



NUHRA Newsletter

December 2020

www.nuhra.org

2020 Board Members

President	Ronda Bateman
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SHRM Foundation	Elizabeth Phillips
College Relations	Rachel Child
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Past President	Tia Larsen
Employment Law Specialist	Jesse Oakeson
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President's Address

This has definitely been a year for the books!

Last year around this time, one of our speakers had us write goals for 2020 in different areas of our lives, both personal and professionally. I don't think any of us could have anticipated what 2020 has thrown at us and I'm not sure many of our goals stayed on track.

Our goal for NUHRA has been and will be to continue to provide a meaningful membership for our members. We try to offer timely content that will help you in your careers, as well as provide the recertification credits you need. We also try to provide opportunities to network. We have done this at our luncheons in the past, but having virtual meetings has thrown us all. Feel free to reach out to others in the Zoom chat or by using our Facebook and LinkedIn pages.

We wish you all a happy and safe holiday season.

Ronda Bateman
 2020 NUHRA President

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).

AFFILIATE OF



SOCIETY FOR HUMAN
 RESOURCE MANAGEMENT



Holiday Parties and COVID-19

One of the words of 2020 seems to be “cancelled”. We are all sick of hearing it. Weddings, birthday parties, holiday celebrations – we’ve all had several of our big events cancelled this year. Frankly, people are sick of it. What can a company do to balance the risk and employee frustration? Have a holiday party? Not have a holiday party?

The CDC recommendations are more of what they have always been encouraging: stay home if you have symptoms, a positive diagnosis, or have been exposed; encourage social distancing; wear masks; don’t touch your face; clean hands often; limit the number of people handling or serving food; and limit contact with commonly touched surfaces.

The recommendations seem simple, but can be overwhelming when trying to provide a holiday event for even a small company.

SHRM has some ideas that may help.

- Substitute a party with nice holiday gifts or hold a holiday drawing for some nice prizes.
- Hold a virtual party. This may not work in every organization, but hopefully by now employees are used to virtual meetings, town halls, and benefit information sessions.
- Give the gift of food, whether in the form of a gift card or meal box, some employers have found success in at least providing employees with the refreshments they would miss.
- Give the gift of time. Allow employees to take off during the time that you normally would have held your party. Time with loved ones or even just to de-stress can be very appreciated this time of year.

For more resources and ideas, visit <https://www.shrm.org/resourcesandtools/hr-topics/people-managers/pages/covid-and-holiday-celebrations-.aspx>.

Other employers are holding outside events with heaters. It could be a hot chocolate bar, catered event, or food truck round up. You’ll just want to plan for plenty of spacing in lines that form.

What are you doing as a company to celebrate the holidays? Share your experiences with us on our Facebook page. You can find us under Northern Utah Human Resource Association.

Upcoming Events

December Meeting

When: December 17

Time: 12:00 – 1:00

Where: Zoom

Mickie Douglas with the Social Security Administration will present “Social Security: With You Through Life’s Journey”.

Please RSVP before noon on Dec. 14.

This meeting has been pre-approved for HRCI and SHRM credit!

January Meeting

When: January 21

Time: 12:00 – 1:00

Where: Zoom

Tyler Petersen of EP Wealth Advisors, LLC will present to us.

Please RSVP before noon on Jan. 18.

NUHRA 2020 – 2021 Calendar

December 17 Meeting Zoom 12:00 – 1:00	January 21 Meeting Zoom 12:00 – 1:00	February 18 Meeting Zoom 12:00 – 1:00
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see calendar items in detail:

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