



Snake River Chapter of SHRM

Serving HR Professionals across the Magic Valley

The Snake Byte

Save the Dates

Safety Speaker- Brad Livingston

CSI- Fine Arts Auditorium
June 7 -- 12 pm OR 6pm
FREE TO PUBLIC

[Add to your calendar](#)

Rebooting Harassment Prevention

CSI- Taylor Rm 277
June 8 -- 12-1:30

[Add to your calendar](#)

Lunch 'N' Learn

Twin Falls Dept. of Labor
June 8 -- 12-1:00pm
Seminar will discuss PEO
(Professional Employer
Organization)

[See Flyer Here](#)

Annual SHRM Conference

CSI- Building & Rm TBA
September 21 -- TBA

[Add to your calendar](#)

Let's Catch Up!

Welcome Ana Almanza to the Snake River Chapter of SHRM Board! Ana has taken on the role of Hospitality/Arrangements Officer. If you would like to be a lunch sponsor at one of our future meetings contact Ana at anaalmanza@agri-service.com. We are excited to have her on the board and know she will do a fantastic job!

Affiliate News

- **Board Openings:** Legislative, Foundation, Certification, Marketing and Professional Development Officers..
 - If you are interested in more information, please email Carol Anderson at carol.anderson@pmt.org
- **SHRM School of Magic:** The theme for the annual conference has been set! We still are in need of volunteers to help organize this highly anticipated event. Contact Rebekah Yancey for information on how you can help. rebekah@cheesepowder.com
- **PAY YOUR DUES!** All paid members will be receiving a backpack as a free gift for paying. If you have not paid your membership dues you need to get ahold of Katrina Oksten at kaoksten@csi.edu
- **Area Networking Meeting:** As you all know our chapter conducted a different style of meeting in May than the norm. Twin Falls, Jerome, and Burley members held separate chapter meetings in hopes to have more turnout if a meeting is in their area. We are compiling the results from each area and will let you know the outcome. Thanks to everyone who attended!

Become a Certified Member of SHRM

What does it mean to be certified in HR? In short, it means that you are a certified professional in Human Resources. By being certified you are a greater asset to your company by exemplifying the necessary skills and knowledge required to excel in your position. In order to become certified you must meet some prerequisites, shown below.

SHRM-CP AND SHRM-SCP ELIGIBILITY CHART

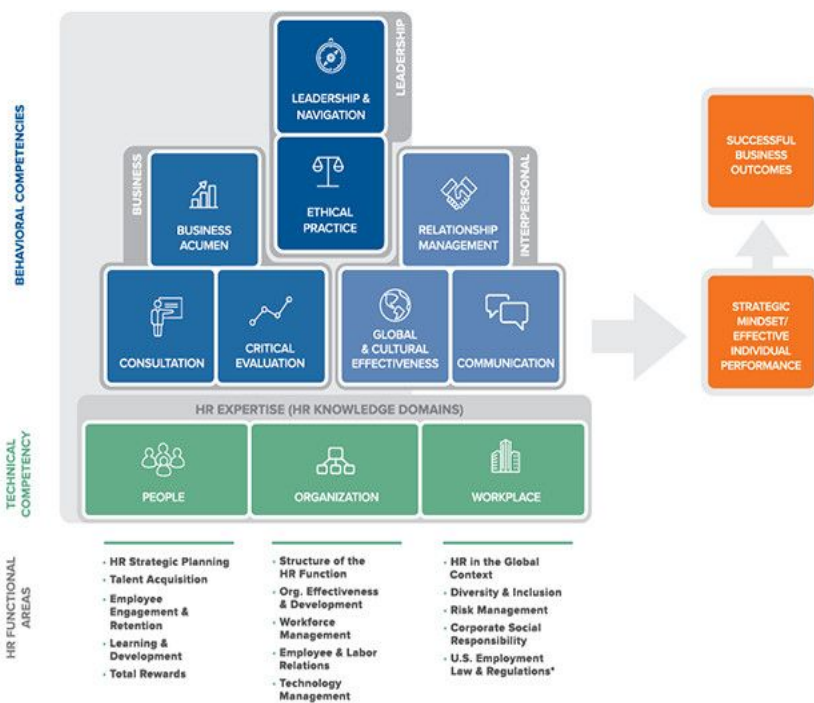
Credential	Less than a Bachelor's Degree*		Bachelor's Degree		Graduate Degree	
	HR-Related Program	Non-HR Program	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree
SHRM-CP**	3 years in HR role	4 years in HR role	1 year in HR role	2 years in HR role	Currently in HR role	1 year in HR role
SHRM-SCP	6 years in HR role	7 years in HR role	4 years in HR role	5 years in HR role	3 years in HR role	4 years in HR role

*Less than a bachelor's degree includes: working toward a bachelor's degree, associate's degree, some college, qualifying HR certificate program, high school diploma, or GED.

To see full chart [click here](#)

SHRM-CP and SHRM-SCP certifications are built on SHRM-BoCK (SHRM Body of Competency and Knowledge). SHRM BoCK covers the "behavioral competencies and HR knowledge which HR professionals need for effective job performance". SHRM BoCK has multiple tiers covering various competencies needed to be successful in HR. Find out more information at www.shrm.org.

SHRM Body of Competency & Knowledge™



*Applicable only to examinees testing within the U.S.

Snake River Chapter of SHRM

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Have an idea, article, or event you want to share with your HR partners? Submit it to McKenzie Gonzales at burleymgr@asitemp.com



Source: labor.idaho.gov

Employers Struggle to Fill Open Positions

Do you have positions open that you just can't seem to fill? Is it a matter of not getting the *right* applicant? Maybe you're not getting *any* applicants at all. You are not alone. Many employers have found themselves struggling to fill positions that are normally their easiest. Speaking to multiple employers throughout the Mini-Cassia & Twin Falls areas I have found a general consensus, everyone is fighting the battle of filling their positions with qualified individuals.

Many companies in the Magic Valley are nearing their peak seasons, but cannot seem to find the workers they need. The unemployment rate in the Twin Falls area is at 3.4% currently, with Mini-Cassia is experiencing even lower rates (around 2.7%). We are in a market where the employee has the option to be picky rather than the employers.

We have compiled a list of the main struggles employers seem to be having.

- "Employees don't know how to work hard"
- Wages & benefit packages are not competitive with other companies
- Employees can get a better schedule elsewhere
- Applicants don't apply for their positions/lack of interest in the field
- Employees feel entitled to upper level positions, rather than climbing the ladder
- "They show up long enough to get a paycheck, then stop coming to work"
- Not qualified for the position they apply for

Every company seems to be facing the same challenges and some are even revamping their wages and incentives to interest more applicants in the positions. What has your company done to help fight this battle? Please feel free to share any ideas that you have come up with to aid companies still trying to overcome these hurdles.



Source: magicvalley.com

McCain Foods Announces Expansion to Burley Plant

In early May, McCain Foods announced they will be investing more than \$200 million into an expansion at their Burley facility. McCain Foods is the leading manufacturer of frozen potato products. With the expansion, McCain will require an additional 15,000 acres of potatoes to be grown from Eastern Idaho to the Oregon border. This expansion will bring an additional 180 jobs to the plant itself and 380 jobs to the entire project. Construction will begin the end of May and is expected to be completed by late Summer 2018. Idaho Commerce Spokeswoman Megan Hill said, "The McCain Foods project is the largest capital investment we have received in an application." Just another reason to be proud that we are apart of a growing community that strives to succeed!

Articles That May Interest You

Why you should stop using the term “millennial”. How can you make the millennials feel like they are apart of the company? For one, you should stop identifying them as a millennial. Classifying each employee born between 1980 and 2000 under the umbrella term has produced some negativity. The Millennial generation has experienced more negative stereotypes than any before it, according to Lauren Rikleen with Fortune.com. What if a millennial turned to you and said “Wasn’t it the Gen X’ers that raised us? Have you ever thought that Gen X’ers may have played a role in how these so called millennials turned out?” Millennials are said to be entitled, lazy, distracted, disloyal, unprofessional, narcissistic, and materialistic just to name a few. However, if employers focused on implementing a healthy outlook on the term they may see a huge impact on their retention. Read some tips on how you can implement ideas to the workplace that may help you to understand this generation better [here](#).



Are your communication skills costing the company money? Whether you are the HR manager or a receptionist, lack of communication may end up costing your employer up to \$5k per year per employee. There are 7 deadly sins you may be committing when it comes to communicating in the workplace. If you are the one receiving the vague directions, be sure to respectfully push back and ask for more details. If you are providing directions consider how you direct your employees and make adjustments as needed.

1. Lack of Specificity- Don't say "at your convenience" or "sometime next week". Give a specific date to have it completed.
2. Negative Instructions- Telling someone to stop a behavior alone will lead them to guess what appropriate behavior should be. Try addressing what behaviors are expected of them.
3. Lack of Immediacy- Avoid putting off awkward or uncomfortable conversations. Communicate your feelings right away, unless you need to allow emotions to cool first.
4. Coach with "ands" not "buts"- Instead of negating an idea with a "but" try replacing the but with "and". This will ensure your employee doesn't feel shut down

[Continue reading here.](#)

Recent High School/ College Graduations

**CONGRATULATIONS TO
ALL AREA HIGH
SCHOOLS AND
COLLEGES ON YOUR
RECENT GRADUATIONS!**

As employers, we should actively seek ways to incentivize our younger generations to stay local and work local. What do you do to try and keep recent graduates local?

Unemployment Taxes to Rise

KMVT posted an article at the end of March regarding unemployment insurance taxes. See an excerpt below:

"Officials from the Idaho Department of Labor and Gov. C.L. "Butch" Otter's office had pushed lawmakers to reduce a key component in how Idaho calculates the unemployment insurance tax rate because the fund Idaho uses to pay unemployment benefits has more money in it than needed. However, on the final day of the 2017 session, the bill failed to pass. This would have saved employers an estimated \$115 million over the next three years. While the Senate successfully passed the unemployment insurance bill earlier this year, House Majority Leader Mike Moyle added a separate \$28 million tax relief plan to it in the final days of the session in which the Senate killed the tweaked version."