

# KPHRA Newsletter

Fall 2011

## Officers:

Tina Snyder,  
President

Vicki Crawford,  
President– Elect

Janet Van Nevel,  
Treasurer

Karen Domaschko,  
Secretary

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## KPHRA Conference

### REGISTER NOW FOR THE FALL CONFERENCE

Deadline is September 25, 2011

Topics include:

- Building a stress free workplace
- Managing your health care costs
- HR record keeping and open records request

[Directions](#)

Registration Form is located in page 5

Conference Agenda (Draft) located on page 6

### Radisson Hotel Cincinnati

#### Riverfront

Call 859-491-1200

for reservations

Mention KPHRA when making  
reservations

Room rate

\$97.00/night (plus tax)

\$102.00/night (double; plus tax)

## NLRB to Release Guidelines on Facebook Firings

Is there still any doubt that you can't get away with slamming your boss on Facebook?

The absence of face-to-face interaction on the social network has tricked many a user to post about whatever they wish on any number of topics, including frustrations stemming from the workplace. It's a lot easier to zing the person sitting in the corner office when you're talking to a blank screen.

But of course Facebook counts more than 750 million users, and so word gets out. And no amount of thumbs-up from your Facebook friends can provide protection from the consequences of a nasty post.

The story has become as old as Friendster, and the National Labor Relations Board (NLRB), the federal agency tasked with arbitrating work-related indiscretions on Facebook, has announced that it will release guidelines in coming weeks as to how it will deal with certain Facebook scenarios. The NLRB is also urging its regional offices to send all Facebook-related cases to its Washington headquarters.

The NLRB says that it was a recent uptick in cases that has caused it to outline the formal guidelines. However broad the protections they spell out, the new provisions are sure to upset some sectors of the workforce: A recent Deloitte study found that 53 percent of employees don't think their social media presence should be subject to their boss' oversight. But incidents that preceded the recent slew of cases have already made it clear that no amount of privacy settings can insure a purely open mic for disgruntled workers.

When medical technician Dawnmarie Souza posted on Facebook in 2010 how she "love[d] how the company allows a 17 to become a supervisor," she was referring to her boss at the Hartford office  
**Continued on page 7.**

## American workers feel overqualified, but aren't ready to stop learning

### New Randstad Work Watch Survey Explores Eagerness of Future Workforce

ATLANTA, 05.31.11 – A recent survey conducted by Randstad, a global provider of HR services and the second largest staffing organization in the world, found that 33 percent of American workers feel overqualified for their jobs. Only three percent feel under qualified and 65 percent feel they are appropriately qualified.

In its latest *Work Watch* survey, Randstad probed workers' feelings around being prepared for their current jobs and gauged their interest in learning new skills required for future on-the-job challenges and responsibilities.

"It's surprising that one out of every three American employees feels over-qualified in their job," said Jim Link, Managing Director of Human Resources for Randstad. "The data suggests that U.S. workers are less challenged by their current jobs. It also raises questions about how this will affect employee turnover and retention as the job market recovers."

#### America's New Super-Workers

Employees were also polled around their intent to pursue further education or training in an effort to achieve career advancement. Despite 97 percent reporting that they are qualified or overqualified for their current job, an astounding 62 percent say they still wish they had more skills. "Hard skills" such as a degree or knowledge of a trade or industry were most desired at 41 percent, while "soft skills" such as emotional, social, leadership and organizational intelligence followed not far behind with 30 percent. Even some workers (8 percent) reported wishing they had more of both skill sets.

As might be expected, younger employees, age 18 to 34, were most likely to want more skills, at 74 percent, versus 56 percent of older workers. Half of Gen Y and Millennial workers wish they had more hard skills and 40 percent wish they had more soft skills.

"The results suggest that once jobs start opening up, young, motivated workers will begin seeking more advanced, challenging positions where they can grow," says Link. "In order to retain these go-getters, employers now more than ever should be investing in the skills development and training that their employees value most."

#### Continuing Motivation Through Education

Not only are American workers ready and willing to learn new skills, but they are also willing to take a number of steps to attain those skills. Nearly two thirds of employees (64 percent) reported willingness to take on some form of additional burden or expense in order to obtain the skills needed for a better job. At least half of employees (51 percent) say they would attend company sponsored training courses in pursuit of new, marketable skills. One out of every five would pay out of pocket or take out loans to pursue continued education or training.

Again, younger workers revealed to be among the most eager to develop new skills. Of those 18 to 34, 60 percent say they would attend a company sponsored course. More than one third reported willingness to pay out of pocket to go back to school, and nearly a quarter (24 percent) say they would spend thousands of dollars in pursuit of the skills needed for a better job. In contrast, only 13 percent of older employees are willing to pay for continued education.

The survey also found that 50 percent of employees across all age groups said skills learned in the workplace prepared them more for their current job than did their formal education.

"Now that the economy is improving and job opportunities are opening up, companies need to again focus on continued training and development for their employees. To motivate them, employers should first understand

## American workers feel overqualified, but aren't ready to stop learning, continued...

what their employees value; and second, how that aligns with their organizational goals and values," says Link. "Only then can they develop a successful training program that will benefit both the employer and the employee now and for years to come."

### Abbreviated Survey Methodology

For the survey, a national sample of 1,006 adults aged 18 and older who are currently employed full or part time from Ipsos' U.S. online panel were interviewed online. The poll was conducted by Ipsos Public Affairs from May 2 through May 5, 2011. Weighting was then employed to balance demographics and ensure that the sample's composition reflects that of the U.S. population of working adults according to Census data and to provide results intended to approximate the sample universe. A survey with an unweighted probability sample of this size and a 100% response rate would have an estimated margin of error of +/- 3.1 percentage points 19 times out of 20 of what the results would have been had the entire population of employed adults aged 18 and older in the United States been polled. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error, and measurement error. Total percentages may add up to more than 100% due to rounding.

For more information, please contact Katherine Ellison [via email](#) or 404.870.6804.  
Article from [www.randstad.com](http://www.randstad.com), about [randstad-news](#). Published 5/31/11

## Greeting from the President...

The kids are finally in school...and hopefully cooler weather is fast approaching!

Vicki is working hard on the Fall Conference and of course it too is fast approaching! Register now while it is still fresh in your mind. The registration form and hotel link are included in the newsletter.

The 2012 Spring and Fall Conference dates and locations are also included so mark your Outlook, Smartphone, Droid, or paper calendar today. Early registration ends on October 10<sup>th</sup>!

It is time for 2012 Board Officers and Directors nominations. The information has been emailed to the member list and the deadline to return your nominations is August 31. If you are interested in serving, please nominate yourself or someone else that would be equally committed to serving. A Board member will attend 4 meetings per year, 2 in conjunction with the Spring and Fall Conferences. So get involved, you know you want to!!!

So go to the links and register for the conference and vote before you move on to the next 10 things waiting on your desk!!

See you in Covington...

*Tina Snyder*  
2011 President



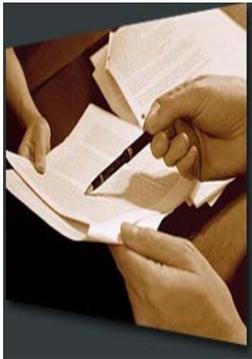
### Social Security is Changing the Way SSNs are Issued

In an effort to increase the number of SSNs available for use by the Social Security Administration (SSA) and in order to help reduce identity theft, SSA plans to change the methodology by which SSNs are issued. In June 2011, SSA began to issue SSNs randomly, regardless of the address on the application.

For more information visit

[www.ssa.gov/kc/SSAFactSheet--IssuingSSNs.pdf](http://www.ssa.gov/kc/SSAFactSheet--IssuingSSNs.pdf)

**“...credit in the program does count towards SHRM certification.”**



Helpful Links...

[HR Links](#)

See the 2010 Benefits

Survey results below,

provided by Sherrill

Morgan.

[The 2010 Benefits Survey](#)

### **Don't forget to vote for KPHRA Board Officers and Directors...**

The KPHRA Nominations and Elections Committee are soliciting nominations for President-Elect, Secretary, Treasurer and 4 Directors who will serve two-year term starting January 1, 2012.

We need your help and input with nominations as well as your willingness to serve the organization if nominated. Please feel free to nominate yourself for a position.

When the nominations are received, the Committee will contact those nominated to verify their willingness to serve. The Committee will then prepare a ballot with a proposed slate of officers and nominees for the director positions. This final ballot will be sent to all members for voting by mail, fax or email.

The last day to nominate you or someone else is Wednesday, August 31<sup>st</sup>.

If you did not get the nomination information, please contact [tina.snyder@ky.gov](mailto:tina.snyder@ky.gov).

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### **Certification/Recertification**

The KPHRA Certification Program is distinguished from other certification programs for public human resources professionals by:

1. its focus on the public sector, and the particular problems and needs of public sector Human Resource Administrators in KY; and
2. its emphasis on developing and maintaining knowledge about contemporary public sector problems and issues; and
3. its role in facilitating professional interaction and exchange among Human Resource peers in KY.

In addition, credit in the program does count towards SHRM certification.

For more information about the certification and re-certification program visit our website at [www.kphra.org](http://www.kphra.org)

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### **Looking Forward to 2012 Conferences**

PLAN NOW FOR THE SPRING  
CONFERENCE

May 16-18, 2012

Holiday Inn Bowling Green

[Directions/Map](#)

[Link to Hotel](#)

PLAN NOW FOR THE FALL  
CONFERENCE

October 24-26, 2012

Rough River State Park

Room rate

\$69.95/per night (Single)

[Directions/Map](#)

[Link to State Park](#)

# KPHRA FALL 2011 CONFERENCE

The Fall 2011 Training Conference will be held October 26-28 at Radisson Hotel Cincinnati Riverfront in Covington, KY. Please call (800) 333-3333 or local (859) 491-1200 for reservations. Room rates are single - \$97 or Double - \$102 plus tax.

**The deadline for reservations is September 25, 2011.**

Please mention Kentucky Public Human Resources Association when making your reservation!

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY, STATE, ZIP \_\_\_\_\_

PHONE \_\_\_\_\_ FAX \_\_\_\_\_ EMAIL \_\_\_\_\_

EMPLOYER \_\_\_\_\_

POSITION TITLE \_\_\_\_\_

Is this your first time at a KPHRA conference? Circle YES or NO

## Full Registration\*

\_\_\_\_\_ \$200 (prior to Oct. 10<sup>th</sup>)

\_\_\_\_\_ \$225 (member, after Oct. 10<sup>th</sup>)

\_\_\_\_\_ \$250 (non-member, after Oct 10<sup>th</sup>)

Attend "Evening Event"(TBA) on Thursday? \_\_\_ yes \_\_\_ no

\*Includes all conference events, lunch Thursday.

## One Day Registration

Includes daytime events and lunch only for Thursday.

\_\_\_\_\_ One Day registration for Wednesday (\$50)

\_\_\_\_\_ One Day registration for Thursday (\$100, \$115 non-members)

\_\_\_\_\_ One Day registration for Friday (\$50)



## Student Registration

\_\_\_\_\_ \$50; day program; lunches. Student ID required.

Make checks payable to "KPHRA"  
And mail with registration form to:

KPHRA Treasurer  
c/o Kentucky Institute  
113 McCreary Hall  
521 Lancaster Ave.  
Richmond, KY 40475  
(859) 622-4382

**Individual items may not be deducted from the registration fee.**

**For membership registration info, please visit [www.kphra.org](http://www.kphra.org).**

### REFUND POLICY

Full refunds may be made until October 10, 2011. After October 10, 2011, 50% refunds may be made until October 25, 2011. After October 25, 2011, refunds can only be made for family medical emergencies with prepaid expenses deducted.

**KPHRA 2011**  
**Fall CONFERENCE AGENDA (DRAFT)**  
 Radisson, Covington, KY

**Wednesday – October 26<sup>th</sup>**

9:00 a.m. – 11:00 a.m.	Board Meeting
12:30 p.m. – 1:00 p.m.	<b>REGISTRATION</b>
1:00 p.m. – 1:30 p.m.	<b>Welcome/Introductions/Certification updates</b> <i>President, Tina Snyder, Glenn Rainey &amp; Joe Gershtenson,</i>
1:30 p.m. – 2:30 p.m.	<b>FLSA Update (Employee Classification)</b> <i>Speaker TBD – Personnel Cabinet</i>
2:30 p.m. – 3:30 p.m.	<b>The Bermuda Triangle (FMLA, ADA, Worker Compensation)</b> <i>Speaker TBD – Adams, Stepner, Dusing</i>
3:45 p.m. – 4:45 p.m.	Simply Organized <i>Valerie Morgan-Saunders, Certified Nutrition and Wellness Consultant, CEO LEAN Team Wellness</i>
4:45p.m. - 5:30 p.m.	Building A Stress Free Workplace <i>Dave Welscher – St. Elizabeth EAP</i>
5:30 p.m.	<b>Day 1 Wrap Up and Prize Drawing</b> <i>President, Tina Snyder</i>
8:00 p.m	Dinner on own - Hospitality Room – Networking & Refreshments

**Thursday – October 27<sup>th</sup>**

8:00 a.m. – 9:00 a.m.	Continental Breakfast
9:00 a.m. – 9:30 a.m.	<b>Opening Remarks &amp; Business Meeting</b> <i>President, Tina Snyder</i>
9:30 a.m. – 11:00 a.m.	<b>Best Management Practices in HR - Panel</b> <i>Speakers TBD</i>
11:15 a.m. – 12:00 a.m.	<b>Health Care Survey Results</b> <i>Sherrill Morgan Associates</i>
12:00 a.m. – 1:00 p.m.	<b>LUNCH BANQUET</b> *Presentation of KPHRA Awards* <i>President, Tina Snyder</i>
1:15 p.m. – 3:00 p.m.	1:15 p.m. – 1:45 p.m. <b>Managing Your Health Care Costs</b> <i>Sherrill Morgan Associates, Allen Zaegner</i>
3:00 p.m. – 4:30 p.m.	<b>TOPIC Open - TBD</b> <i>Speaker TBD</i>
4:30 p.m. – 5:30 p.m.	<b>Day 2 Wrap Up and Prize Drawing</b> <i>President, Tina Snyder</i>
5:30 p.m.	<b>EVENING DINNER AND EVENT- Gangsters Tour of Newport or NKY Ghost Tour</b>

**Friday – October 28<sup>th</sup>**

8:00 a.m. – 9:00 a.m	Breakfast on your own
9:00 a.m. – 10:15 a.m.	<b>KRS Start Update</b> <i>Aimee Reeves</i>
(Break 10:15-10:30am)	
10:30 a.m. – 11:45 a.m.	<b>HR Record Keeping and Open Records Request (Public Entities)</b> <i>Speaker TBD</i>
11:45 a.m.	<b>Closing Remarks, Door Prizes and Evaluations</b> <i>President, Tina Snyder</i>

## NLRB to Release Guidelines on Facebook Firings (Continued from page 1)...

of the American Medical Response (AMR) of Connecticut, which uses the number "17" to refer to psychiatric patients.

Even though Souza made the comments from the confines of her personal computer during non-working hours, she was soon fired. Her initial appeal to the NLRB seemed to suggest the agency was willing to consider social media behavior in a different light, reserving for it greater freedoms.

In February 2011, The NLRB told AMR its policy prohibiting employees from making negative comments on social networks about either other employees or the company was "overly broad" and "contained unlawful positions," as CNN Money reported.

Initially, observers interpreted the NLRB stance as proof that established workers' rights to engage in "protected and concerted" activities, such as discussing workplace conditions, remained robust on networks like Facebook. Indeed, AMR agreed to revise its ban on negative comments to reduce restrictions on workers' speech.

"The fact that they agreed to revise their rules so that they're not so overly restrictive of the rights of employees to discuss their terms and conditions with others and with their fellow employees is the most significant thing that comes out of this," NLRB regional director Jonathan Kreisberg told AP at the time.

When the landmark case study ended in a settlement and resulted in Souza's leaving the company, it was seen as further proof that the status update was dangerous ground to opine on.

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### Contact Information

#### Officers

[Tina Snyder](#), President

KIPDA

11520 Commonwealth Dr.

Louisville, KY 40299

[Janet Van Nevel](#), Treasurer

Holly Hill Children's Services

9599 Summer Hill Rd.

California, KY 41007

[Mary Hayes Smith](#),

Past President

City of Shelbyville

315 Washington St.

Shelbyville, KY 40065

[Vicki Crawford](#), President-Elect

Sanitation District #1

1045 Eaton Dr.

Fort Wright, KY 41017

[Karen Domaschko](#), Secretary

N. KY. Independent Health Dept.

2388 Grandview Dr.

Fort Mitchell, KY 41017

#### Board Members

Board members to serve last year for 2011

[Missy Andress](#)

[Tom Wiechman](#)

[Pam Hall](#)

Board members to serve a 2 year term for 2011 & 2012

[Karen Cracraft](#)

[Angie Hay](#)

[JoAnn Simpson](#)

[Connie Galloway](#)

KENTUCKY PUBLIC  
HUMAN RESOURCES  
ASSOCIATION

Article from AOL Jobs—  
News and Articles  
section.

Posted Aug. 3, 2011

By: Dan Fastenberg

[www.kphra.org](http://www.kphra.org)

The logo for the Kentucky Public Human Resources Association (KPHRA) features a stylized blue outline of the state of Kentucky to the left of the letters "KPHRA" in a bold, blue, serif font.