

NUHRA Newsletter

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2021 Board Members

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President Elect	Rachel Child
Secretary	Erica Robinson
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Diversity	Nick Allen
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SHRM Foundation	Elizabeth Phillips
College Relations	Jonathan Katseanes
Student Chapter President	Sophia Muirhead
Past President	Ronda Bateman
Employment Law Specialist	Jesse Oakeson
Golf Committee Chair	Shawn Choate

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President's Address

Hello All!
 Spring is finally here!

I hope you are taking the time to get out and enjoy the warmer weather, which is much needed. My head has been spinning and my email is blowing up, given all the upcoming American Rescue Plan Act changes in the pipeline. We need to add another given for life in America, taxes, death and the Government meddling in employee benefits.

I wanted to take a second and welcome our members to NUHRA. Normally we would take some time during our in-person lunch meetings to recognize you, let you introduce yourself and share an embarrassing high school dance photo. Okay, that last part isn't true... In lieu of that, I would like to welcome our new professional members to date from the last few months; Jessica Oyler, Jonathan Katseanes, Dana Williams, John Bruch, Katie Pettey, and Mulu Hale. And our new student members; Camron Crofts, Kevin Duran, Lyle Stewart, Michael Boyce, Scott Anderson, Scott Clifford, and Twiggy Sellers.

We are thrilled to have our new members and are extremely grateful for everything our current members do to make NUHRA so great! I look forward to the insights and knowledge our new members will bring and to see our student members grow and flourish.

Check your calendars and make sure you have our half day conference on your calendar. I cannot wait to see all of you in person and catch up.

All the best,

Miles Romney
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Are Vaccine Incentives Right for Your Company?

Vaccines are now available to Utah residents age 16 and above. Some employers have been offering gift cards or other incentives for employees who show proof of vaccination. Is this right for your company?

It is definitely a trendy thing to do, but by no means necessary. Employees who wish to become vaccinated can and will do so, regardless of an incentive. Incentives do provide employers with a way to encourage employees who were on the fence and reward employees for helping protect your company against sickness and the

When considering this and any incentive, first consider your company's values, mission, and goals. Is this consistent with those? If yes, then contemplate the pros and cons and know that we are all in this together.

Pros of Offering Incentives

- You have peace of mind, knowing your workforce is vaccinated.
- It shows employees you care.
- Employees feel safer knowing their co-workers are more likely to be vaccinated.

Cons of Offering Incentives

- Employees who are unable or unwilling to get vaccinated feel left out or that this is unfair.
- This could spark heated debates at work.
- Some employees may try to scam your system and get extra of your incentive.
- It costs money!
- It may not actually increase the number of employees who become vaccinated.
- Employees may feel like their privacy is being violated.

President's Address, continued from page 1

P.S.- A quick reminder on the newly rolled out Slack communication app. We have created several new channels within Slack to start collaborating on different topics. If you do not want to miss out on any of the conversations or information you need join the hashtags like; #allthingsjobs, #announcements, #ineedsomehelp, and #random. To join the main Slack channel please go to, tiny.cc/NUHRASlack.

Good News

NUHRA membership dues for 2021 are only \$75!

Thanks to COVID, we haven't had to spend as much as we would have on chapter meetings, so we want to share the savings with you.

We hope to be able to resume normal meetings again soon and anticipate 2022 dues returning to \$150.

Send your good news to Christina at CLondon@nutracorp.com (please no spam or solicitation).

Upcoming Events

April Meeting – submitted for HRCI & SHRM credit

When: April 15

Time: 12:00 – 1:00

Where: Zoom

We will hear an economic update from Michael Jeanfreau, a Regional Economist for the Department of Workforce Services.

Michael is a Regional Economist for the Utah Department of Workforce Services. He is passionate about translating economic data into compelling stories to support community partners and strengthen the Utah workforce. After coming to Utah from Oregon, he received his Bachelor's Degree in Financial Math and Quantitative Economics from Weber State University and is fortunate to serve the Northern Utah region, in which he resides.

Please RSVP before noon on April 12.

Half-Day Conference – Save the Date!

Save the date for our annual half-day conference, May 20, 2021. You won't want to miss this!

Speakers include Carl Sokia, Kurt Garbett of Franklin Covey, Jesse Oakeson and Mark Tolman, and Kevin Ames.

June Meeting – submitted for HRCI & SHRM credit

When: June 17

Time: 12:00 – 1:00

Where: Warehouse 22 & Zoom

Join us as we hear from Jeanine Wilson from HR-Mentors.com. She will present to us on Growing Your Skills from HR Generalist to True HR Business Partner.

Jeanine Wilson has worked in the Human Resources field for 25 years. She has worked in hospitality, finance, broadcasting, manufacturing, pharmaceutical, medical device, healthcare and utilities industries.

In addition to her day job as HR Director for Western Electricity Coordinating Council, Jeanine has also been a successful HR consultant as the owner of Corporate Talent Advisors, a full service HR consulting, training, and recruiting company, and recently began a new company in partnership with Brad Winn, named HR-Mentors.com.

Jeanine has a Bachelor's Degree in Human & Organizational Development from Westminster College, a Masters in Human Resources from Utah State University, and she has achieved a SPHR certification from Human Resources Certification Institute (HRCI) and S-CP from the Society for Human Resource Management (SHRM).

Please RSVP before noon on June 14.

NUHRA 2021 Calendar

<p>April 15 Meeting Zoom 12:00 – 1:00</p>	<p>May 20 Half-Day Conference Warehouse 22 & Zoom 8:00 – 1:00</p>	<p>June 17 Meeting Warehouse 22 & Zoom 12:00 – 1:00</p>
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see calendar items in detail:

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