

January 2017

A monthly digest of news and information of interest to HR professionals.

In This Issue

Leadership | So, I was Tossing Raw Eggs Out of My Car Window, When... 3

Leadership | Reflections on Leadership Through Senior Leaders: Series 5 4

Hotline Hits | FLSA - Fluctuating Workweek 6

Wellness Tips | 7 Simple Changes for a Healthier Workspace 6

Legal | Agree to Disagree: Antitrust Law Guidance for HR Professionals 7

Wellness | Five Resolutions You Can Keep for 2017 8

Partners | Don't Rely on the BCI/FBI Database Searches Alone to Screen Your Employees 11

EA's Annual Wellness Gathering 2017: Leading Wellbeing: Utilizing Your Community Resources Together



Are you ready to bring wellness into your workforce?

Please join us for our 8th Annual Wellness Gathering where we will be *leading wellbeing together*. We're excited to present a wide range of dynamic guest speakers to help promote well-being and workplace wellness. Please plan to attend the whole event as you will get the opportunity to network with other EA member organizations and visit with our exhibitors. We hope that you will gain new knowledge to impact you personally and professionally.

Hilton Garden Inn, Levis Commons

Friday, January 20th

8:00a.m. to 3:30p.m.

Call The EA today to get registered!

419.893.3000

EA Team by Service Area

Corporate Team



Jack Hollister, President; ext 204
jack.hollister@TheEA.org



Sarah Beddoes, Marketing Assistant; ext 207
sarah.beddoes@TheEA.org



Vicki Bender, Accountant; ext 201
vicki.bender@TheEA.org



Nancy Hollister, Member Services Assistant; ext 205
nancy.hollister@TheEA.org

Karin Roadarmel, Administrative Assistant; ext 200
karin.roadarmel@TheEA.org

On-Site Learning and Consulting Team



Dave Tippett, PHR, Director, On-Site Learning & Consulting; ext 206, dave.tippett@TheEA.org

Seminar Learning Team



Terry Vernier, Seminar Learning Manager; ext 213
terry.vernier@TheEA.org



Judi Roe, Member & Seminar Learning Assistant; ext 203, judi.roe@TheEA.org

HR Solutions Team



Bob Bethel, SPHR, SHRM-SCP, Director, HR Services; ext 216
bob.bethel@TheEA.org



Sheila Eason, SPHR, SHRM-SCP, Human Resources Consultant; ext 209
sheila.eason@TheEA.org

Wellness Team



Jennifer Kiernan, Director, EA Wellness; ext 212
jennifer.kiernan@TheEA.org



Cory Panning, Senior Wellness Consultant; ext 214
cory.panning@TheEA.org



Jennifer Burrous, Wellness Consultant; ext 211
jennifer.burrous@TheEA.org



Megan Garris, Wellness Consultant; ext 202
megan.garris@TheEA.org

Sally Lanning, Wellness Consultant
sally.lanning@TheEA.org



Paige Johnston, Wellness Assistant; ext 215
paige.johnston@TheEA.org

Board of Directors

Adele M. Jasion—Chairperson (2017)
Partner, Gilmore, Jasion & Mahler

Thomas Kolena, CPA/ABC, CPA/CFF—Chairperson Emeritus (2017)
Managing Partner, Mira + Kolena, Ltd.

Scott Arney (2017)
HR Manager, Pro-Pak Industries

Matt Aston (2019)
President, Ground Penetrating Radar Systems, Inc.

Michael Bieringer (2017)
Global VP, Human Resources, Communications & Safety,
Amcro Rigid Plastics, Inc.

Sheri Caldwell (2017)
HR Director, Grain Group, The Andersons, Inc.

Robert F. Deardurff (2018)
President, Phoenix Technologies

Shelly Lizyness (2018)
HR Director, Materion Brush, Inc.

Jennifer Kranz (2017)
Director of Human Resources, Style Crest Enterprises

Niki Mosier (2019)
Vice President, Human Capital, Spangler Candy Company

Jeff Schulte (2019)
VP of Human Resources, Lutheran Homes Society

Judy Seibenick (2019)
Executive Director, Hospice of Northwest Ohio

Joyce Slusher (2019)
IT Project Management Consultant, Adjunct Instructor

David M. Smigelski (2018)
Attorney, Spengler Nathanson, PLL

David Stark (2019)
HR Director, Shrader Tire & Oil

Michael Walters (2018)
CEO/President, Centaur Associates, Inc.

Sarah Zibbel (2017)
Director, Corporate Human Resources, Owens-Illinois

So, I was Tossing Raw Eggs Out of My Car Window, When...

Dave Tippett, *The Employers' Association*

W

ill we spend our lives *connecting* with people or *correcting* them?

So, I was tossing raw eggs out of my car window on a dark country road, when one got away from me and smashed on to my dashboard, showering me with all things raw egg. Yes, I am an idiot.

OK, let me back up a bit. I was on my way home after an evening of teaching 'Problem Solving' at a company. Part of the session was to challenge participants to come up with something to protect a raw egg when being dropped from a height of 8 feet. The participants only had a certain number of drinking straws and two long pieces of masking tape to work with.

On my way home, I still had a number of unused eggs. Instead of just throwing them away at home, I thought I'd just gently toss them, one by one, out of my moving car so the local critters could feast. Yeah, that worked out well. I do like the activity though. Not the egg exploding in my car activity...the problem solving activity. It makes people work together to protect something that's quite fragile.

I do wonder how often, in the midst of busyness, especially now with the holidays and the current political environment, we forget just how 'fragile' things are these days at work, or even overall. Because of neglect — more often, it's really outright avoidance — we don't protect the fragile. We don't do the hard work.

Hard work like having conversations...the right conversations...that are never held. Needed conversations about unresolved conflict. We avoid, and avoid, and avoid, until there is a point where it all hits the fan and everyone is covered.

Or perhaps we are trying to protect our 'fragile view of our work culture.' Are we surrounding it all with platitudes and wishful thinking, hoping it won't 'crack', exposing it for what it really is? Are we trying to keep it intact? Maintain the status quo? And thus blinding us to the ongoing effort we need to build and maintain a great place to work?

Author and Speaker John Maxwell asks "Will we spend our lives *connecting* with people or *correcting* them?" Is 'correcting them' our way of avoiding vulnerability? The kind of relationship that admits mistakes, and seeks to be more of the student rather than the teacher with each other?

Or are we willing to pump our brakes, slow down, and truly see what we have been building around all that is fragile?

Back to my self-inflicted egg catastrophe. As I was pulled over and parked on that dark, two lane road, frantically cleaning egg remnants off everything (including myself), a vehicle pulled alongside and stopped.

"You OK in there?" came the voice of this good Samaritan in their old pickup.

"Yes", I replied. "Just a little food accident. I was being careless and paid the price. But thanks for checking on me. I really appreciate it."

Being careless with what's fragile can happen. Owning our part of that, and learning from it makes all the difference. And when we see others being just as careless, and paying a similar price, let's pull up, roll down our 'window', and ask them "Are you OK? I've been there and let me help you clean up, and move on".

May this holiday season be our time to let go. To ask for help. To be honest with ourselves, our workplaces and each other. Nothing wrong with cooking those eggs, either. Have a happy and a blessed Holiday season!