

HR Connections



SOCIETY FOR
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MANAGEMENT

The Newsletter for Fox Valley Human Resource Professionals

President's Message

Welcome to May 2007. Wow, the last couple months have passed by so quickly. It seems like I just finished my last newsletter article, yet here we are again. Well I am happy to report that in between February and May, even though it may only seem like a blink of an eye, it has been a very busy time for your FVSHRM board. In February we held our annual Labor Law Conference at the Bridgewood Conference Center in Neenah. The event was a huge success. Thank you for your feedback on the presenters and the location. In order to “advance the profession” and “serve the professional” we need this feedback to continue to plan programming that is of interest to you, our members. In April we continued to mix things up a bit by holding our annual co-sponsored meeting with the Chamber at the PAC. Again our attendance was phenomenal and the feedback was very favorable for both content and location. In October we will again hold our chapter meeting at the PAC and your Co-VPs of Programming, Jan Stage & Laura Frank are busy planning 2008 events, several of which will be located at Bridgewood.

In addition to changes in the programming, Peter Mariahazy, VP of Membership is concentrating on retaining members and recruiting new members. Peter has put together a mentor program for all new members and is currently working on a new member orientation in which we will highlight our chapter and the benefits of membership. Our renewal process was completed as of April 30th and I'm happy to report we have increased our membership from 2006 to 2007. Thank you, Peter for your creative ideas and for involving the board and the membership in this initiative.

Student Chapters for FVSHRM have been very busy this year and in May will finally get a break when the school year comes to a close. The UW-Oshkosh chapter sent five teams to the HR games in Madison in February. One placed third at state which then led them to the regional competition. Ryan Derber, Student Liaison for the Student Chapters and Susan Nigl, Treasurer for FVSHRM are actively recruiting for a new

student chapter at FVTC. If you know of a student who may have an interest in joining this chapter, please contact us. Thank you, Ryan and Susan, for the time and energy you have invested to get this huge project off the ground.

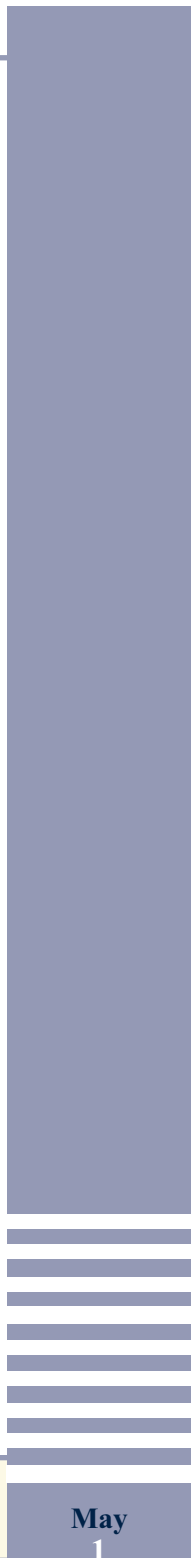
May 2007 will be a very busy month for your FVSHRM board. May is the last month for chapter meetings before the summer break and is the month to put the finishing touches on the fun your board has planned for you this summer. June is the month for our annual Golf Outing. Please mark your calendars for June 6th. This year the event will be at Westridge Golf Club in Neenah and will feature both a lunch & dinner and the option of golfing 9 or 18 holes. In July 2006 we held our first annual Wine Tasting Event, to satisfy the “networking bug” we HR professionals have who don't like to golf. Please join us for our 2nd Annual Wine Tasting this July — date is still being decided. And as always, August brings us our Annual Diversity Seminar on August 2nd. Sue Wiberg, VP of Diversity is busy planning this event and after receiving valuable feedback from you, Sue has put together a ½ day event vs. the full day event we had for you last year. If you are interested in helping plan any of the above three events, please email me at jwellhoefer@seekcareers.com.

Thank you for making the last four months of my position as Chapter President fly by. This time has been a whirlwind of meeting new people and planning great things. Thank you for your continued feedback. As I have stated before, the board cannot function without your feedback and we won't be able to “advance the profession” or “serve the professional” if we don't receive input from you, our valued members.

Jodi Wellhoefer
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Diversity Day Planned

Mark your calendars for Thursday, August 2, 2007 from 8 a.m. to 12 p.m. for the FVSHRM's 3rd Annual Diversity Event. We are thrilled that Shirley Davis, SHRM's National Director of Diversity Initiatives, will be presenting at our August 2nd Diversity program to be held at the Bridgewood Resort Hotel and Conference Center in Neenah! I had the opportunity to see Shirley present at SHRM's 2006 Workplace Diversity Conference and Exposition and I was energized by her enthusiasm. We are fortunate to have such a dedicated and dynamic leader within our professional organization. We hope you can join us for this half day opportunity to focus on workplace diversity and inclusion issues.

We have completed our interest survey and I will be reaching out to all those that expressed interest in the Diversity Committee to convene for first committee meeting on Wednesday May 9th at 4 p.m. at The Season's Restaurant, 213 Nicolet Road, Appleton. I'm excited to work with you this year and look forward to meeting everyone personally. If you have ideas regarding speakers or activities for our August Diversity event – please contact me at swiberg@stratagemnet.com.

Sue Wiberg, Vice President of Diversity

UW Oshkosh SHRM—On the Strategic Path

Strategic operation was a primary focus for UWO SHRM this semester. When I assumed the role of President early this spring, I reviewed the organization's mission and vision statements to direct my efforts. I found that the vision statement was what the organization was currently doing. Put another way, past Presidents of UWO SHRM had achieved its vision! Thus, our executive board met to redirect the organization for the future by creating a new mission (primarily the outdated vision) and a new vision:

Mission Statement

UWO SHRM will, in accordance with the National SHRM Code of Ethics:

Promote the development of its members' human resource management and leadership skills

Increase both campus and community awareness of the greater SHRM organization

Serve the interests and increase the awareness of the University of Wisconsin Oshkosh College of Business

by sponsoring, administering, or participating in activities as outlined in the National SHRM Merit Award or that will help achieve the organization's goals.

Vision Statement

To be recognized by the University of Wisconsin System, our sponsoring chapter Fox Valley SHRM, other local SHRM chapters, and HR professionals throughout the state as the most active and prestigious student business organization in Wisconsin.

While UWO SHRM has a long way to go to achieve the new vision, we have made some important first steps. First, we sent an organization record five teams to the Student State HR Games Conference in Madison this year, where one of our teams placed third and will be going on to the Regional HR Games Conference in Illinois. Second, we have reworked a few of our internal committees. For example, the Bulletin Board Committee, chaired by the New Member Liaison, used to update and maintain UWO SHRM's bulletin board in the College of Business. Now called the Marketing Committee, it is responsible for all aspects of increasing the awareness of the organization, rather than just the bulletin board. Finally, UWO SHRM is forging a relationship with the Oshkosh Workforce Development Center, with whom we will collaborate with to provide community service to the citizens the Center serves. This service will take the form of resume critiquing, mock interviews, and helping citizens navigate through online job search websites, among other things.

With the help of a motivated member body, UWO SHRM has been able to take several important first steps to not only becoming a strategically operated student organization, but to becoming the most recognized student business association in Wisconsin.

Tim Herrick, President

UW Oshkosh Society for Human Resource Management

New North Workforce Readiness Survey:

What makes an applicant “well-qualified” at your company? As some industries begin to struggle with having enough qualified applicants, this question is becoming increasingly important.

As a human resources professional, your input on this issue is critical! In order to begin to address local needs, all FVSHRM members are being encouraged to participate in a survey that will be distributed to companies within the 18-county New North region in mid May. This is a brief survey and is modeled after a national SHRM survey that identified some critical workforce readiness issues. We ask that one representative from your company complete the survey when you receive it (if you have multiple SHRM members, please coordinate your response accordingly).

In addition to being distributed to FVSHRM members, this survey will be distributed to members of: Green Bay Area Chapter of the Society for Human Resource Management, Fond du Lac Area Human Resources Association, Sheboygan Area Chapter Society for Human Resources Management, and Lakeshore Area Human Resources Association. This survey is sponsored by New North, Bay Area Workforce Development Board, and Fox Valley Workforce Development Board.

If you have any questions regarding this survey please contact:

Bobbi Miller at
(920) 720-5600 x307 or
bobbi.miller@workforceeconomics.org



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News from the Legislative Front

Here is a run-down of some recent legislative activity affecting HR professionals. Further information is available during the regular Fox Valley SHRM meetings.

Federal

- On the federal scene of introduced bills, the Family and Medical Leave Expansion Act would expand the scope of the FMLA by lowering the quantity of employees needed to be covered from 50 to 25, allow leave to address domestic violence, and allow employees up to 24 hours of leave to attend school activities of their children.
- The Healthy Families Act would require employers to provide at least seven days of sick leave with pay for employees working 20 or more hours per week.
- The Employee Free Choice Act would allow the NLRB to designate a bargaining unit as long as a majority of employees have signed authorization cards, doing away with the private ballot election.
- The Shareholder Vote on Executive Compensation Act would give shareholders an opportunity to give their approval or disapproval on a company's executive pay practices.
- The Mental Health Parity Act of 2007 would require group health insurance plans that offer mental health coverage to provide it on nearly the same level as they cover physical ailments.
- The Protective Equipment for America's Workers Act would require employers to pay for personal protective equipment needed for job safety.
- The STRIVE Act would require employers to confirm each potential employee's eligibility to work through an employment verification system. The legislation would also increase penalties against employers who do not comply with the new system.
- The HIPAA Recreational Injury Technical Correction Act would stop insurance companies from denying coverage for injuries incurred while participating in legal recreational activities such as snowmobile and horse back riding.
- The House approved the Genetics Information Nondiscrimination Act.



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- If you were wondering what happened to the federal minimum wage hike, it has been included in the Iraq, U.S. Troop Readiness, Veterans' Health, and Iraq Accountability Act. The President indicated that he will veto the bill because of the war provision.


State

- On the state side of things, a proposed bill would require employers to give employee veterans a paid holiday on Veterans Day.
- Another minimum wage hike has also been introduced. This one would increase the minimum wage to \$7.25 per hour as of September 1, 2007.
- The Wisconsin legislature has introduced a bill that would require employers to reasonably accommodate employees who are pregnant or who are breast-feeding their children.
- Assembly bill 102 would prohibit employers from providing access to any record that contains the social security number of an employee.
- Senate Bill 40 would require health insurance policies to cover up to four hours per month of treatment for autism, Asperger's syndrome, and pervasive developmental disorders.
- The Committee on Insurance has been given a bill that specifies that it is not employment discrimination based on use or nonuse of a lawful product off the employer's premises during nonworking hours for an employer to offer financial incentives related to employee health care benefits that are intended to encourage or discourage use of a lawful product.
- And finally, a bill would eliminate the \$3,000 cap and six-month time limit so that a wage claim lien takes precedence over a lien of a commercial lending institution.




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May Chapter Meeting – Legislative Updates

Please join us on May 15, 2007 for our Chapter Meeting and Legislative Updates provided by Nancy Hammer. Nancy Hammer is the Manager for Tax and Benefits in the Governmental Affairs department of the Society for Human Resource Management (SHRM). Nancy is responsible for tracking and advocating SHRM membership views on all tax and employees benefit legislation at the federal level. Prior to joining SHRM, Nancy served as Director of the International Division and Policy Counsel for the National Center for Missing & Exploited Children and as Legislative Counsel for a U.S. Senator.

Nancy received her law degree from Washington University School of Law and her Bachelor of Science degree in Political Science from Nebraska Wesleyan University.

Networking/Registration: 7:30 am

Program Time: 8:15 am – 9:45 am

Location: Liberty Hall
800 Eisenhower Drive
Kimberly, WI 54136

Member Price: \$15.00
Non-Member Price: \$25.00
Student Price: \$5.00

To register for this event please go to www.fvshrm.org.

Mark Your Calendars:

Please mark your calendars for the upcoming summer FVSHRM events:

Wednesday June 6, 2006: FVSHRM Golf Outing –
Westridge Golf Club, Neenah, WI

Tuesday July 17, 2007: FVSHRM Wine Tasting event, 6:30pm —
McKnight & Carlson Wines & More, Appleton, WI

Thursday August 2, 2007: Diversity Day, 8:00am to Noon —
Bridgewood Resort, Neenah, WI

Membership Update

It has been some time since an update on Membership was included in this newsletter. As I settle into my role with the Fox Valley Chapter, I think of what questions members may have. So, here is a written question and answer section. If I missed any of your questions please send me an email.

How many members does the Fox Valley Chapter have? As our Chapter President, Jodi, mentioned in her article, we have increased our numbers. As of March 31, there were 379 members of our chapter. Seven additional members were approved this April. Over all, we have increased membership of over 7% from last year. Of those, 180 are reported as members of the National SHRM. So you know, this collaboration helps our local chapter both in recognition and financially. Please check your profile on the Fox Valley SHRM website and verify your national membership is indicated if you are a national member. If you are not a national member, I ask you to consider joining. The resources and information on line, the access to resource specialists by email or IM is, simply, invaluable. Let alone all the other benefits of national membership. A link the national SHRM website is under "Resources" at the Fox Valley SHRM site.

How many members carry their Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certifications? We have 101 members, over 25%, with their PHR designation. In addition, there are 58, about 15%, with their SPHR designation. Please be sure your profile is up to date with your HRCI certification. Study groups are held regularly. So, if this is a learning track you wish to follow, contact Jaime Van Asten, our Chapter Vice President of Professional Development.

What new initiatives are there under membership? As you may realize, successful membership in any organization depends on two key components. First, how aware you are of the services, benefits and opportunities the association has to offer? Second, how much are you able to participate in the organization, such as attending meetings, volunteering, etc. To address the first component, we are developing a new member orientation program. This program will spend a short time with new members to introduce them to the Fox Valley Chapter. If you have suggestions of items to include, or would like to help in the development of this program, let me know. To help with the second component, we instituted a mentoring program for new members, this year. The concept is to match up a new member with a more experienced chapter member. The mentor would contact the new member and welcome them to the chapter, offer to answer any questions, meet them at Chapter Meetings and be a resource in the future. Up until now, the Fox Valley Chapter Board has taken on this responsibility. If you would like to volunteer to act as a mentor, please let me know. The intent would be that each mentor would have one or two new members to interact with.

Thank you for your continued membership in the Fox Valley SHRM. If you think of any "Wouldn't it be nice if..." enhancements, let us know. As the members this Chapter is here for your benefit.

Peter Mariahazy, CDIA+, SPHR

STRATEGIC



Strategic Thinking: Big Picture Perspective

Thursday, June 7, 2007

8:30 a.m. – 11:30 a.m.

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Email bethany@mranet.org to register or for additional information.

Member Spotlight



Position Title: Director of Associate Relations

Note: Human Resources was changed to Associate Relations several years ago to keep in tune with our culture. The Associate Relations Department builds good solid relationships with our Associates each day to help them succeed. We are no longer just a resource.

A typical Day:

Is there such a thing? Everyday is different and challenging. We are so project-driven here that life changes and swirls you around on a dime at any given moment. Time management? Is there such a thing in the Human Resources field?

What I enjoy most?

Our Associates. The culture here is family- and value-oriented and our Associates are absolutely wonderful to work with.

Greatest work challenge:

That's easy, it is recruitment. We are growing by leaps and bounds and overnight a long term project may come in and an extra 10-20 people are needed. Or, we have promoted within and positions have to be replaced. It is an ongoing process. Every day is a challenge making sure we have skilled people aboard.



When I am not at work I am:

We live in the Country (on purpose) where the deer and the antelope roam. Well, maybe no antelope, but when I am not at work I am enjoying nature and most likely feeding my birds. It is a passion of mine. I have numerous bird feeders and love watching the different birds that come in. Hummingbirds are my favorite, but last week we had an absolutely gorgeous Hawk that spent time in the tree by our window.

What people don't know about me:

I am a grandmother of 8. The oldest is 14 and the youngest is 6. However, number 9 is almost here. 'He' was due last week. People often ask how many actual children we have. I have to laugh because we have 2. They just keep having little ones. But, gosh they are so much fun. They keep us young most days. Other days, we are just plum tuckered out.

What is on your Night Stand?

Absolute Honesty by Larry Johnson. It is about creating a culture that values honesty and rewards integrity. After all, isn't that what it's all about?

SHRM activities:

I have not been with the Fox Cities chapter very long but am anxious to find something of interest to work on.