



May 2020

NUHRA Newsletter

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Hang in There!

Hang in there!

I don't know that many of us expected this pandemic to drag on this long. Unfortunately, we aren't sure how much longer the social distancing requirements will be in place. To play it safe, we have decided to postpone our May conference until August. We hope by then to be able to meet together.

Thank you to all who participated in our virtual meeting in April. We feel our "Ask a Lawyer" event went well and was well attended. We are also pleased to announce that it was eligible for recertification credit. We're considering planning another virtual event for May.

If you have any ideas of content that would be most beneficial to you right now, please reach out.

Ronda Bateman
2020 NUHRA President

Good News

We want to congratulate Bryce Michelson and Anson Clark on graduating Weber State University with bachelor degrees in Human Resources. Congratulations and best wishes on a bright future!

Have any of you passed certification exams? Signed up for one? Enjoyed a good cookie?

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

AFFILIATE OF

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Returning to Work

Given the state's move from red to orange status, many organizations are planning how to return workers who were formerly furloughed or working from home to working in the office.

Many employers worry about large groups gathering in the entryway, halls, and break rooms. Will employees understand and follow any temperature scanning requirements and bring masks if necessary?

Employees fear being forced to work in unsafe conditions.

Be sure to address these fears up front.

- Make and commit to enforce a social distancing policy at work.
- Make sure workspaces are far enough apart.
- Provide PPE and cleaning supplies.

Address other concerns employees may have, such as:

- Do I have to return if I am in a high risk category (or live with someone who is)?
- Do I have to return if I have no child care?
- My transportation arrangements have changed – will you be flexible?
- I am scared and prefer to work from home.
- I get more work done at home than I do in the office. Do I really have to return to work?
- I make more money in unemployment than I will at work (especially weighing in other factors such as transportation). Are you sure you need me back right away?
- I'm here working on an H-1B visa. Should I start panicking?

What is your workplace doing to address these and other concerns?

First of all, as employers we know that if an employee was off because he/she was sick (COVID-19 or not), we can ask for medical clearance for them to return. The point is, ask follow-up questions before allowing people to return to work. Safety is a priority.

Second, recognize that employee fears are legitimate. People are dying and they don't want to be next – or the reason someone around them is next if they have it and are not showing symptoms. Temperature scans only catch the people with symptoms and by then it may be too late. Communicate openly and clearly that the company cares about the safety of its employees. Have and communicate expectations on cleaning work stations, washing hands, wearing masks, etc.

Third, move forward. These are scary times, but at some point we all have to move forward. We will do our best and that will have to be enough. Some organizations are inviting people to come back as they feel comfortable (to a point), others are inviting senior leadership to return first to set the example, and others are phasing in the return to work department by department so that the check-in system isn't overwhelmed by people who don't understand what to do. Whatever your company chooses to do will likely be fine, as long as some thought is put into it.

You can do this!

Upcoming Events (subject to change)

May Meeting (this may change)

When: May 21

Time: 12:00 – 1:00

Where: Zoom

We have postponed our May conference until August. We are working to get a speaker for a May virtual meeting to keep you informed and receiving the recertification credits you need.

Please RSVP before noon the Monday prior.

NUHRA’s annual conference will be postponed until August.

Join us for our annual conference **now in August!**

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

This information is subject to change.

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>May 21 Virtual Meeting Zoom 12:00 – 1:00</p>	<p>June 18 Virtual Meeting Zoom 12:00 – 1:00</p>	<p>July 16 Virtual Meeting Zoom 12:00 – 1:00</p>
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see calendar items in detail:

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