

NUHRA Newsletter

August 2020

www.nuhra.org

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INSIDE THIS ISSUE

2020 Board Members	1
President's Address	1
Good News	1
Back to School	2
Upcoming Events	3

President's Address

This month we will hold our annual half day conference. While we've had to change it to a virtual event this year, the content should still be great. We were able to get this conference pre-approved for SHRM and HRCI credit.

We will continue to hold our meetings virtually until it is safe to do otherwise. We've planned the rest of 2020 as virtual events and will begin to assess 2021 soon.

Meanwhile, we hope you are all staying safe and doing well.

See you soon!

Ronda Bateman
 2020 NUHRA President

Good News

Our annual half-day conference will be held virtually this year and the price for non-members has been dropped to \$45. This is a great opportunity for your friends and colleagues to experience our great conference and receive the SHRM and HRCI credits. As usual, members attend for free. You won't want to miss it.

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



Back to School? How Parents Are Impacted.

Sending the kids back to school has never been as stressful as it is now – at least not in the last few decades.

It seems that school districts are changing their back to school COVID policy manuals numerous times and the decision to send kids back vs. homeschool isn't easy.

Many parents are facing the age old question: *who is going to watch my child?* Only added to it this year is, *who is going to watch my child and see that he/she completes the remote assignments and activities?*

The question doesn't have an easy answer. Some employers are being flexible with employees while others can't or won't.

It is an exciting time for parents. Maybe employers will finally see that working parents can and do provide value to the organization. Even working from home while parenting doesn't have to mean slacking off. Maybe finally employers will start to permanently offer the flexibility that is needed to excel at parenting and performing one's job.

One thing is certain, though; unless you speak up about your needs and accomplishments, this isn't going to happen.

One of the requirements of this happening is for you to do all you can to make it work, even during this stressful time.

The kids screaming while you are on a meeting or streaking by when you are on a video call can really seem unprofessional and hurt your credibility, *unless* you prove yourself a worthy addition to the team. Nobody is going to care about the kid who insists on being a part of the weekly team meeting as long as you excel at your job. It'll be like any other quirk an employee has. Karen might slurp her coffee during staff meetings

while Steve has that kid that interrupts to say they are out of toilet paper. Which is worse? Honestly, the slurping. It's got to stop.

There are limited resources available for helping employees cope with the back to school struggle. We've managed to find only a couple:

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/decision-tool.html>

<https://www.davis.k12.ut.us/departments/student-family-resources>

So, let's help each other. We'll start by trying to recognize the need for workplace flexibility. Then, we'll realize that it may not be as easy to schedule meetings and calls as it once was – we've now got to schedule around a hybrid school schedule. We'll keep open minds and help each other, including our own employees by offering a listening ear and promoting our EAP resources. It is a tough time – let's try to lighten the load.

Good luck!

Upcoming Events

August

Join us for our annual conference!

Location: Held Virtually on Zoom

Price: Free to NUHRA members;
\$45 for non-members

We'll have a five-minute break between speakers.

- 8:00 Christine Wzorek on Human Capital Strategy
- 9:00 Kathleen Weron on Workplace Relationships
- 10:00 Roger Connors on Coaching
- 11:00 Legal Update by Jesse Oakeson & Mark Tolman
- 12:00 Wrap Up and Chapter Business

**This conference has been approved for
HRCI & SHRM credits.**

Invite a friend!
Members come for free.
Non-Utah SHRM members may attend for \$45.

Visit nuhra.org for the link to register.

September

We traditionally do not meet in September, so members may have time to attend the Utah SHRM Conference.

This year's conference has been renamed the Work Elevated Conference (WECon) and will be held Sept. 22-23.
<https://weconutah.com/>

October Meeting

When: October 15
Time: 12:00 – 1:00
Where: Zoom

Nancy Conway, Field Services Director for SHRM, will present to us.

Please RSVP before noon on October 12.

NUHRA 2020 Calendar

<p>August 20 Annual Conference Zoom 8:00 – 1:00</p>	<p>October 15 Meeting Zoom 12:00 – 1:00</p>	<p>November 19 Meeting Zoom 12:00 – 1:00</p>
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see calendar items in detail:

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