

# HR Connections



SOCIETY FOR  
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MANAGEMENT

*The Newsletter for Fox Valley Human Resource Professionals*



## PRESIDENT'S MESSAGE

As I looked at taking on the role of President this year I did a lot of thinking. Then I went to the National Leadership Conference for Chapter Leaders and the ideas began flying.

What could our organization look like?

What service could we provide to our membership and community beyond good programming and program-partnerships?

How, as a chapter, are we Serving the Professional and Advancing the Profession?

As I thought of what the organization could look like, I shared ideas with other leaders from across the country. I have brought those ideas back and shared them with our board. In recent years the board has done a fantastic job of getting programming in line

a year in advance, creating partnerships and stabilizing the financials of the chapter.

I am in a very fortunate position to have those in place so that I can look forward with the organization. The board is planning to meet in early March for a half-day to do strategic planning for this year and for several years to come. We recognize that if we are to pursue collaborations and partnerships in the community that those will take more time than one board term. We are committed as a board to our future, as professionals and members.

I would like to know where you think the organization needs to go. How can we make an impact in our community?

My charge to you is to bring to the table where you see the needs. We

will have to narrow this down to a few focus areas and develop a plan around those.

The challenge is also your participation. You may not be able to commit to a term on the board, but would you be willing to contribute to a project group? I will clarify that just because you bring an idea to the table does not mean you will be forced to be in charge of it.

This is your organization, these are your communities – where you live, where you work.

A vision can come from me, but the ideas, what drives you, I need to know from you. I would like your input as to what we, as an organization, should do. You can contact me at [www.tpderse@lsswis.org](mailto:www.tpderse@lsswis.org).

**The Pulp and Paper Manufacturers Association [PPMA]  
is excited to host a program on March 9, 2005 from 8:15 a.m. – 12 noon, called  
“Maintaining a Respectful Workplace by Preventing Violence, Harassment and Intimidation.”**

Bob Gregg will be the speaker for the event. The program will be held at the Radisson Paper Valley Hotel. Registrations will most likely be brisk, so be certain to take action right away.

Be aware that this program is being offered to everyone. You do not have to be a member of PPMA, so if you know someone else who may be interested in it, please forward this e-mail announcement to them.

For more information and to have a registration form e-mailed to you, contact Dick Kendall, Executive Director, PPMA at 920-734-5778 or e-mail Dick at [rekendall@sbcglobal.net](mailto:rekendall@sbcglobal.net)

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# PROGRAM COMMITTEE COMMUNICATIONS

Your 2005 programming and monthly Chapter meetings have started out on an exciting note. In January Michael Fischer of Kimberly-Clark delivered a very informative program on Strategic Planning, which had exceptionally high ratings on our Evaluations. In February we brought back the HR Topics roundtables. The March 15th half-day workshop, Healthcare Symposium will provide a wealth of important insight into wellness programs at Miles Kimball by Susan Boettcher, along with Pat Trotter, Health Solutions, Terry Maves, United Healthcare, and Scott Smeaton of Hierl Insurance who will discuss healthcare cost issues.

In mid-march the morning SHRM Workshops will sponsor a quarterly program on HR Education/Self Improvement. Watch for more details to come.

Mark your calendar for the April 19th joint sponsorship Chamber/SHRM workshop featuring Richard Axelrod, author of the newly released book titled *You Don't Have To Do It Alone*, how to involve others to get things done. Watch for an Email registration form for these meetings. The entire year's programs are posted on the SHRM web site.

This is the second program season in which your Chapter has worked to receive PHR/SPHR re-certification credits. Your monthly registration notice form will include an "Approved

for Credit" logo for those programs that qualify. A reminder to all members needing PHR/SPHR credits through HRCI, keep track of your qualifying documentation, and if you need information on re-certification go to <http://www:hrci.org>.

Your Program Committee has set our meeting times to include registration and ample time to network before our meetings. We hope you will take advantage of this time, and meet with friends and colleagues as well as extend a welcome to new members (you will recognize them by their red bordered name tags). Remember to fill out your Evaluations at the end of each program. We value your in-put and do pay attention to your suggestions.

The 2005 Program Committee includes: Steve Fiorello, Andrew Preissner, Ryan Derber, Jodi Wellhoefer, Mandy Soland, Chris Vander Wielen, Jan Stage, Diane Nelson, and Tony Wickham. Please call on them with any program topics and or speaker suggestions. A special thank you to Andrea Siebers, our Chapter Administrative Assistant she does a great job of keeping everything on track.

Thank you for your support, and we look forward to seeing you at our upcoming SHRM Chapter meetings.

Moonyean Smarzynski  
& Loretta Wilhelm  
*Programming Committee Co-Chairs*

## FOX VALLEY SHRM CHAPTER

The Kendall family – Dick, Mary, Julie, Heidi and Phil and Ashlee Gene – would like send a profound thank you to the membership for the card and memorial contribution made in remembrance for the loss of their son Kevin.



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## LEGISLATIVE UPDATES

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### Write in Support of Medical Leave Clarifications to the FMLA

#### Background

Since the Family and Medical Leave Act (FMLA) was enacted in 1993, the FMLA has made a significant contribution by providing a supportive environment for employees and their families in a time of need. On the other hand, employers, employees, and the courts have raised questions concerning the consistency with which the regulations were drafted and applied in comparison to the original statute.

According to the U.S. Department of Labor's (DOL) regulatory agenda, proposed regulations to clarify issues raised in the Supreme Court decision in *Ragsdale v. Wolverine Worldwide Inc.* as well as other court rulings could appear in the Federal Register as early as March 2005. In *Ragsdale* the Supreme Court held that the DOL regulation's penalty provision—the part that automatically grants employees additional leave if employers fail to designate time off as

FMLA leave—was invalid.

SHRM continues to underscore to the DOL and Congress that clarification is needed with *Ragsdale* and the regulatory interpretations of what constitutes a "serious health condition" and "intermittent leave." The original statute defined these terms as:

- Serious health condition—an illness, injury, or physical or mental condition that involves inpatient care or continuing treatment by a health care provider.
- Intermittent Leave—leave that is taken in less than full-day increments when medically necessary.

DOL regulations defining these terms have expanded the scope of the Act, e.g., absences of three days or more and a doctor's visit are now covered as a serious health condition. In addition, leave must also be provided to employees in the smallest time increments that employers are able to track (6 to 10 minutes) in their payroll systems. Clarifying provisions relative to the original intent of the FMLA will help reduce problems experienced by organizations that administer

the Act's requirements and provide leave to those who truly need it.

#### Action Needed

This is your opportunity to write your elected officials to support clarifying the FMLA prior to issuance of proposed DOL regulations. It is important that SHRM members provide their professional experiences with regard to the FMLA, in particularly the medical leave provisions of the regulations.

#### Write your opinion to:

Senator Russ Feingold  
506 Hart Senate Office Building  
Washington DC 20510-4904  
[Russell\\_feingold@feingold.senate.gov](mailto:Russell_feingold@feingold.senate.gov)

Senator Herb Kohl  
330 Hart Senate Office Building  
Washington, DC 20510

Congressman Tom Petri  
2462 Rayburn House Office Building  
Washington, DC 20515

Governor Jim Doyle  
<http://www.wisgov.state.wi.us/>

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## STUDENT CHAPTER

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The spring semester is about to get underway for the University of Wisconsin – Oshkosh student chapter. The students have a full docket of programs and excellent opportunities planned. Their first major event is hosting the HR Games, which are scheduled for Friday, February 25th and Saturday, February 26th. Volunteers are needed from 5-10pm on Friday night and 1-3pm on Saturday afternoon (SPHR designation preferred for Saturday). Multiple professional volunteers are needed to make this conference a success. If you are interested in volunteering or would like more information, please do not hesitate to contact me or go to the website for more information, [www.shrm.org/students/hrgames](http://www.shrm.org/students/hrgames).

Professional Development Day is planned for March 29th. Students will be able to meet with professionals and have their resumes evaluated, be participants in mock interviews, and ask questions to better prepare for their upcoming internship or job search.

They will be holding a Professional Panel on April 12th. This session will consist of professionals from various occupations in the Human Resources arena. Professionals will be given the opportunity to give insight into their job search, profession, career path, and provide personal recommendations.

The feedback I have received thus far has been very positive regarding the

mentor program. I look to continue the program this semester and will be looking for mentors from our chapter once again.

Thank you again for your help and support during the past semester. I am looking forward to the upcoming semester and hope many of you take advantage of the volunteer opportunities available. If you are interested in learning more about any of these volunteer opportunities, please contact me at [APreissner@rawhide.org](mailto:APreissner@rawhide.org) or (920) 982-6100, ext. 503.

# SHRM FOUNDATION

## FEBRUARY

### Your Foundation at Work: HR in Alignment

The Foundation recently produced a new video entitled "HR in Alignment: The Link to Business Results". Narrated by Dr. Wayne Cascio, this DVD presents a real-world case study of Sysco Food Services Company. It explains how Sysco is successfully measuring the business impact of its HR strategy and aligning its mission throughout the organization, from top executives, to front-line employees, to customers. This product compliments the very successful "HR Role Models" DVD introduced by the Foundation in 2003. A valuable resource for chapter programs and professional development, the video was distributed free to attendees at the 2004 SHRM Leadership Conference, and is now available for purchase through the SHRMStore. The SHRM Foundation: Investing in Your Future as an HR Leader

## MARCH

### Your Foundation at Work: Regional Scholarships

Did you know... The SHRM Foundation provides \$30,000 annually to fund the Regional Scholarship Program? The scholarships support SHRM members working full-time and pursuing HR degrees or professional certification. Each of the five SHRM regions receives \$6,000 to award to applicants in their part of the country. SHRM members, chapters and state councils may submit an application to SHRM by May 1 for consideration. Scholarship applications and complete details are available online at [www.shrm.org/foundation](http://www.shrm.org/foundation) under "Education Grants and Scholarships."

The SHRM Foundation: Investing in Your Future as an HR Leader

## INTERESTED IN A TRAIN-THE- TRAINER SESSION ON TRUE COLORS?

Coming on May 25th from 8 - 12 a.m., Sheri Peitersen, Leadership Development Specialist at Plexus Corp., will lead attendees through the facilitation of True Colors.

True Colors is a personality assessment tool based on the work of Myers-Briggs and Kiersey that was created to translate complicated personality and learning theory into practical information we can all use and understand. This workshop will help facilitators, teach individuals about their own temperament and develop a better understanding of the people they work with. True Colors begins with fun and creative activities to identify participants among four basic personality types or "colors."

Watch for more details coming in a couple of months. This Train-the-Trainer Session is for members of the Fox Valley Chapter - SHRM only.

Sheri Peitersen is currently employed as a Leadership Development Specialist at Plexus Corp. in Neenah, WI. At Plexus, Sheri is responsible for both the development and the facilitation of various leadership classes on both a national and international level. She is also responsible for the implementation and execution of Plexus' Excellence in Leadership Process, which includes Talent Acquisition, Continuous Performance Management, Succession Planning, Career Planning, and Leadership Development.



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# MEMBER SPOTLIGHT

## MANDY SOLAND



**My current position is...** Human Resources Supervisor at Schenck. I am a generalist and also the backup to the Benefits Administrator.

**A typical day for me...** unpredictable! I visit other offices at times, but a typical day usually involves recruiting, employee issues, consulting with management or employees, procedure or policy work, research on new issues/questions, etc.

**I enjoy most about my job...** the people! How cliché is that? I really like the mix of the technical which comes into play with an accounting/consulting firm with the people contact. I love working with the employees. I love getting to know them. I love new hires and helping them adjust. I love when things run smoothly with having the right staff to get the job done, hiring the right people, resolving conflicts, etc. I love research and the challenge that goes with people as well.

**My greatest work challenge is...** Same as above. We have multiple offices and trying to get all offices to work as a team can be rough. The other challenge would be balancing the "numbers" or technical mentality with the people mentality.

**When I'm not at work I'm...** I could be doing anything! I love to read,

draw, run, write, play soccer and volleyball, participate in a few organizations, spend time with my family and friends, listen to music, crossword puzzles,... oh and study! I am in grad school right now.

**Most people don't know that...** I am in grad school and possibly looking at two masters or maybe getting my CPA.

**On the nightstand...** I'm currently reading The Celestine Prophecy, The Alchemist, Bridget Jones Diary...but I also have a load of crossword puzzles and a dictionary...and typically some fashion magazine.

**SHRM Committees/Activities...** I'm a Board Member and I will be part of the Program Committee.



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# GET INVOLVED...VOLUNTEER...HAVE FUN!!!

The State Council has an immediate opening to fill the **COMMUNICATIONS DIRECTOR** position! Due to time constraints, Jackie Swanson has to resign from the State Council. She has agreed to continue in the role until a replacement has been identified. We are looking for someone with previous experience in working with websites, or the ability to learn!

## THE POSITION RESPONSIBILITIES ARE:

Responsible for ensuring that the communication of information regarding SHRM and State Council activities is disseminated to Chapters, members and external parties in an effective and timely manner. Will be the primary coordinator for the State and Chapter web sites and assist with public relation duties. Will maintain and coordinate the statewide database.

## RESPONSIBLE TO:

The State Council Director

## RESPONSIBILITIES:

1. Serves as a voting member of the state council and is expected to attend and participate in all council meetings.
2. Serves as a resource for the state council in the use of technology to improve communication and informational transfer with local chapters, at-large members, and SHRM staff.
3. Coordinates efforts in encouraging the development of consistent standards to facilitate better sharing of data at all levels of the leadership structure.
4. Serves as the webmaster / web site coordinator for the state council ensuring that both the State and the chapter websites are updated and accurate.
5. Maintains and coordinates the statewide database.
6. Assist with public relations activities by communicating with media and other external parties.

## REQUIREMENTS:

1. Must be an SHRM member in good standing. HRCI certification highly desirable.
2. Appointment is made by the state council director.
3. Serves a term beginning the first day of January and ending the last day of December. May be reappointed for two additional one-year terms for a total service of three years.



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