

STILLWATER AREA HUMAN RESOURCE ASSOCIATION

AFFILIATE OF
SHRM[™]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

WWW.STWAHRA.SHRM.ORG

May 2011



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DOL Offers Smartphone Application to Track Work Hours

Over the past several years, federal courts across the United States have experienced a surge in class action lawsuits alleging wage and hour violations by employers. In many of the cases, the primary allegation is that employees were not paid for all their activities considered “compensable work” under the FLSA. An employer’s failure to pay for short breaks or work from home has often resulted in cited violations.

In what appears to be an attempt by the DOL (Department of Labor) to assist employees in providing support for violations claims, a new smartphone application (app) is being offered.

The DOL also indicated that future apps may be launched to assist employees with compliance issues including payment of tips, commissions, bonuses, holiday pay, weekend pay, shift differential and pay for regular days of rest, as well as for impermissible pay deductions.

You can view the [DOL Timesheet app](#) by visiting

their website at www.dol.gov or clicking one of the links.

Currently the app is only available on the iPhone, iPod Touch and iPad; however, the DOL has indicated it is exploring updates that would work with other smartphone platforms such as Blackberry and Android.

Obviously, this should serve as a warning to employers to ensure employees are properly classified (exempt and non-exempt), and that an accurate system is being used to track all hours their employees are working.

Find Us on Facebook

SAHRA is now on Facebook! “Like” us to connect with other HR professionals, share comments & articles, and information. You can also get an inside look at upcoming events and ideas by becoming a fan. Find us on Facebook today!

Dates to Remember:

Due to the State Conference earlier this month, there will be no regular meeting in May.

Thursday, June 16, 2011

Benefits of Diversity in the Workplace * Presented by Dr. Jason Kirksey of Institutional Diversity at OSU
* Joseppi’s * 11:30 am – 1:00 pm

Sunday – Wednesday, June 26–29

SHRM 2011 Annual Conference & Exposition * Las Vegas Convention Center * Las Vegas, Nevada
Guest Speakers include Sir Richard Branson & Michael J Fox. Entertainment includes Keith Urban.

SAHRA Changes

As you may now know, Harlan Ross, Chapter President, has recently accepted a position in the Tulsa area and is relocating there. We would like to thank Harlan for the hard work and efforts she has given to SAHRA, and wish her every success with her future. Replacing Harlan for the remainder of this year will be Tonishia Van Pelt, Chapter President-Elect.

Additional changes in leadership include a new Chapter Certification Chair, Blair Atkinson; as well as a new Workforce Readiness Chair, Carey Seigle.

Be sure to welcome them all to their new positions and thank them for their service.

The Triangle Shirtwaist Fire: How the Tragedy Affects Today's Employers

Around closing time on March 25, 1911, a fire broke out on the 8th, 9th, and 10th floors of the Triangle Shirtwaist Co. factory building. Nearly 500 New Yorkers were employed there, working long hours in unsanitary and unsafe conditions for extremely low pay. The fire spread quickly, and within a mere 18 minutes, 146 workers were dead.

Among the deceased were seamstresses, mostly young women and girls of Jewish and Italian descent, many of whom lost their lives that day because they were trapped by locked fire-escape doors. Others leapt to their deaths to escape the intensity of the fire and smoke.

The significance of this fire was felt by the whole country. It became a decisive moment in history which eventually led to the adoption of fire safety regulations as well as the reform of the New York State labor code, and the creation of national labor laws.

Much of the credit is given to a young social

worker, Frances Perkins, who witnessed the fire and was so overwhelmed by the tragedy that she was moved to speak about it in many lectures.

In 1933, President Franklin D. Roosevelt appointed Perkins as Secretary of Labor, and she became the first woman to serve in the Cabinet. During her 12-year tenure, she was the force behind the Social Security Act, unemployment insurance, minimum wage, and also the rights of workers to bargain and organize.

Perhaps the single most important piece of legislation attributed to Perkins established the Labor Standards Bureau, which is known today as the Occupational Safety and Health Administration (OSHA).

Many of today's workplace laws and regulations are in part due to the efforts of Frances Perkins and the tragedy of the 146 workers who perished in the Triangle Shirtwaist Fire.

Clearly, this fire brought to the public's attention the need for workplace safety laws, including clearly marked and accessible fire exits.

Prior to the changes brought about by this tragedy, it is estimated that nearly 100 workers died every day on the job. In 2010, OSHA lists a total of 4,340 for the year.

If you would like to read more about this pivotal moment in history, you may visit "[The Triangle Factory Fire](#)" on the Cornell University website.

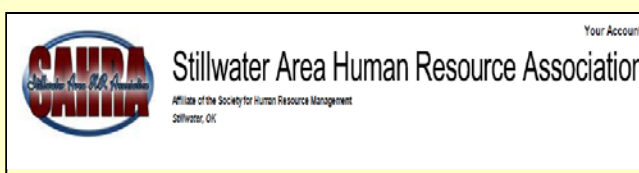
Share It With Us

Got something to share or an announcement to make, such as an exciting professional achievement? Let SAHRA acknowledge and post it in the monthly newsletter. Please submit to Cheryl Garrett @ c_garrett@oncueexpress.com

*All submissions are subject to SAHRA Board approval and SHRM guidelines.

Vote for the SAHRA Logo!

The Stillwater Area Human Resource Association is searching for a logo and asking for your input. Below is a peek at the choices:



Be sure to visit the SAHRA website under the News section and cast your ballot today!

SAHRA/OSU HRMA Mentor Program

The SAHRA/OSU HRMA Mentor Program offers a structured setting in which to develop beneficial one-on-one relationships between students and professionals. Take advantage of the opportunity to encourage and advise students by sharing your experiences and knowledge of the HR profession.

Joining the mentor program allows you to:

- Contribute to the professional development of the future HR workforce.
- Identify potential interns and new hires for your organization.
- Assist students in beginning successful careers.
- Give something back to the profession.

Click on [Mentor Program Guidelines and Application](#) to take you to the SAHRA website. Download the application, complete it, and return it to Coral White at coral.white@okstate.edu to begin your experience!

Is Your Team More Motivated Than a 5th Grader?

By: Danny Abney

I was recently taking my youngest daughter to school when she began telling me about this “cool” thing they do in her classroom. She went on to tell me they were “one marble away”. At first I thought it was a reference to how close they were to pushing their teacher over the edge...but, to my relief, I quickly found out it was quite the opposite.

I don't know if it is like this in all elementary schools, but at my daughter's school the homeroom class stays together all day, but sees different teachers for different subjects. If the group is well behaved during a class period, a teacher can award them “a marble”. The homeroom teacher is notified and she puts a marble in a glass at the front of the classroom and also notes the number of marbles on the board at the front of the classroom. Once the class earns 25 marbles they get a movie day, where their studies end 90 minutes or so early and the class finishes the day with a movie and popcorn.

For all I know this idea may have been used by elementary school teachers forever, and this is just

the first I am hearing about it, but I thought it was quite clever and it illustrates some of the principals leadership should consider when implementing a recognition or incentive program:

- ❖ The goal is team oriented – It encourages the group to work together towards a common goal – being well behaved for an entire period.
- ❖ The participants get to monitor their own progress – The glass jar with the marbles at the front of the class and the number of marbles being written on the front board, are constant reminders of how close they are to earning a movie day and the placement of these reminders is perfect. It is front and center where the teacher is conducting class.
- ❖ The incentive/reward costs less than the

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value of the behavior:

- Popcorn and a movie for the entire class – about \$10
- Learning time sacrificed for the movie – 90 minutes
- Learning time earned back over the course of 25 instances where the teacher did not have to spend 5 minutes or more calming the kids down – over 2 hours
- Being able to keep your sanity during a day of teaching fifth graders – priceless
- ❖ The program inspires team work and creates a sense of camaraderie and everyone understands their impact – No one in the

class can earn it alone, but the group is small enough and the goal is simple enough that each individual can see the difference they make – or not. Moreover, they get to enjoy the reward as a team!

If a well-constructed incentive/recognition program can encourage fidgety fifth graders to stay calm and focused on learning, just think of the results such a program can drive in the workplace! A couple of simple, straightforward examples of how these principals might be introduced into a workplace program are:

- ❖ Layering in team based performance goals on top of existing individual ones – An individual goal of loans underwritten or widgets manufactured can be given a team element by taking the average production number per person and multiplying it by the number of participants. Now both individual and team performance is awarded.
- ❖ Allowing participants to monitor their progress – Mimicking the “glass full of marbles” effect by having a performance meter or some other graphical representation visibly tracking team progress on a company or incentive based intranet site.
- ❖ Allowing participants to celebrate their achievement as a team – Have the team earn “marbles” and then vote, as a team, how they want to redeem them once a given threshold is reached. Examples could be the department goes on a half day team building activity or enjoys an extravagant team luncheon.

Danny Abney is the Chief Technology Officer at LoyalNation.com and his views on employee motivation, rewards, and recognition can be read at LoyalNation.com/blog

Article Source: <http://EzineArticles.com>

HR Job Postings

Does your company have an opening in human resources? If so, take advantage of low advertising costs and place your ad in the Stillwater Area Human Resource Association newsletter and on the front page of the SAHRA website.

Consider the following:

1. \$75 per advertisement - one position
2. Position(s) must be related to human resource profession
3. Valid for 28 days from date of insertion
4. Advertisement may be renewed - \$40 renewal fee for 28 additional days
5. Must supply logo in .jpg or .gif format
6. Must supply advertisement as Word document, PDF format, or by e-mail
7. Do not need to be SAHRA/SHRM member

For more information, please contact Coral White, coral.white@okstate.edu, (405) 744-5379.

MISSION STATEMENT

Stillwater Area Human Resources Association

To be recognized and respected as an organization, which promotes the development of Human Resource professionals into strategic business partners within their organizations by providing professional growth through development programs, networking opportunities, and community service projects.