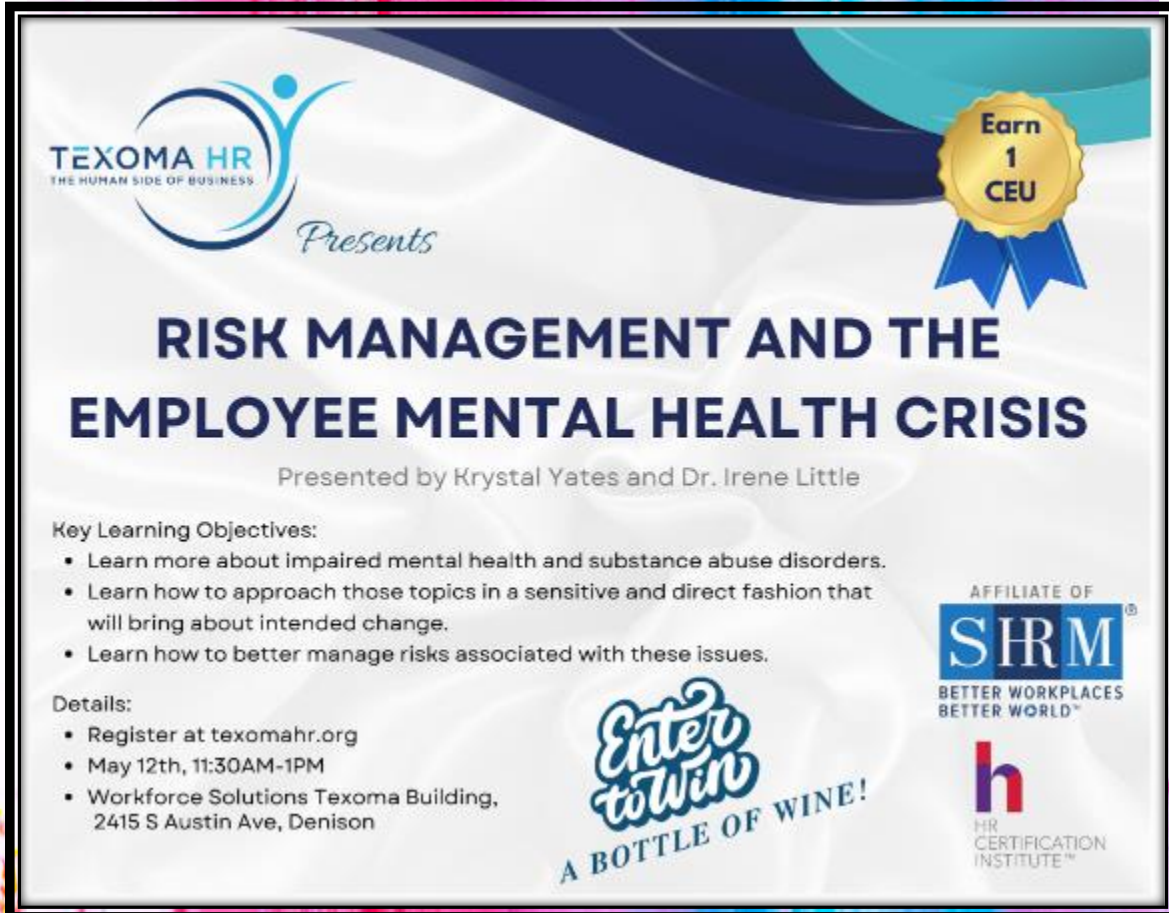


Speakers and Topics



TEXOMA HR
THE HUMAN SIDE OF BUSINESS

Presents

Earn 1 CEU

RISK MANAGEMENT AND THE EMPLOYEE MENTAL HEALTH CRISIS

Presented by Krystal Yates and Dr. Irene Little

Key Learning Objectives:

- Learn more about impaired mental health and substance abuse disorders.
- Learn how to approach those topics in a sensitive and direct fashion that will bring about intended change.
- Learn how to better manage risks associated with these issues.

Details:

- Register at texomahr.org
- May 12th, 11:30AM-1PM
- Workforce Solutions Texoma Building, 2415 S Austin Ave, Denison

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1. Ready-to-eat meals

On the run? Too tired to make dinner? Stop by to pick up ready-to-eat meals and take them to go! This menu changes daily so call ahead if you'd like to confirm what's being offered today.

2. Frozen meals

Looking to stock up? You can also pick up frozen soups, main dishes, and dips to freeze and store for a rainy (or sunny!) day. We have a complete menu of our frozen options below, but due to high demand, you might also want to call ahead if you've got your eye on something special.

candy@feastonthiscatering.com

(903) 813-8844

<http://www.feastonthiscatering.com/>

Enjoy!

*A Look at
the
Legal Side*



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DON'T FORGET TO MAKE YOU AND YOUR EMPLOYEES' LIVES EASIER!

Your company has non-exempt employees who work fixed schedules, right? Like 9 to 5? For those employees who rarely vary deviate from their schedules, the Department of Labor allows you to record their time just once a week, instead of daily. No more clocking in, punching in or logging in everyday to record the non-exempt employee's time. You simply have them sign a statement/email/text at the end of the week attesting that they worked their normal schedule. That's it!

Ok, but what about those weeks when the employee deviates from her normal schedule? Easy! Just have her sign and date a statement/email/text that she worked x amount of hours on each day she deviated from her schedule. Something as simple as, "I worked my normal schedule this week, except I worked ten hours on Monday, ten hours on Wednesday and no hours on Friday because I took PTO."

The regulation that allows you to do this is 29 C.F.R. § 516.2(c). Does this work for hourly and salary non-exempt employees? Yes. About the only way I don't think this would work is if you apply it to a dishonest employee. A dishonest employee could say he worked his normal schedule in a week where he actually worked less. A dishonest employee could claim he worked overtime when he really did not. In both situations, you won't have the records to dispute his



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claim. And so it would be wise to pay him for the hours he claims he worked, else defend a costly legal dispute without the evidence to prevail.

But if you decide he really is “stealing” hours, you have options. The first is to tell him that you suspect he is stealing hours, and that stealing hours is a violation of your company’s honesty/integrity/payroll policies. But that you are taking no action now because you don’t have evidence of it. But if you have some evidence to back up your suspicion, another option might be to tell him of your suspicion and discipline him with a verbal or written warning - again for violating your company’s honesty/integrity/payroll policies.

You could also require him to resume clocking in and out each day. He may complain that he should not have to do this if his peers don’t have to do it. If so, I would at that point reveal the evidence that you based your suspicion on to him, and then stick to your guns. Or, if you have very strong or undisputed evidence that he stole time, you could fire him, if that is a terminable offense in your handbook and/or you have a history of firing employees who steal time.

In *United States Dep't of Labor v. Fire & Safety Investigation Consulting Services, LLC*, 915 F.3d 277 (4th Cir. 2019), the Department of Labor sued an employer for not paying enough overtime to its fixed-schedule, non-exempt employees. The employer relied on 29 C.F.R. § 516.2(c) to argue it properly paid these employees because it properly recorded and maintained its records according to that regulation. *Id.* at 287. The court disagreed. It found that the employer failed to record schedule deviations on a daily basis, which violated 29 C.F.R. § 516.2(c). Instead, the employer recorded schedule deviations on a two-week basis, which happened to mirror its two-week payroll cycle. For example, it’s records showed only that an employee worked four hours of overtime for a two-week period. The records did not show which days the employee worked overtime, or how much overtime he worked on those days. And so the Court found that the employer had no evidence to rebut the employee’s claim that he had actually worked eight hours of overtime over that two-week period. The employer lost the case and had to pay unpaid overtime, attorneys’ fees and court costs.

So that is why you want your *honest* employees to sign off that they either worked their normal schedule, or did not on certain days of the week. With these signatures, you can avoid the “he said/she said” problem that sunk the employer in the case above.

Upcoming Events

Thursday, June 8th

Finding and Enriching Staff for Growth

Barbara Giesing, SPHR, SHRM-SCP

Learning Objectives

- Learn more about how to enrich your existing talent pool to fill gaps in employment needs.

Friday, August 4th

Annual Conference Legal Symposium

Morning – Three Traditional Presentations

- John Hagan – DEI
- Rob Ghio – War Stories – Transitioning from HR Lawyer to HR Director
- Jervonne Newsome – Hardcore FMLA

Afternoon – Attorney Roundtables

- John Hagan – Best HR Practices (That Are Legal!)
- Jervonne Newsome – What to Expect in 2023 & 2024
- Maria Wiemann – Immigration (State of Legislation Regarding Immigration)
- Wade Forsman – HR Mistakes I Look for to Sue Employers
- Shannon Norris – ADA
- Viane Braun – Ethical HR Practices

Mentor Programs

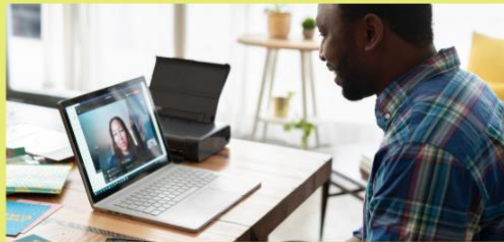
MAKE ALL THE RIGHT CONNECTIONS

ACTIVATE YOUR PROFESSIONAL NETWORK



MENTORSHIP EXPERIENCE & BENEFITS

We know it can be challenging to pursue your purpose without a professional network. That's why the SHRM Foundation hosts mentorship experiences that will help you build your network, sharpen your skills and provide you the outlet to share your unique perspective and ideas with experienced HR professionals. Ranging from one-time virtual career mentoring events to a three-month in-depth coaching program, SHRM mentorship will get you workplace ready.



One-Time Career Connection Events



4-Week HR Talent Accelerator



3-Month Career Mentoring Program

ONE-TIME CAREER CONNECTION EVENTS

Our national and local virtual career mentoring events are designed to increase students' awareness of HR career pathways, gather HR career insights, and expand HR professional networks. SHRM student members and non-student members can attend multiple Career Connections Events.



Pathways & Perspectives

Facilitated panel discussion with Q&A



Learning With Leaders

Regional small group discussions



Focused Connections

Regional HR themed conversations with breakout discussions

Scholarships



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Practicing HR requires specialized training and lots of support. That's why each year the SHRM Foundation provides more than \$500,000 in financial assistance to individuals preparing for their first job in HR or studying to fast-track their existing career in human resources.

Some scholarships are available exclusively with SHRM membership. Others are open to any HR Professional, student and faculty member. All are excellent ways to access the resources you need to continue your academic pursuits and become a future HR leader in the world of work.



Scholarships

UNDERGRADUATE AND GRADUATE SCHOLARSHIPS AND AWARDS:

CERTIFICATION AWARDS

SHRM-CP or SHRM-SCP Certification Grants #2	April 11, 2023	June 7, 2023	Pros & Emerging Pros
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CONFERENCE AWARDS

Scholarship/ Award	Application Opens	Deadline	Intended Audience
Inclusion Conference & Exposition Professional Development Grants	April 11, 2023	June 7, 2023	Pros & Emerging Pros



Date: 05/12/2023

We're interested in your feedback. Thank you in advance for taking a couple of minutes to complete this survey about this month's Professional Development Meeting, **"Risk Management and the Employee Mental Health Crisis"**.

Did the presentation meet your expectations based on the promotional description?

- Yes Undecided No

Was the presentation relevant to your work?

- Yes Undecided No

How well did the presenter stimulate interest in the topic?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How well did the presenter stay on topic?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How well did the presenter stay within the allotted time?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

How would you rate the venue and the food?

- Excellent Good Fair Poor

How would your overall rating of the meeting?

- Excellent Good Fair Poor

Does the newsletter add any value to the monthly meetings?

- Extremely Well
 Somewhat Well
 Not Very Well
 Not Well at All

Please provide any additional comments and or suggestions below.

