 

**Meeting Notice: October 9, 2014**

**Flathead Valley Chapter of**

**Society for Human Resource Management**

**We are looking forward to seeing you at our upcoming meeting!**

**RSVP required. Please RSVP** by **12:00 p.m. on *Monday, October 6*** to our Programs Chair, Fabienne Nitopi, at [fnitopi@nxgen.com](mailto:fnitopi@nxgen.com).

Date: **Thursday, October 9, 2014**

Program: **Montana Specific HR Policy Issues**

Presenter: **James A. Nys**

Time: **11:30 a.m. to 1:00 p.m.** Lunch will be served at 11:30 and our general meeting will start at 11:45 a.m.

Place: **Red Lion Hotel**, 20 N Main Street Kalispell, MT 59901

Lunch: MEMBER: **No charge for members.**

NON-MEMBER: No charge for First Time Guest. $24 for program & lunch for non-members.

Note: Non-members who RSVP for lunch and are unable to attend will still be billed.

**Program Description:**

This presentation will cover Montana specific HR policy issues. Montana laws require employers with Montana based employees to write their policies differently than they would in other jurisdictions. Among the differences impacting policy writing and administration are the lack of employment at will, broader privacy and discrimination protections, differences in overtime exemptions, unemployment insurance, workers compensation and more.

**Presenter Information:**

James A. Nys is the President and Chief Human Resource Management Consultant for Personnel PLUS! Consulting Services, in Helena.   He has served on several national professional leadership positions with the Society for Human Resource Management including their Legislative Action Committee, the SHRM Research Committee, and the SHRM special expertise committee.  He served as the Montana State Council of SHRM Legislative Chair for 25 years. Jim has well over 35 years experience in personnel management working for the State of Montana and, since 1987 as a private consultant.   He holds a Masters degree from the University of Montana and is certified as a “Senior Professional in Human Resources@ by the Society for Human Resource Management (SHRM) and a Certified Staffing Professional by the American Staffing Association. Jim has received numerous professional awards including the 2013 Helena Chamber's Business Person of the Year, the 2010 Job Service Employer's Committee Small Business Employer of the Year, the 2008 SHRM Professional Excellence Award and the 2010 Montana NFIB Small Business Champion of the Year.

**We encourage Flathead Valley Chapter members to bring guests to our monthly meetings to experience first hand, the benefit of SHRM.  Members who bring guests will have an opportunity to win a lunch redeemable at a future meeting.**

***Don’t forget to bring CASH!***

***Support the SHRM Foundation and yourself — buy “Split the Pot” tickets!* *YOU could win money!***

**Visit our website at** [**http://flathead.shrm.org/**](http://flathead.shrm.org/) **for more information about our upcoming events and legislative updates!**

**Connect with other members online in our LinkedIn Group:**

<http://www.linkedin.com/groups/SHRM-Flathead-Valley-Kalispell-Montana-4286381>



*\*The use of the HRCI Pre-Approved seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute’s criteria to be pre-approved for recertification credit.*