, Secretary and State Director Elect.

Enjoy these last week of Summer.

Treasurer's Report

Southwest Area Human Resource Assoc.
August, 2025

New Statement: Checking Account				\$6,500.71
Current Checks / Deposits	7.20.25		Interest Earned	\$0.05
675	7.15.25	Fluffy Fields	Summer Social	(\$172.20)
Compare to ending bank statement balance				\$6,328.56
Outstanding Checks / Deposits				
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2.5.24	Deposit	Initial funding	\$10,000.00
	2.5.25	Interest Earned		\$408.49
	5.5.25	Interest Earned		\$101.52
BALANCE				\$10,510.01

NDSHRM Updates

Good Jobs Challenge Grant

Individuals are eligible to participate in GJC-funded training programs **regardless of whether they meet identified priority demographics** (such as veteran status, justice involvement, or other targeted characteristics). While outreach efforts may continue to focus on priority populations, no one may be excluded from participation based on demographic criteria.

<https://www.fmwfchamber.com/good-jobs-challenge/>

Participant eligibility requirements remain as follows:

- Must reside in **North Dakota** or the approved **Minnesota counties**
- Must be enrolling in a program related to one of the three GJC sectors:

- ✦ **Advanced Manufacturing**
- ✦ **Cybersecurity / IT**
- ✦ **Agriculture / Food**

Must complete the GJC eligibility application **prior to beginning any training** (available at: <https://www.fmwfchamber.com/good-jobs-challenge/>) and receive approval from our staff

Worksite Readiness Website/ Resources

Websites that may be useful for workforce recruitment, development and retention assistance

SHRM www.shrm.org

Federal resources
US Dept of Labor www.dol.gov
Wage and Hour www.dol.gov/agencies/whd
Bureau of Labor Statistics www.bls.gov/

Employment & Training Administration
www.dol.gov/agencies/eta
Veteran's Employment & Training
www.dol.gov/agencies/vets
USCIS www.uscis.gov/

North Dakota Resources

Job Service of ND www.jobsnd.com/
Dept of Commerce
Youth & Careers
www.commerce.nd.gov/workforce/youth-careers
Workforce Development
www.commerce.nd.gov/workforce
Office of Legal Immigration
www.commerce.nd.gov/workforce/office-legal-immigration
Workforce Programs
www.commerce.nd.gov/workforce/workforce-programs
Greater ND Chamber
www.ndchamber.com
Workforce Safety & Insurance
<https://www.workforcesafety.com/>

Local Community Resources

Bismarck Mandan Chamber/EDC
www.bismarckmandanedic.com/workforce/workforce-resources/
Fargo/Moorhead/West Fargo Chamber
www.fmwfchamber.com/
Fargo EDC
<https://gfmedc.com/>
Grand Forks Chamber
<https://www.gochamber.org/>
Grand Forks EDC
<https://grandforks.org/>
Minot Chamber/EDC
<https://minotchamberedc.com/>
Williston Chamber
<https://www.willistonchamber.com/>
Williston EDC
www.willistondevelopment.com/
Dickinson Chamber
<https://dickinsonchamber.org/>
Stark County Development
www.starkdev.com

Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

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

President Elect / Legislative Director:

Tiffany Benner
Baker Boy, Dickinson
Trb_2013@yahoo.com | 406-971-5545

Secretary-Treasurer:

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

Certification Director:

April Frank, PHR, SHRM-CP
FH Holdings
aprilhouseholder@yahoo.com | 701-590-2900

Community Relations Director:

AJ Eslinger
Charbonneau Car Center, Dickinson
aj@cccnd.com | 701-456-9605

Workforce Readiness Director:

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

Membership Director:

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

Program Director:

Joetta, Percy
Stark County, Dickinson
jpearcy@starkcountynynd.gov |
Program Committee Members include: Marie Bittner, Carissa Suter, and Nicole Heidecker.

Marketing Director:

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

Diversity Director:

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

SAHRA Meeting Minutes

June 12, 2025

Members Present: Alyssa Baranko, April Frank, DeEll Jordre, Krissy Kilwein, Joetta Percy and Melissa Stoltz

Members Via Zoom/Virtual: Paige Balliet, Amber Beld, Tiffany Benner, Marie Bittner, Brooke Braunberger, Sierra Burgess, John Cloutier, Margaret DeGruy, AJ Eslinger, Cindy Fetch, Nicole Heidecker, Layne Hintz, Kristy Hintz, Karen Jirges, Alissa Karsky, Nancy Lantz, Libby Matthews, Jen Murray, LeDeanna O'Shields, Dannielle Parkin, Patty Riely, Natalie Torgerson, Michelle Clonce and Carrie Zubke

Guests present: Tina Reiss and Amanda Klein (Bravera Insurance & Wealth Management)

President Bittner called for a motion to approve the May 8, 2025 Chapter meeting minutes that were published in the June newsletter. Upon motion by April Frank, second by Joetta Percy, motion passed and was carried.

President Bittner called the meeting to order at 8:51 a.m.

NEW MEMBERS: None.

ANNOUNCEMENTS:

- President Bittner announced that the May Treasurer report was available for review in the June newsletter. If there are any questions, please contact a Board member.
- Early Registration Available Now! The 2025 ND SHRM Annual Conference will be held September 9-11, 2025 in Bismarck.
- The NDSHRM Volunteer Award Nomination form is also available at <https://ndshrm.com/north-dakota-shrm-volunteer-leader-award/>. The North Dakota SHRM Volunteer Leader Award is given by the ND SHRM State Council and recognizes an individual with an outstanding record of serving as a volunteer leader in the human resources field within the state. Our very own Carrie Zubke was the first individual to receive the award in 2024! Submit your nomination today!
- The NDSHRM Professional Excellence nomination forms will be available soon. Watch for more details to come!
- SHRM is offering a conference discount to any conference attendees willing to volunteer at the upcoming SHRM25 Annual

Conference in San Diego on June 29-July 2, 2025. Go to <https://annual.shrm.org/> for more information.

- Attention SHRM Certified Members! NDSHRM is offering an HR Summer Lunch Break webinar series which is available the 2nd Thursday of the month at 11 am MT. SHRM Certification credits are available for these webinars. Information will be sent out via an exclusive SAHRA membership email blast, and the link is also available in the SAHRA newsletter. If you can't attend the live presentation, please register prior to the event and you will have access to the recorded version. Thank you NDSHRM for this opportunity!

- Update: The June link was pending as of today's meeting and will be sent out when available.



SHRM certification testing. Congratulations Kelsey and Tiffany!

OLD BUSINESS: None.

NEW BUSINESS:

DeEll Jordre held a SHRM Foundation fundraiser raffle for Twins tickets (donated by CBIZ Benefits) and a wine basket. Winners were LeDeanna O'Shields (Twins tickets) and Krissy Kilwein (wine basket).

The business meeting adjourned at 8:57 a.m. ■

PROGRAM: The Retirement Transition – Tina Reiss, Bravera Insurance

Minutes Submitted by:

Melissa Stoltz, Secretary/Treasurer;

Marie Bittner, President

**SHRM
EXCEL
PLATINUM CHAPTER
2024**

COMMITTEE REPORTS:

SHRM Certification: April Frank announced that SAHRA Members, Kelsey Morasko and Tiffany Benner, were recipients of NDSHRM Certification scholarships to apply towards their upcoming

HR SUMMER SCHOOL LUNCH BREAK
2nd Thursday of the Month at 11 am
MT

August Meeting Link Below

[Registration Link](#)

📅 **Date:** August 14th, 2025

🕒 **Time:** 1:00 PM Eastern

📌 **Topic:** Leading with TLC — Trust, Love, and Community in Today's Workplace

🌟 **Featuring:** Join me and special guest **Jason Lawson** as we explore how **Trust, Love, and Community (TLC)** serve as not just soft skills, but as essential leadership strategies that drive culture, retention, and results.

You'll walk away with fresh insights, real-world examples, and tangible ways to lead with greater impact—no matter your role.

ND SHRM

2025 STATE CONFERENCE

THE HR PLAYLIST:

CURATING TALENT, CULTURE AND INNOVATION



SEPTEMBER 9-11



BISMARCK
EVENT CENTER

REGISTER NOW



The Value of SHRM Membership

Become part of a powerful network of nearly 340,000 HR Professionals who are united in creating workplaces the work for all.

Ready to become part of the SHRM community? Join today!

shrm.org/TransformHR



15 Takeaways for HR Professionals from the One Big Beautiful Bill Act

The tax and spending law known as the One Big Beautiful Bill Act (OBBBA) has caused a sea change in the taxability of employee compensation and will have several effects on HR. This article highlights 15 takeaways from the new law for HR professionals.

1. Identify weekly overtime. The new “qualified overtime” deduction applies to the 2025 tax year (through taxable year 2028) only for weekly overtime under the Fair Labor Standards Act (FLSA). So, employers will have to find a way to identify only weekly overtime on Form W-2, said Nisha Verma, an attorney with Dorsey & Whitney in Costa Mesa, Calif., and Palo Alto, Calif. “Qualified overtime” means overtime paid according to the FLSA, which requires time and a half after 40 hours per week, Verma noted. States including Alaska, California, Colorado, and Nevada, as well as Oregon in certain industries, have daily overtime requirements that exceed federal law. Employers will have to set up systems to separate overtime paid under the FLSA from overtime paid for other reasons, she said.

Fact Sheet: What to Know About Overtime Under the FLSA

2. Update withholding procedures. Starting in 2026, HR will need to update its withholding procedures, said Michael Mahoney, an attorney with Ogletree Deakins in Morristown, N.J.

3. Don’t misclassify nonexempt employees as exempt. If employers are tempted to convert nonexempt employees to exempt to avoid the “reporting headaches” connected with the overtime deduction, they should halt any such efforts, Verma said. “There is an entirely separate set of rules that control whether an exemption from overtime is met, and the changes in this bill does not change those rules,” she said. “If anything, the benefits of being nonexempt may cause exempt employees to scrutinize — and challenge — their exemptions more often.”

4. Review the caps on the overtime deduction. The OBBBA provides a significant tax benefit for employees who work large amounts of overtime annually. However, the law’s overtime deduction cannot exceed \$12,500 per individual or \$25,000 for joint filers in any taxable year. “The capped amount is reduced by \$100 for each \$1,000 by which the taxpayer’s modified adjusted gross income exceeds \$150,000 (\$300,000 in the case of a joint return),” said David Jones, an attorney with Offit Kurman in Los Angeles.

5. Recognize exceptions to the tip deduction. Mandatory service charges and gratuities added by a service provider will most likely not be eligible for the law’s tax deduction for “qualified tips,” and neither will a required gratuity that a restaurant adds automatically to a bill for large parties, Jones said. The tip deduction is effective for taxable years [2025 through 2028](#). The deduction is capped at \$25,000 per taxable year and phases out for higher-income earners.

6. Communicate with employees about limits to the changes. HR should consider informing employees of the applicable limitations on the deductions — for example, they do not apply to all overtime or tips, Mahoney said. The new overtime and tips deductions apply only to federal income taxes. Other federal payroll taxes, such as Social Security and Medicare taxes, will still apply to all wages, including overtime pay and tips.

7. Align tracking and pay stub reporting with requirements. HR should contact payroll providers to ensure tracking and pay stub reporting are compliant, Jones said. “The uncertainty of the tracking and classification requirements related to employee tips and overtime provides a significant trap for employers and human resource practitioners who fail to implement pay stub reporting systems that comply with the law,” he warned. There is also the risk of potential violations of state laws that require accurate pay stub information to be provided to employees.

8. Take into account the elimination of the food deduction. Because the deduction for employer-provided food to employees is generally eliminated, employers may scale back the scope of the food provided, said Marcia Wagner, an attorney with The Wagner Law Group in Boston. “At the smallest of organizations, there might be more of a conversation on the impact. And at all organizations, there could be a rethinking of how much to provide for employees,” said James Atkinson, SHRM vice president of thought leadership. “But I don’t expect most organizations to dramatically decrease these perks, given the boost in employee engagement and morale that comes with them.”

9. Make the most of a student loan reimbursement tax exclusion, if feasible. The OBBBA permanently extends the tax exclusion for [employer-paid reimbursement of qualified student loans](#) under the IRS Section 127 educational assistance program, Mahoney noted.

10. Consider capitalizing on a tax credit for paid family and medical leave. A tax credit for employers offering [paid family and medical leave](#) was also made permanent.

11. Become familiar with health savings account (HSA) and telehealth changes. The law makes important [changes to HSA](#) eligibility and reimbursements, including retroactively restoring the telehealth relief provided by the Coronavirus Aid, Relief, and Economic Security Act, Mahoney said.

12. Learn about dependent care flexible spending account (FSA) adjustments. The OBBBA provides additional tax relief, beginning in 2026, in the form of an increase to the annual exclusion from taxable income for [dependent care FSAs](#).

13. Be aware of more tax relief for child care and adoption assistance. Employees receiving child care and adoption assistance from their employers will benefit from improved tax treatment of these benefits, with the maximum employer-provided child care credit increasing and the adoption assistance credit becoming partially refundable, Mahoney said.

Toolkit: Managing Adoption Assistance Benefits

14. Plan for heightened worksite immigration enforcement. The law also has “a massive increase in Immigration and Customs Enforcement’s (ICE’s) budget, which will impact critical industries such as construction, hospitality, and agriculture,” said Braden Lawes, a senior government affairs analyst with Fisher Phillips in Washington, D.C. “ICE’s \$30 billion budget will likely result in more deportations, audits, and [workplace raids](#).”

15. Prepare for more AI regulation at the state level. It’s also worth noting that [a provision that would have prevented states from enforcing or enacting laws related to artificial intelligence](#) for 10 years was not included in the final version of the legislation.



1. Aryal, Urja-ABLE, Inc. Dickinson
2. Balliet, Baker Boy, Dickinson
3. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
4. Beld, Amber, SHRM-CP*- Spartan Nash, Dickinson
5. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
6. Bittner, Marie*-CBIZ Benefits, Glen Ullin
7. Braunberger, Brooke-Watford City Park District
8. Burgess, Sierra*-Therapy Solutions, Dickinson
9. Calihou, Dessie*-Dunn County, Manning
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
13. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
14. DeWall, Shannon-Baker Boy, Dickinson
15. Dohrmann, Michelle-Consolidated, Dickinson
16. Dunn, Kair, All in Development Company, Dickinson
17. Erickson, Kay-Dickinson Heating & Air, Dickinson
18. Eslinger, AJ*-Charbonneau Car Center, Dickinson
19. Fetch, Cindy – Southwest Water Authority, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
21. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
22. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
23. Haugen, Tammy-Marathon Petroleum, Dickinson
24. Hauptmann, Stacy*-Denny's Electric, Dickinson
25. Heidecker, Nicole-Baranko Companies, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Hintz, Kristy*-Ixm Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Howe, Rebecca*, SHRM-SPC, SPHR-Savanna Well Servicing, Dickinson
30. Hueske, Coley, Foremost Well Service, Dickinson
31. Jacobson, Amy-Steffes, LLC, Dickinson
32. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
33. Johnson, Mackenna-Ion Field Services, Dickinson
34. Jordre, DeEll*- Marathon Petroleum, Dickinson
35. Karsky, Alissa*-Ironworks, Dickinson
36. Kilwein, Krissy, SHRM-SCP*-Dickinson State University, Dickinson
37. Kitzan, April—Connect Medical Clinic, Dickinson
38. Klusmann, Chandra-Steffes, LLC, Dickinson
39. Lantz, Nancy - Southwestern District Health Unit, Dickinson
40. Logan, Katrina, PHR*-Baker Boy, Dickinson
41. Matthews, Libby*-Dickinson Ready Mix, Dickinson
42. McCoy, Mariel-Baranko Companies, Dickinson
43. Miller, Shea-Ebeltoft.Sickler.Lawyers, Dickinson
44. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
45. Murray, Jen*-Southwest Water Authority, Dickinson
46. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
47. Nicklos, Amanda-Steffes, LLC, Dickinson
48. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
49. Norby, Jenna-McKenzie County, Alexander
50. Northrup, Terri-McKenzie County, Watford City
51. O'Shields, Ledeanna-Southwest Water Authority, Dickinson
52. Oase, Matt*, SHRM-CP-City of Killdeer
53. Ortiz, Sofia*
54. Parkin, Dannielle-TMI, Dickinson
55. Pearcy, Joetta, SHRM-SCP*-Stark County, Dickinson
56. Pearson, Madison-Steffes, LLC, Dickinson
57. Pokorny, Ivy-Marathon Petroleum, Dickinson
58. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
59. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
60. Ricks, Maria-Community Action, Dickinson
61. Riely, Patty-Dickinson Parks & Recreation, Dickinson
62. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
63. Stoltz, Melissa, SHRM-SCP*, Dickinson
64. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
65. Suter, Carissa, SHRM-SCP– Marigold Consulting, LLC, Watford City
66. Swanson, Ashley*-Steffes, LLC, Dickinson
67. Torgerson, Natalie, SHRM-CP*-City of Dickinson
68. Tysver, Danita - Stark County Development, Dickinson
69. Wallace, Sarah*- Wallace Business Services, Dickinson
70. 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