



SoDak SHRM Newsletter

Volume 2, Issue 2 & 3

September 2020

WELCOME to Volume 2, Issue 2 & 3 of the SoDak SHRM Newsletter! We hope you have been enjoying the previous issues of the SoDak SHRM Newsletter. In this issue, we are delighted to offer you information on the 2020 Virtual Seminar Series and much more. So, go ahead, take a peek!

Inside this issue:

2020 Virtual Seminar Series

Excel Platinum Award

COVID-19 Guidance

Volunteer Opportunities

Much More!



SHRM Chapter Websites

State Council:

<https://www.sodakshrm.org/>

Brookings:

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

Watertown:

<https://www.nesd.shrm.org>

Aberdeen:

<https://www.aahra.shrm.org/>

Pierre:

<https://www.centrlsd.shrm.org>

Yankton:

<https://www.sesd.shrm.org>

Black Hills:

<https://www.bhshrm.org/>

Sioux Falls:

<https://www.seshrm.org/>

2020 Virtual Seminars Series



The 2020 SoDak SHRM State Conference may have been canceled, but there is now an alternative option coming this October!

SoDak SHRM State Council is offering three virtual training sessions on October 8th, 15th and 22nd.

Each session is 1 1/2 hours and are being presented by two of the keynote speakers who were both scheduled to speak at the 2020 State Conference, Andy Masters and Bruce Christopher.

Session 1 Thursday, October 8, 2020 12pm to 1:30pm

“THE POWER OF PERCEPTION: HOW WHAT YOU SEE IS WHAT YOU GET”

Presented by Bruce Christopher

Session 2 Thursday, October 15, 2020 12pm to 1:30pm

“YOUR EMPLOYEES (AND CANDIDATES) ARE ON DRUGS”

Presented by Andy Masters

Session 3 Thursday, October 22, 2020 12pm to 1:30pm

“NAVIGATING THE NEW NORMAL: EMBRACING WORK & LIFE DURING COVID-19”

Presented by Andy Masters

Cost: \$25.00 per person/session or \$60.00 for all three sessions.

*Each session will be worth 1.5 hours recertification credits.

For session topics and further details click [here](#).

Click [here](#) to sign up today!



Congratulations

SoDak SHRM State Council has earned the 2019 Platinum Excel Award by National SHRM!



SoDak SHRM would also like to congratulate the following South Dakota Chapters on receiving the 2019 Excel Award.

- ◆ Sioux Empire SHRM — Platinum Award
- ◆ Black Hills SHRM — Platinum Award
- ◆ Northeast South Dakota SHRM — Platinum Award

Congrats chapters on this great achievement!!!

Additional COVID-19 Guidance

- ◆ The U.S. Department of Labor's Wage and Hour Division (WHD) has previously announced additional guidance to provide information to workers and employers about how the requirements and protections of the [Fair Labor Standards Act \(FLSA\)](#) the [Family and Medical Leave Act \(FMLA\)](#) and the [Families First Coronavirus Response Act \(FFCRA\)](#) impact the workplace as businesses continue to reopen. Source: www.dol.gov
- ◆ The U.S. Department of Labor (DOL) has released new back-to-school FFCRA guidance for employees and employers. Click [here](#) to view the full 100-question Department of Labor FAQ.
- ◆ Centers for Disease Control and Prevention (CDC) recently made some changes on discontinuation of isolation for those who are not in a healthcare setting when an employee is showing symptoms of COVID-19 or has a positive test. These changes were effective July 20, 2020. Click [here](#) to view the summary of recent changes.
- ◆ If an employee were to test positive for COVID-19, an employer may not disclose these details with others as the Americans with Disabilities Act (ADA) privacy rules restrict employers from sharing personal health information of an employee. However, an employer should inform employees that there may have been a possible exposure within the workplace without disclosing any identifying information about the individual who tested positive. Source: www.shrm.org
- ◆ SHRM has created a user friendly checklist for returning employees within the workplace during or after a pandemic. Some items on this checklist include: workplace safety, recall procedures, employee benefits, compensation, remote work, communication, new-hire paperwork, policy changes, business continuity plans and unions.



Interested In Becoming a Volunteer?

Becoming a volunteer with the South Dakota SHRM State Council or SHRM affiliate chapters is not only your opportunity to have a valuable position, but you also get to play a key role in strategizing while having a positive impact on others and the community!

Position currently available with the South Dakota SHRM State Council:

[Director-Elect](#)

Contact our state director [HERE](#) to inquire about any openings or other ways to volunteer your time.



Earn PDCs for Your COVID-19 Work

SHRM is aware of the great amount of work many of you have done to support your organizations and/or communities COVID-19 needs and would like to acknowledge the countless hours that you have dedicated to this effort. If you are a SHRM-CP or SHRM-SCP credential holder who is working toward recertification you can earn all 60 PDCs for your work in this area.

For more information, click [here](#).

Source: www.shrm.org

Our Mission

Lead Human Resources in South Dakota through:

- * Human Resource Expertise
- * Advocacy
- * Professional Support
- * Educational Opportunities
- * Networking

Our Vision

To be the premier organization in South Dakota for the professional development and advancement of Human Resources.



Revised FMLA Forms

The Department of Labor (DOL) revised the Family and Medical Leave (FMLA) forms in June 2020 to make them easier to understand for employers, leave administrators, healthcare providers and employees seeking leave.

Forms updated:

- WH-381 Notice of Eligibility and Rights and Responsibilities
- WH-382 Designation Notice
- WH-380-E Medical Certification of an Employee's Serious Health Condition
- WH-380-F Medical Certification of a Family Member's Serious Health Condition

Click [here](#) to view revised FMLA forms.

Save the Date for SHRM21

The SHRM Annual Conference and Expo will be in Chicago June 20-23. If you are unable to join the conference in person in Chicago, virtual pass options are now available! For more information and to register now, click [here](#).



Together Forward @ Work

Together Forward @ Work, a call to action to drive racial inequity out of the workplace was launched Monday, August 3, 2020.

SHRM and its members have an opportunity—and an obligation—to use their unique professional expertise in solving a significant equity crisis in America. Together Forward @ Work is a call to action for the HR profession and broader business community to drive racial inequity out of America's workplaces. To learn more, click [here](#).



About us

Like all state councils, SoDak SHRM is an autonomous entity that operates as an affiliate of SHRM. Each state council conducts the affairs of a nonprofit organization under the general guidance of SHRM. The State Council is responsible directly to the North Central Region.

Council activities shall be in compliance with, and subject to, the policies and procedures established by the national SHRM, North Central and SoDak SHRM Bylaws, State Council Charter, Articles of Incorporation and Policies and Procedures of the Board. Volunteer leaders from around the state comprise the State Council. Every Chapter President is also a member of the State Council.

Share this PDF [PowerPoint](#) presentation to help others learn more about SoDak SHRM!



Questions? Contact your South Dakota SHRM State Council Board:

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