

LCFHRA INSIDER

A black and white dog is the central focus of the image, looking directly at the camera. It is wearing a bright green St. Patrick's Day hat with a yellow buckle. The dog's fur is black with white patches, particularly on its chest and paws. The background is a soft, out-of-focus gradient of light blue and white.

MARCH 2020

The luck of the HRish

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LCFHRA Member Spotlight

SHANNON CARLSON



Our March member spotlight of the month is Shannon Carlson. Shannon is on our Workforce Readiness Committee focusing on Veteran/Military Affairs.

Where did you grow up?

I grew up all over - AZ, SC, MI, CA, AL.

How long have you been in Wilmington?

I have lived in Wilmington for 12 years.

Where do you work?

I work for EMS LINQ.

What does your company do?

We are a K12 Software/Tech company.

What do you love about working in HR?

I have always loved helping people in any way possible. HR is a perfect fit for me. It is never the same, it changes daily!

What do you hope to accomplish, personally and/or professionally, in the next year?

I am currently working on my SHRM-SCP!

When are you the happiest?

When I am at the beach!

What are you most passionate about in life?

I am most passionate about my children, my job and nature.

COVID-19 RESOURCES

CDC: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

SHRM: <https://www.shrm.org/ResourcesAndTools/Pages/communicable-diseases.aspx>

NCDHHS: <https://www.ncdhhs.gov/divisions/public-health/coronavirus-disease-2019-covid-19-response-north-carolina>

New Hanover County Health Department: <https://health.nhcgov.com/your-environment/public-health/coronavirus/?961>

Onslow County Health Department: <https://www.onslowcountync.gov/149/Health>

OSHA: <https://www.osha.gov/Publications/OSHA3990.pdf>



By Nicole Patino
Law Offices of Fred T. Hamlet

COVID-19 IN THE WORKPLACE

An individual in North Carolina has tested positive for COVID-19. As a Human Resources professional, you are often the first point of contact for individuals who are sick. What should you do if this illness makes its way to your workplace?

While local health officials report a low chance of the spread of COVID-19 to southeastern North Carolina, individuals and employers must consider the possibility that COVID-19 may make its way into our workplaces. How might the introduction of this virus into our state influence the considerations you make when an employee calls in sick or comes in sick?

The CDC recommends that all workplaces create an Infectious Disease Outbreak Response Plan. Developing such a plan will allow employers to be ready to implement strategies to protect their workforce from COVID-19 while ensuring continuity of operations. This plan should include cleaning the workplace regularly, preventing the spread of infectious diseases, and preparing for increased employee absenteeism.

The CDC also reminds employers that they are not to make determinations of risk based on an employee's race or country of origin and that the confidentiality of people with confirmed COVID-19 should be maintained. Compliance with these recommendations can help an employer reduce the likelihood of an unlawful discrimination or HIPAA claim.

The United States Department of Labor has also responded to the potential crisis. Currently, USDOL reminds employers that they have a duty to provide personal protective equipment, which may include respirators, and that the General Duty Clause of OSHA requires employers to furnish to each worker "employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm." Providing a safe workplace may mean that you comply with CDC recommendations, including providing tissues and hand sanitizer (or more hand sanitizer) for employees, in addition to appropriate handwashing areas, to reduce the possibility of transmission of the illness.

If an employee has been exposed or is experiencing symptoms, that employee may need to stay away from the workplace to prevent exposure to other employees. This may also mean that employees who come to work and who have or develop respiratory illness symptoms be separated from other employees or be sent home immediately. If an employee is incapacitated for three or more days due to COVID-19, you may need to designate his or her leave as protected under the FMLA.

The CDC is asking that employers ensure that their sick leave policies are "flexible and consistent with public health guidance" and that employees know of these policies. It is also recommended that sick leave policies be relaxed to allow an employee to stay home to care for a sick family member, as COVID-19 may require an employee to take more sick leave time than is usual. An employer may also consider allowing employees to have more flexibility in working remotely, if possible.

COVID-19 might be novel, but you are likely already familiar with the laws that this illness might implicate (Title VII, OSHA, FMLA, HIPAA). If you have specific questions regarding your policies, your workplace, or an individual employee, contact your attorney.

March Meeting

**Meeting Postponed,
new date TBD**

Wilmington

April Meeting

**April 22, 2020 from 11:30 am - 1:00 pm
Program: Talent Acquisition & Retention
Boot Camp: Veterans
Presenters: Kimberly Williams
Location: Onslow County Government Center**

**This meeting has not been canceled yet
but will be evaluated closer to the date
pending the ever changing situation with
regards to the COVID-19 virus.**

Jacksonville

There will not be an April Meeting in Wilmington!

You are cordially invited to participate
in our 1st

Second Chance Job Fair



New Hanover Correctional Center

April 22, 2020 from 1:00-3:30pm

330 Division Drive, Wilmington

1:00pm: Employers Sign-In (**Must Bring Driver's License
and be on time. Late arrivals will not be allowed entry.**)

1:20pm Set-Up

1:30-1:45pm Welcome

1:45-3:00pm Meet with Residents



Please contact:

Paula Giles 910-251-5777 x207

paula.giles@nccommerce.com

For more information and to reserve your table

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NCWorks Career Center
1994 S. 17th St., Wilmington, NC 28401
910-251-5777



MILITARY CAREER TRANSITION DAY

**DATE:**

April 7, 2020

TIME:

8:30-4:30

PLACE:

Cape Fear Community
College
502 North Front Street
Wilmington, NC

**Come meet these and
other organizations!**

**About Whole Vet**

Whole Vet provides veterans, transitioning service members, National Guard and Reserve members, and their families with the tools, resources, and support to have a great civilian career and life.

We know that a time of transition can seem daunting. We are putting in place programs to help 'Build Lives Together'.

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STUDENT VETERANS AND SPOUSES -

Come join us at Cape Fear CC in Wilmington:

- Learn about job opportunities in eastern North Carolina, Raleigh, RTP, and beyond
- Hear from a Professional Development Panel made up of Veterans and Military Spouses
- Participate in workshops on LinkedIn, Resume Review, Interview tips and more
- Explore education opportunities from surrounding schools and universities

This event is open to veterans, transitioning servicemembers, spouses and caregivers.

FREE for attendees, but seating is limited so reserve space today at:

<http://bit.ly/WholeVetCFCC2020>

SHRM Recertification

You worked hard to earn it, now make sure to keep it!

Earning your SHRM-CP or SHRM -SCP credential proves your competence in the field and your dedication to the profession; maintaining it shows you are committed to self-improvement and HR excellence. Enhance competence, maintain relevance and maximize the value of your original investment by recertifying your SHRM Certification credential today!

There are two ways to recertify:

Earn 60 professional development credits (PDCs) within your three-year recertification cycle; OR Re-take the certification exam within the last year of your recertification cycle.

Use the SHRM BoCK™ as your guide!

HR professionals attain recertification by engaging in professional development activities that relate to the behavioral competencies and HR knowledge identified in the SHRM BoCK. The incorporation of competencies into the SHRM BoCK greatly expands the range of activities that will qualify for PDCs. Visit the shrm.org site to download the BoCK.

Focus on learning and growing, not on paperwork.

The ease of recertification is at your fingertips! Use the SHRM Certification App to enter your recertification activities as you go! There's no need to hold on to activity IDs, enter them whenever and where ever you are.

Download the SHRM Certification App Today!

Search for "SHRM Certification" in the App Store or Google Play Store.

Have questions about recertifying your SHRM-CP or SHRM-SCP? The SHRM Certification team will answer some of the frequently asked questions they receive from credential-holders.

Q:

I have several months to go before the end of my current recertification cycle, and I've already earned 75 professional development credits (PDCs). Since the "magic number" to recertify is 60 PDCs, can I carry over those "extra" 15 credits to my next cycle?

A:

Yes. If you recertify with more than the 60 PDCs required for recertification in your account, you may carry over a maximum of up to 20 PDCs into your next cycle.

Q:

Are any categories of PDC excluded from carryover?

A:

No. All PDCs are eligible to be carried over.

Q:

Does carryover apply backward? That is, can I add "extra" credits to the recertification cycle I've already completed?

A:

No. PDCs cannot be added to a previous cycle.

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September 16-18th, 2020
Benton Convention Center in Winston-Salem, NC

[Click here for Registration! Discounted Registration is good thru 4/4/2020!](#)



CONTACT US!

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