

HR Connections



The Newsletter for Fox Valley Human Resource Professionals

President's Message

2010....can you believe it?!?! Thank you very much for continuing your Fox Valley SHRM membership; we appreciate your continued dedication to the Chapter. This year offers several new and exciting events.

The FVSHRM Chapter is sponsoring a house in the Rebuilding Together-Fox Valley's upcoming Project Day. The date for the project is Saturday, May 1st. In sponsoring a house, FVSHRM has committed to the financial and volunteer support for rebuilding the home of someone in need. In doing so, we are not only rebuilding a home, but someone's life! We will be helping a person or family that is unable to complete tasks necessary to keeping (or bringing back) their home to a livable state. We need to provide as many volunteers as possible on Project Day! Can we count on you? Just think how good you will feel knowing that you have helped someone in need. The day will start at 7:45 am at our designated work site (in the Appleton area) and will conclude by 4:00 pm. Lunch and refreshments will be served at the site. Also, there will be a free volunteer appreciation picnic later that evening with food and a silent auction. If you are interested in helping or want more information on Project Day, please email fvshrm@fvshrm.org.

The Wisconsin State Council is asking all HR professionals in Wisconsin to volunteer their time on June 11th or 12th for "Make a Difference Day." This will be a day that HR professionals get out in the community and help others in need. There will be more information to come on this event in the near future.

Traditionally diversity was the program topic in August, but this program is moving to November in 2010 leaving August open for a 3rd social event. A wine tasting event will be held in June, a golf outing in July, and a chapter-wide Timber Rattler game on August 19th. This outing is open to chapter members and their friends and family. Space is limited so please register early at www.fvshrm.org.

The state conference will be held in Appleton this October. The conference committee will be looking for volunteers to help make this event the great success it is year after year. Volunteering is a way to give back to the profession.

It was a pleasure to serve as Chapter President last year and I look forward to another fun year.

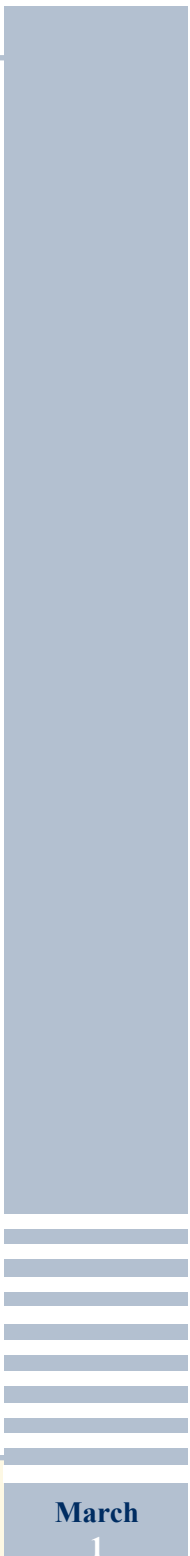
Lisa Van Straten

FVSHRM Chapter President

lisava@wowlogistics.com



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Study Groups for PHR/SPHR/GPHR

Last fall 18 HRCI certification candidates participated in the seven-week study group. Of those 18, 15 passed on their first attempt. So we have 11 new PHR and four new SPHR certified members.

Congratulations to:

Amy Sabourin, SPHR	Jennifer Robb, PHR	Amy Dempsey, PHR
Jean Hale, PHR	Leslie Swinford, SPHR	Tami Vosters, PHR
Stacy Hetherington, PHR	Katie Ricketts, PHR	Anna Ewerdt, PHR
Nan Thomae, SPHR	Elise Moureau, PHR	Diana Darvin, PHR
Sarah Day, PHR	Brooke Koch, SPHR	Jessica Buss, PHR

Also, thanks to our facilitators John Thiel, JD; Rick Seering, SPHR; Melissa Mauer, SPHR; Allison McCaffrey, SPHR; and Melissa Karls, SPHR. With a success rate over 83%, everyone worked hard to prepare for the tests.

The next study group is tentatively set to start in mid-March. The study group is offered for free to FV SHRM members. The sessions run for seven weeks, one evening per week. You must have access to a copy of the SHRM Learning System that is no more than two years old. The Learning System is available from the chapter for purchase or rent. If you are interested, please email Peter Mariahazy, V.P. of Professional Development, at peterm@mbm-idt.com.

Are you able to facilitate, or have you wanted to? Let Peter know if you are interested or if you are curious about what is involved. Normally, it is one evening during the whole session. Requirements: You must be HRCI certified (SPHR preferred), have good communication skills, and a desire to help other HR professionals who are looking to learn.

Scholarships

Congratulations to Sarah Meier, winner of the Fall Chuck Sauter Memorial Scholarship of \$500. Did you know that FV SHRM offers two scholarships each semester? The Sons and Daughter's Scholarship is for the dependent of a FV SHRM member going to or in higher education. The Chuck Sauter Memorial Scholarship is for HR Majors attending UW Oshkosh. Please find more information on the Fox Valley SHRM website.

Diversity

Diversity Day has moved to November 16, 2010 this year! Please plan to attend this exciting morning filled with useful information that you can take back to the office! We are planning to have a nationally recommended SHRM speaker at the meeting. Watch the website and future newsletters for more information. Also, if you are interested in becoming a committee member, please contact Terleen Cheslock, V.P. of Diversity, at tcheslock@simmons.com. Hope to see everyone there!

UW Oshkosh Student Chapter Update

UW-O SHRM is proud to announce the arrival of another exciting semester. With four new executive board members, we are aiming to accomplish a lot this semester. Many events are planned that have never been attempted in the past. Our spring break trip to New Orleans and hosting HR Games are just two of the many highlights we have planned for this jam-packed semester.

This busy time starts off with a new event for SHRM. February 20th will be a bitter cold day as our team will be “freezin’ for a reason” down at Menominee Park in Oshkosh. The annual Polar Plunge takes place to raise money for Special Olympics. We have a brave team this year that will take the plunge, have some fun, and raise money to help a great cause. We have a business casual theme planned and are looking forward to a good time.

February is also full of speaker meetings and ends with a fun social for all the members. However, March is probably the most exciting month to announce.

HR Games has been a huge project for us as we anxiously await its arrival. HR students from all over Wisconsin will showcase their knowledge in this Jeopardy-style game. They will also get the chance to hear numerous speakers and have some fun at Titan Nights. We have been hard at work planning this state wide conference so its participants can expect a lot.

The next weekend is followed by our participation in the annual Shamrock Shuffle 5k run/walk on campus. This may be seen as some much needed exercise as we get ready to pack our bags for SHRM’s highly anticipated spring break trip. With the help of a grant from Target and other means of fundraising, we are New Orleans bound!

The New Orleans Committee has been very hard at work planning this adventure. This seven day trip will consist of helping Habitat for Humanity reconstruct the city and the surrounding area after the Hurricane Katrina tragedy. We really wanted to find a way to make a difference this spring break and I think that is exactly what is in store for us. We will also be attending company tours, sampling traditional cuisine, and going sightseeing in the heart of New Orleans. This adventure will be a much needed school break for many SHRM members.

With HR Games, The Shamrock Shuffle, and New Orleans packed into just one month, our schedule left us a lot of room in April. However, that too filled up fast. Elections for next semester will be held on April 6th. Several members have donated volunteer hours on April 17th for “Hands on Oshkosh.” Once each semester UW Oshkosh hosts this event — a program where students, faculty, and staff come together, go out into the community to volunteer, and make a difference.

Then, we are headed to a Timber Rattlers “Bang for your Buck Night” on April 20th. This is followed by a company tour on April 27th. Finally, our end of semester banquet will be held on May 2nd.

We sure will have a lot to reflect on at that point.

With all the hard work from the executive board, the many committees, and other general members, we are excited to kick off this semester. It’s going to be an intense semester that is really going to build our network. With our desire to bring more to the UW-Oshkosh SHRM table, we hope this semester will be one we won’t soon forget.

Membership

We appreciate your continued membership for 2010. We currently have 240 active members and additional new membership applications pending. Please join me in welcoming our newest members:

New Member Name:	Organization:
Julie Holcomb	Right Management Consultants
Lynn Sweet	Badger Mining Corporation
William LaBelle	Prudential
Christi Forbes	Citizens First Credit Union
Connie Roe	COTS, Inc
Gina Casper	Kohler Co.
Christine Wilfer	The Diagnostic Group, Inc.
Patricia Reinke	Outlook Group Corp.
Joel Kuplac	Air Wisconsin Airlines Corporation
Anna Ewerdt	Alliance Laundry Systems
Justin Garrett	Transitional
Nicole Tetzlaff	Community Blood Center, Inc.
Sharon Lampinen	Firststaff
Tina O'Connor	Innovative Services, Inc.

Of our 240 active members, 161 of us enjoy the benefits of National SHRM membership in addition to our local chapter membership. Our goal is to increase the number of National SHRM members in our chapter by a minimum of 3% in 2010. If you have interest in learning more about National SHRM membership, please go to www.shrm.org or you may contact me with questions.

If you are currently a National SHRM member, please go to <http://moss07.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/designform.aspx> to notify National SHRM that you are an active member of the Fox Valley Chapter of SHRM (Chapter #0078) and note that we are your primary local chapter. National SHRM members receive a \$25 discount on their annual FVSHRM membership dues and our chapter receives support from National SHRM based upon the number of National SHRM members active in our chapter.

Best regards,

Michelle Wright

VP Membership

membership@fvshrm.org

Legislative Update- Winter 2010

By: Darlene M. Clabault, PHR; Senior Editor - HR; J.J. Keller & Associates, Inc

COBRA subsidy extended

The Department of Defense Appropriations bill (HR 3326; P.L. 111-118), which included an extension of the COBRA/ARRA provisions that went into effect in February 2009, was signed into law on 12/19/09. Employees can now obtain the subsidy if they lose their jobs between 9/1/08 and 2/28/10 — the original end date was 12/31/09. Employees may also receive the subsidy for up to 15 months, rather than the original nine months. This measure became effective upon signature. Employers are to provide new notices to affected individuals, and the Department of Labor has provided updated notices.

FMLA for airline crewmembers

The Airline Flight Crew Technical Corrections Act (S 1422), was signed into law (P.L. 111-119) on 12/21/09. It creates alternate FMLA eligibility criteria for airline crewmembers who were otherwise prohibited from meeting the eligibility criteria because of FAA requirements. The law became effective upon signature.

FSA balances distributed at termination

A measure (S 2883), introduced 12/15/09, would provide for the distribution of remaining balances in flexible spending arrangements upon termination from employment.

Employee or contractor?

The Taxpayer Responsibility, Accountability, and Consistency Act of 2009 (S 2882), introduced 12/15/09, would modify the rules relating to the treatment of individuals as independent contractors or employees. It would require information reporting; require businesses that pay any amount greater than \$600 during the year to corporate providers of property and services to file an information report with each provider and with the Internal Revenue Service (IRS); and revise the safe harbor to ensure employers have a “reasonable basis” for not treating an individual as an employee.

Wellness provisions added to health care reform

The Building Efforts for Wellness and Encouraging Longer Lives Act or the BE WELL Act (S 2806), introduced 11/19/09, was added to HR 3590, the Patient Protection and Affordable Health Care Act – one of the health care reform bills currently being worked on, which passed the Senate on 12/24/09.

WI: Workforce Development Board information

Wisconsin AB 266 (Act 87), requiring companies that are closing or having a mass layoff to include contact information for the local workforce development board in their notice, was enacted 12/2/09.

Please note that these are just highlights of recent legislative activity. A complete rundown of HR-related legislation is made available at the monthly FVSHRM meetings.



30 Reasons Employees Hate Their Managers What Your People May Be Thinking and What You Can Do About It

© 2007 Bruce L Katcher with Adam Snyder

224 pages

Publisher: AMACOM

ISBN 0-8144-0915-6

My first thought on seeing the title of this book was, “I wonder how many of these I’ll recognize?” You might be perfectly happy with your current employment, but if you’ve been around for a few years and worked for different organizations, you’ll recognize a lot of these complaints.

My second thought was, “Thirty reasons seems like a lot.” Actually, it isn’t because the complaints are broken down so a solution can be offered. A complaint that “my manager is a jerk” is too generic to offer a solution. However, concerns such as “management doesn’t listen to us” or “management doesn’t respect us” (chapters 6 and 7) can be understood and addressed.

In a nutshell, this book is about freedom, commitment, and respect. I once read that freedom is best defined as “the opportunity to be responsible for yourself.” If you don’t have that opportunity, you aren’t free. If an organization doesn’t respect employees, they won’t be committed to the company. Often, the result is that careers become “just a job” where employees put in their time with minimal effort and look forward to going home.

A common way that companies fail to let employees exercise responsibility is to implement restrictive policies and requirements. Problems might involve staffing concerns, mandatory attendance at unproductive meetings, or simply withholding information on the belief that employees “don’t need to know.” These kinds of things foster an environment of mistrust and resentment, rather than an environment of respect and commitment.

For instance, if there are problem employees, the organization should deal with the individuals. Instead, some create new rules and policies that restrict everyone. The advantage to the “policy approach” is that it doesn’t require confrontation. The down side is that it affects good performers, and these policies build a wall that inhibits employee freedom.

You may know of companies with too many rules, and wonder why they were created. It’s likely the wall was built one brick at a time. Upper managers may only see individual bricks, and don’t see the effect that the wall has on those who work behind it. When a company invades employee privacy or limits opportunities, the employees feel oppressed. In short, the rules chip away at their freedom, and they become bitter.

In contrast to the “policy approach,” this book focuses on human interactions, which is a key word in human resources. Everything a manager does — every decision made, and every policy implemented — affects the employees. The question is, do those decisions and actions make the organization a more pleasant and productive place to work, or do they take away opportunity and create resentment?

I was happy to see that the solutions offered did not blame the manager or assign fault. The solutions often recognize that a manager may not be aware that certain behaviors or management styles can create problems. The book examines the psychology behind the reasons employees hate their managers, and tells you what can be done about it.

Overall, the book is a valuable resource and should be required reading for anyone in management. You’ve hired your particular employees for a reason, and you expect them to be responsible. If you take away that opportunity, they may look for other ways to express themselves — possibly ways that aren’t constructive to the organization. This book explains how to correct these problems.

If the content could be summed up in a single question, it would be, “Does the company strive to make the work environment better and more productive, or does it create resentment and feelings of mistrust?”

Reviewed by Edwin Zalewski, Human Resources Editor at [J. J. Keller & Associates](#).

Book review provided courtesy of J. J. Keller’s [Prospera](#)®.

Member Spotlight



Member Spotlight Questions:

A typical day for me.....

A typical day for me is unpredictable. There is always a plan so I get into the office early to get a head start on emails and voicemails and by 7:30am; let the games begin. I can honestly say that after eight years, not one day has felt like a job. It's all about the great people that I get to work with each day and how dedicated they are to making a difference in our community.

What I enjoy most about my job.....

What I enjoy the most about my job is the variety. As the Talent Specialist at Goodwill, I have the opportunity to help shape our organization's recruitment and selection brand, efforts, and strategies. I work with our hiring team leaders at our 21 retail stores and training centers, our coffeehouses in Appleton and Green Bay, our warehouse and logistics center in Appleton as well as our team leaders in the human services side of Goodwill in their individual hiring needs along with my own job openings to find the right people for the right position that will thrive in our culture.

My greatest work challenge is.....

My greatest work challenge is to find the right type of leader that will match the leadership values of our organization. Our number one value as an organization is that we 'Put People First' and that value reaches the core of every decision that we make as an organization to serve our 35 counties service area of north central Wisconsin. It's tough to pass on someone that has great experience but his or her leadership style would not fit the culture.

When I'm not at work.....

When I'm not at work I could be doing anything. I'm spending time with my new daughter, Isabella and my wife Jennifer. I enjoy playing softball in the summer, kickball in the fall, community involvement and volunteering, skiing, biking, landscaping in our backyard, spending time with family and friends and in the summer losing to my wife in golf.

Most people don't know that.....

Most people don't know that along with my membership with SHRM, since 2003 I have been a member of the Appleton Fox Cities Kiwanis Club and I am currently serving as club president. Since 2004 I have also been a member of the Fox Valley Technical College Human Resources Advisory Committee working with the college on HR trends that they can relay to their students.

On the night stand

Brand for Talent: Eight Essentials to Make Your Talent as Famous as Your Brand by Mark Schumann, Libby Sartain

SHRM committees/activities I have participated in.....

Since joining FVSHRM in 2002, I have been a part of the diversity committee since 2005. In 2010, I also began my term as a board member as the Co-Chair of Programming



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