



Northern Utah

A monthly report of the happenings of the SHRM-Northern Utah chapter and information to support Human Resource professionals.



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Utah Human Resource Association



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President's Address

We are half-way through the year and still counting on some great events coming up ahead.

July will be our last luncheon until October. Traditionally, we take August off to attend our golf tournament and September to allow members to attend Utah SHRM's Work Elevated Conference.

Unfortunately, for many reasons our golf tournament will not happen this year. Do not be discouraged! We are replacing it with a pickleball tournament this October. Stay tuned for more information. We'd love to see you all there to have fun, network, and raise money for our student scholarships.

Till next month!

Rachel Child

2026 SHRM Northern Utah President

Upcoming Events at a Glance

See calendar items in detail at www.NUHRA.org.

July 16, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott	August 4, 2026 Ask an Attorney 8:00 Zoom	October 15, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott
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Polywork

Have you heard of Polywork? It is a fancy new word for moonlighting or an employee having multiple jobs.

Do you have a policy on polywork?

SHRM has a recent article suggesting we look closely at the pros and cons of polywork before taking a hard stand against it, though it likely isn't a good idea to do that anyway.

<https://www.shrm.org/topics-tools/news/making-polywork-work-for-companies>

“Approximately 46% of all employees have a second stream of income.” While one might think this depletes their resources, these side hustles might be passion projects that invigorate or rejuvenate employees. They build their skills *on someone else's dime* and bring back lessons learned to your organization.

The key is to have a meaningful conversation with the employee about the nature of the work and to see if it interferes with your work in any way. You want to factor in the employee's performance history. You may not even have an issue.

Check out other workplace news and trends articles at SHRM.

<https://www.shrm.org/topics-tools/news>