



March 2020

NUHRA Newsletter

www.nuhra.org

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Good News

We made it to March, which means that nicer weather is finally upon us and that by now you should have already renewed and paid for your 2020 NUHRA membership (remember, it is a calendar year membership, unlike SHRM).

We have some great news to share with you this month!

Earlier in the month, a team from our Weber State University student chapter competed in the state HR case competition. This competition is a big deal; students take on a case with a real-life HR problem and work to find solutions to present to the judges. Students must present a well-written paper and present a 15-minute presentation with their findings and solutions.

This year, our WSU team took 2nd place, which is an outstanding accomplishment. Congratulations!

We'd also like to congratulate our past-president, Tia Larsen, for passing the SHRM-SCP exam!

If you have recently passed SHRM or HRCI certification exam, we'd love to recognize you, too. Please reach out.

See you at our upcoming luncheon!

Ronda Bateman
2020 NUHRA President

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RESOURCE MANAGEMENT

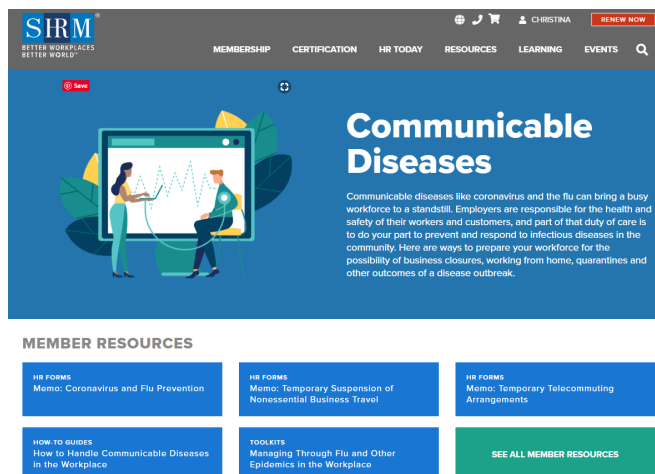
Coronavirus Communication

You've heard about it. The lack of water and toilet paper at Costco is jamming your social media feeds. Their recent announcement that they are suspending samples (gasp!). Your employees may already be requesting to work from home.

The latest HR trend is to send a company email COVID-19. Have you sent yours? Do your employees know you care or does it have a more legalese feel to it? Have you put together a business continuity plan?

If you are unsure of where to start, SHRM has some great resources and articles on the subject.

<https://www.shrm.org/ResourcesAndTools/Pages/communicable-diseases.aspx?ga=2.156043199.548375308.1583520159-1523158641.1513009805>



Most of the communication we've been getting is mostly the same:

- Wash your hands frequently, with soap and water, for at least 20 seconds. Use an alcohol based-hand sanitizer if soap and water is not available. (Just don't go looking for it at Costco.)
- Maintain a 3-foot distance between yourself and anyone who is coughing or sneezing.
- Avoid touching your eyes, nose, and mouth.
- Cover your mouth and nose when you cough or sneeze. Sneeze into a tissue and dispose of it

immediately, then wash your hands. Do not sneeze into your hands! Some people recommend sneezing into your elbow, but you often still end up touching your arm, so the best recommendation is to open your shirt and sneeze inside.

- If you have a fever, cough, and difficulty breathing, seek medical care early – and STAY HOME!
- If you are worried you have the virus, utilize Connect Care or Teladoc before placing everyone at the clinic at risk. They are trained to ask the right questions and tell you what to do from there.

There are several websites with more tips and information, such as this one:

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public>.

Advice the CDC might not give you:

- In your rush to hoard household items, remember to be polite. One man with bad knees was nearly pushed down by two women rushing toward the toilet paper aisle in the Bountiful Costco.
- Out of water? Think bigger. One woman decided to hoard Diet Pepsi instead, because who wants to live through the Coronapocalypse without caffeine?
- One woman from outside the US suggested saving those free ads that come in the mail. Not everyone has the luxury of toilet paper, especially when the stores are out of stock.

In all sincerity, we wish you good health and good luck in the months ahead.

Upcoming Events

March Luncheon

When: March 19
Time: 11:30 – 1:00
Where: Davis Hospital



James Hadlock will present to us: Addicted to Silence: The Alarming Truth About Mental Health and Addiction at Work.

Please RSVP before noon the Monday prior.

April Luncheon

When: April 16
Time: 11:30 – 1:00
Where: Davis Hospital

Mickie Douglas from the Social Security Administration will present to us an overview of Social Security benefits.

Please RSVP before noon the Monday prior.

These luncheons have been pre-approved by SHRM and HRCI.

Save the Date!

NUHRA's annual conference will be held on May 21, 2020.

Join us for our annual conference!

Location: Warehouse 22
 1055 West HWY 193 Unit 6
 Syracuse, UT 84075

Price: Free to NUHRA members;
 \$50 for members of another Utah SHRM chapter; \$75 for non-members

7:45 Registration & Continental Breakfast
 8:00 Presenter: Christine Wzorek
 9:15 Presenter: Kathleen Weron
 10:15 Break
 10:30 Legal Update by Jesse Oakeson & Mark Tolman
 11:30 Lunch Service & Networking
 12:30 From Zero to Ten by Roger Connors
 1:30 Wrap Up and Door Prizes

This conference has been submitted for HRCI & SHRM credits.

Invite a friend! Members come for free. Non-NUHRA members who are members of another Utah SHRM chapter may attend for only \$50. Non-Utah SHRM members may attend for \$75.

NUHRA 2020 Calendar

<p>March 19 Luncheon Davis Hospital 11:30 – 1:00</p>	<p>April 16 Luncheon Davis Hospital 11:30 – 1:00</p>	<p>May 21 Conference Warehouse 22 7:45 – 1:45</p>
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see calendar items in detail:

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