The summer season has begun!! A time for rejuvenation, strategic planning, and connecting with family & friends!! It is great to know that as a MCSHRM and SHRM member, we have two great of opportunities to help us with all of these summer season traditions.

It starts on June 17th, with our annual BBQ Meeting at Smokey Glenn Farm. A perfect evening that provides a chance to network, learn, and two chances to WIN BIG. We will be holding a 50/50 Raffle to support the SHRM Foundation offering the chance to win & give back to our profession by supporting the SHRM Foundation and the HR professionals of tomorrow. In addition, are you PHR or SPHR Certified? Have you taken the SHRM Tutorial for the SHRM-CP or SHRM-SCP? If so, wear your SHRM Certification Pin or bring your completion email to be entered into a raffle for a GIFT OF UNSPEAKABLE VALUE!!!

All this, plus we will be learning how to Build a High Performance Organization. We hope to see you for this fabulous evening!!

On June 28th, the National SHRM Conference & Exposition kicks off in Las Vegas!! There is still time to register at annual.shrm.org!! This conference provides multiple opportunities to learn and network with a phenomenal keynote speaker and breakout offerings. I am looking forward to learning new strategies for my organization and returning to the office to plan a new fiscal year yielding positive results. Please let me know if you will be attending (robin.a.marquart@erac.com), we would love to get the MCSHRM members together for coffee or lunch during the conference.

Whether you attend the annual BBQ or national conference, the MCSHRM Board wishes you a fabulous summer season! We look forward to seeing you soon!!
Building a High Performance Organization

Date: June 17, 2015 6:00pm – 8:30pm  
Location: Smokey Glen Farm, 16407 Riffeford Rd, Gaithersburg, MD 20878  
Price: Free for Chapter Members, $45.00 Nonmembers, $55.00 Walk-ins  
This event has been Approved for 1.5 HRCI General Recertification Credit and eligible 1.5 SHRM PDC

About the Program:
Building a High Performance Organization provide organizations with a competitive edge in their respective industry that sets them apart from their competition. By leveraging the ability to cope with and exploit rapidly changing environments through building proper infrastructure. By implementing HPO strategies organizations are better able to respond to their internal and external stakeholders while setting themselves apart from their competition.

This course helps you assess your organization's potential for high performance in terms of its Adaptive Leadership, Resource Capacity, Strategy and Evidenced Based Practices with emphasis on the specific role that Human Resources plays in building a High Performance Organization.

About the Speaker:
Susan Ways has nearly 20 years of Human Resource experience and has as an Executive HR leader building strategic human resource initiatives and dealing with people on all levels and at all stages in their lives. Her approach to Human Resources as a behavior and leadership development expert along with her relatable style have defined her as a trusted coach and leader.

Susan holds a Bachelor’s degree in psychology and a Masters degree in Organizational Communications. She has held the Senior Professional Human Resource certification (SPHR) through HRCI, since 2006.

Susan’s natural speaking ability, practical experience, and willingness to share her personal experiences quickly engages those she works with and draws them into her message. She is an experienced certified trainer in many areas of Human Resources including accountability, diversity, teamwork and customer service.

Susan's unique approach to coaching incorporates real-life experiences to provide relatable context that guides individuals through the process of identifying their limiting beliefs and unlocking their potential. This powerful approach shows others how to live inspired lives and experience personal transformation that applies to all areas of their lives.

This coupled with her ability to deliver honest, direct and targeted feedback is what differentiates her from many coaches and delivers desired outcomes, oftentimes resulting in transformation change.

For more information and to register, please visit our website at http://mcshrm.shrm.org/ and click on the meetings and events tab.

For more information about Sponsorship and Speaking opportunities…  
Contact Ericka Carmona-Vega at ecarmona-vega@4-H.org

~or~

Go to the “Meeting and Events” page on the MCSHRM website and click the “Sponsorship Information” link.
Fridays at the Farm!
Family Crab & Barbeque Feast

Open to the Public
Every Friday Evening Rain or Shine
June through August
5:30 PM – 8:30 PM
Last Seating at 7:30

Buffet Features
Steamed Spiced #1 Crabs & Steamed Spiced Shrimp
Smokey Glen Farm's Famous Barbequed Chicken & Spareribs

Also includes...Baked Beans, Mac & Cheese, Kosher Style Hot Dogs,
Corn on the Cob, Big Salad Bar, Cole Slaw, Potato Salad, Fresh Baked Bread and...
Smokey Glen Farm's Famous Charcoal-Baked Pies (Apple, Cherry, Blueberry & Peach)
Buffet Also Includes Unlimited Sodas, Iced Tea & Lemonade!

Smokey Glen Farm
16407 Riffleford Road, Gaithersburg, MD 20878
www.smokeyglenfarm.com or call us at (301) 948-6097

Smokey Glen Farm
Barbequers, Inc.

Smokey Glen Farm

Adults (Age 16+)
$47.95

Children
Ages 13-15
$29.95
Ages 10-12
$19.95
Ages 6-9
$9.95
Ages 5 & under
FREE

Plus MD State Sales Tax. No Gratuities

Beer & Wine
Choice of Bud, Miller Lite, Yuengling, White Wine
$6.95 per person for the Entire Evening
Plus MD State Sales Tax.
Age 21 or Older – Please be Prepared to Show Proper ID

Please – No Carry-Ins/Out Containers or Coolers
All Food Must Be Consumed On Site
All Seating is First-Come, First-Serve
No Pets, Please
Cash / Visa / MasterCard / American Express
Pricing Subject to Change
Membership Update  by: Vivie Yen, PHR, SHRM-CP

Is your MCSHRM membership active for 2015?

All MCSHRM memberships expire on December 31st each year. Please be sure to join and / or renew online prior to our next meeting so that you can attend the June 17th picnic free of charge.

This is the only “free” meeting that members are entitled to each year. At all other meetings, members enjoy a $10 registration discount. Inactive MCSHRM members and guests must pay “Non-member” rates.

Membership is $60 per annum for Professional Members and $30 per annum for students. Please visit this page on the MCSHRM site for more information on membership:

http://mcshrm.shrm.org/join-now

Welcome New Members!

We are happy to announce the following new members. Please Introduce yourself to them at our next chapter Meeting.

♦ Angelique Andrae  ♦ Cindy Schuerholz
♦ Mia DeMezza       ♦ Ola Abiola
♦ Phil Galbraith    ♦ Kellie Brindley
♦ Sarah Janoske     ♦ Debbie Billings
Registration is Open for the 2015 Maryland SHRM State Conference in Ocean City!

Sunday September 27 - Tuesday September 29

Clarion Resort Fontainebleau Hotel in Ocean City, Maryland

Don't miss the exciting opportunity to network with your peers at our Opening Welcome Reception on Sunday night at the Clarion Exhibit Hall and Happy Hour/Tiki Party/Dinner on Monday night at the Clarion Oceanfront Deck.

Take advantage of the early bird rate of $399.00 - ends June 1st; regular rate of $525.00 after June 1st. (full conference rate includes Opening Welcome Reception, Monday Night Happy Hour/Tiki Party/Dinner and all meals during the meetings.)

The conference will feature three keynote speakers:

Todd Hunt - Monday, Opening ~ Communication Bleeps and Blunders in Business

Michael A. Aitken - Monday, Afternoon ~ HR Public Policy: The 114th Congress and The Obama Administration

Gerry Sandusky (sports announcer), author of Forgotten Sundays - Tuesday, Closing ~ Forgotten Sundays

The conference website (http://md.shrm.org/maryland-state-conference) will have detailed information on the schedule of events, program descriptions, and re-certification credits as they become available.

The conference is pending approval by HRCI and SHRM for 10.5 recertification credits.

MD SHRM is providing discounted hotel accommodations through the CLARION RESORT in Ocean City, MD at significantly reduced rates. This year all activities will be held onsite at the Clarion Resort Fontainebleau Hotel. There are no parking fees and ample parking is available. To register for the hotel at the contracted discounted rate you MUST contact the CLARION RESORT directly at (800) 638-2100 and they will be able to meet your registration needs. Please ask for the MD SHRM State Council, Inc. conference rate. All reservations must be made at least 3 weeks prior to the start date of the conference to obtain the discounted rate. Link to Clarion Resort website: www.clarionoc.com. Registration website: http://www.cvent.com/8l1r987

Registration Deadline September 28, 2015
**Employer Mandate Decision Support Tool**

*For IRS Sections 6055 and 6056*

Does your organization have more than 50 full-time (including full-time equivalent) employees?

- **YES**
  - STOP! Your organization is required to comply with Sections 6055 and 6056.
  - What you need to do:
    1. File Form 1094-C and Form 1095-C with the IRS
    2. Provide Form 1095-C to employees
  - For non-employees (e.g., directors, COBRA beneficiaries, retirees):
    3. Either file Form 1094-B and 1095-B with the IRS and provide Forms 1095-B to responsible individuals, or file Form 1094-C and 1095-C with the IRS and provide Forms 1095-C to responsible individuals.

- **NO**
  - STOP! Your organization is required to comply with only Section 6056.
  - The health insurance issuer/Carrier (including coverage offered through the SHOP) will file and provide the appropriate Section 6055 forms on your behalf to the IRS and responsible individuals.
  - What you need to do:
    1. File Form 1094-C with the IRS
    2. Complete Parts I and II of Forms 1095-C and file with the IRS
    3. Provide Form 1095-C to employees
    4. File Form 1094-B and 1095-B with the IRS and provide Forms 1095-B to responsible individuals, or file Form 1094-C and 1095-C with the IRS and provide Forms 1095-C to responsible individuals.

Does your organization offer health coverage through a fully-insured employer-sponsored health plan?

- **YES**
  - STOP! Your organization is required to comply with either Section 6055 or Section 6056 reporting.
  - What you need to do:
    1. File Form 1094-B and 1095-B with the IRS
    2. Provide Forms 1095-B to responsible individuals.

- **NO**
  - STOP! Your organization is not subject to Section 6055 or Section 6056 reporting.
  - No reporting is required by your organization or any other entity on your behalf.

Does your organization offer health coverage through a self-insured employer-sponsored health plan?

- **YES**
  - STOP! Your organization is required to comply with Section 6056.
  - What you need to do:
    1. File Forms 1094-C and 1095-C (Parts I and II) with the IRS
    2. Provide Form 1095-C to employees

- **NO**
  - STOP! Your organization is not subject to Section 6055 or 6056.
  - No reporting is required by your organization or any other entity on your behalf.
DOL’s Proposed Over Time Rule

Currently, FLSA rules say that white-collar employees who are paid on a salary basis and earn less than $455 per week ($23,660 annually) automatically qualify for overtime pay. The DOL has passed along a proposed rule to the Office of Management Budget (OBM) which proposes overhauling white-collar exemptions, so that more people are eligible for overtime. According to SHRM’s recent article by Allen Smith dated May 6, 2015 – Proposed Overtime Rule Advances to OBM Review, the recommended salary level increase are said to range from $42,000 to $61,000. Typically the OBM review takes four to eight weeks, so hopefully there will be some direction by the end of the summer.

According to SHRM article, current HR Action Items are:

“First, make sure you have current, accurate job descriptions, at least for positions currently classified as exempt. This will facilitate the analysis that companies will have to undertake to assess compliance under the new regulations.

“Second, take a look at your current exempt workforce and develop an understanding of which currently exempt positions might be in the zone for reclassification if the salary threshold increases to $40,000, $45,000, $50,000 or $55,000.

“Third, if it looks like an increase in the salary threshold for exempt status to these levels would have a significant impact on the business, HR should consider letting the business know sooner rather than later that this change may be in the works so that the business can begin to plan for how to respond,” he added.

“Fourth, anticipate the employee relations aspects of the NPRM. There is a good chance that employees will be talking about the proposed rule once it comes out. It may be important, depending on the workplace, to have messaging ready to go on short notice letting the employees know that the NPRM is a proposal and not a final rule, that the company is reviewing the proposal, and that the company is looking into what changes, if any, may be necessary to comply with whatever final rule the Department of Labor issues,” DeCamp remarked.”

To read the SHRM online article by Allen Smith in its entirety, please visit:  
http://www.shrm.org/legalissues/federalresources/pages/proposed-overtime-rule-omb.aspx

DOL Publishes New FMLA Forms-Good Through May 2018

Over the May 2015 Memorial Day holiday, the Department of Labor (DOL) was still working away. This time, they were busy posting the new model Family Medical and Leave Act (FMLA) notices and medical certification forms. Expiration: May 31, 2018.

No more month-to-month extensions or lost sleep over when the long-awaited forms would be released. Now, those managing FMLA leave can rest easy through spring 2018. Relief.

That said, it couldn’t have taken DOL much time to draft the updated forms. After a relatively close review of the “new” forms, I can find only one (somewhat) notable change: a reference to the Genetic Information Nondiscrimination Act (GINA).

In the instructions to the health care provider on the certification for an employee’s serious health condition, the DOL has added the following simple instruction:

Do not provide information about genetic tests, as defined in 29 C.F.R. § 1635.3(f), genetic services, as defined in 29 C.F.R. § 1635.3(e), or the manifestation of disease or disorder in the employee’s family members, 29 C.F.R. § 1635.3(b).

The DOL added similar language to the other medical certification forms as well.

To continue reading the SHRM online article, please click here.

MCSHRM Career Center

Reach HR Professionals in Montgomery County

The MCSHRM web site and Newsletter is a very targeted and cost-effective way to reach Human Resource Managers and Decision-makers in Montgomery County, Maryland.

To post a job on the MCSHRM web site, please send the information listed below to Meredith Leader, Job Bank Coordinator at: mleader@5amsolutions.com

If you would like the job posting advertised in the newsletter please send a copy of the posting to Susan Bennett, Communication Chair at: sbennett638@gmail.com

There is no fee for current members of MC SHRM. There is a $25 fee per posting for non members. This fee provides a Job posting on the web site for one month, and you can place your ad in the next edition of the Chapter newsletter at no additional charge (see below for newsletter contact information).

<table>
<thead>
<tr>
<th>Job Title</th>
<th>How to Apply or Contact Information</th>
<th>Job Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brief description of the company (optional but encouraged)</td>
<td>Job Qualifications (both required and preferred)</td>
<td>Required Equal Opportunity Statement</td>
</tr>
</tbody>
</table>

If interested, please provide the following information:

- Please be sure to indicate if you are a current member of Montgomery County SHRM. If you are not a member, you can pay by debit/credit card payment through PayPal on our website under the Career Center Tab.
- You can also send your check or money order of $25 made out to Montgomery County SHRM and sent to:

  Montgomery County SHRM
  Attention Treasurer (Web Job Posting Payment)
  P.O. Box 633
  Germantown, MD 20874

- Don’t forget to check out the Job Postings on the MCSHRM website!

Special Interest Networking Groups (SING):

SINGs are member-led networking groups that provide a forum for members to meet and discuss specific topics, including industry challenges and best practices in their Area of HR Interest: Benefits, Compensation, Employee Relations, HRIS, International, Recruiting, Strategic, and Talent Management.

We are looking for MCSHRM members to organize, lead, and host SING events in 2015!

If you are interested in leading a SING discussion in 2015 or have access to conference room/meeting space that may be used for these events, please contact Karin Inwood.

For more information or if you would like to lead a SING group, click here.