

DOL Chooses HR Systems for 2009 Flex Options

For the past two years HR Systems has worked with the Department of Labor, Women's Bureau, to present and implement the Flex Options Program to employers in Iowa, Nebraska, Kansas and Missouri. The program has been a huge success and the DOL has selected HR Systems to continue this program into the 2009 DOL's fiscal year.

"This selection will allow us to continue to offer 'no cost' consulting to companies and organizations that need assistance with such items as; recruiting, retention, working schedules, part time work, flextime, job sharing

and many more, said Doug Pedersen, President of HR Systems." In the past couple of years HR Systems has helped companies in the four-state region develop and implement a variety of these programs to help improve the overall workplace productivity. This year we are including the total workforce program and also generational issues.

Starting in October, free seminars will be held in Omaha, Council Bluffs, Ankeny and Kansas City.

For more information call the toll free number 866-513-5647.

HR Systems Welcomes New Iowa Consultant!

Betty Buitenwerf, JD, SPHR, joins HR Systems as a consultant in the Iowa market. Betty, a seasoned HR professional, has 16 years of comprehensive experience as a human resource practitioner and employment law consultant in both public and private sectors, as well as higher education.

Betty has experience in all areas of human resource practice and management, including: recruiting, hiring, selection, retention; compensation and classification; employee benefits; employee relations; collective bargaining; performance management; development and application of police and procedures; discipline and discharge; organizational development and effectiveness; review and development of job descriptions; employee development and compliance training; worker's compensation and other leave issues; and strategic planning.

Betty has 10 years of experience with labor relations in both private and public sectors, including the day-to-day administration and interpretation of collective bargaining

agreements, administrative hearings before the Public Employment Relations Board, the National Labor Relations Board, unemployment proceedings, arbitrations, and chief negotiator for collective bargaining agreements.

Betty has a law degree, which provides her expertise in the interpretation of, application of, and compliance with the myriad of federal and state laws and regulations that affect employment and human resource practice, drug and alcohol testing, COBRA, HIPPA, FLSA, and relevant Iowa statutory laws and regulations. Betty has conducted hundreds of workplace investigations involving harassment and employee misconduct. She has consulted with employees and management on organizational, labor and employment law compliance. Betty is also a certified mediator of workplace conflict and disputes.

HR Systems is excited to have Betty offer her expertise in the Iowa market!

Now Earn CEUs through HR Systems!

We are excited to announce that HR Systems' training courses are now eligible for CEU's!



We have been certified through HRCI to give continuing education credit to anyone who attends our training programs. The programs included in certification include:

- Management, Leadership and Liability (*September 18th*)
- HR and the Law (*September 25th*)
- Coaching and Progressive Discipline (*October 16th*)
- Effective Communication (*November 20th*)