

**Southern Wisconsin - Northern
Illinois
SHRM Chapter 71**

Letter From the President:

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Upcoming Events:

September 9th
Meeting

Talking About Our
Generations

Dear BHRA Members:

It is with both honor and excitement that I begin my term as President of this wonderful organization. For those of you that are new to our group, I personally want to welcome you and hope you enjoy the many opportunities you will have to network with a great group of human resource professionals. For those of you renewing your membership, welcome back!

First of all, please join me in thanking Lori Rhead for her dedication to our chapter as President over the past year. Lori truly did an amazing job of keeping our board on track, challenging us all to improve in our individual roles and offerings to our members, and helping us to advance the human resource profession overall. Thank you, Lori!

As always, we have a great programming schedule for the upcoming year. This year we focused on survey suggestions from the past and worked diligently to bring in great speakers on a wide variety of topics. We are in the process of finalizing all of these meeting times and locations and will have a full calendar of events posted very soon.

Speaking of "posted," we are very excited to let members know we have been working on updating our BHRA website. This new website will be live soon and offers a fresh new and professional look, easy navigation, and the ability to have more up to date and timely information. We will let you know when the site is live so you can check it out!

We will be kicking off our programming year with a lunch meeting on September 9 at the Eclipse Center in Beloit. At this meeting, we will learn the impossible...how to "speak the language of the generations." In this highly interactive program, we will be able to take back to the office the ability to build effective relationships across the generations...a skill becoming more and more necessary in our profession.

I'd like to close by thanking our recently "retired" board members for their dedication to BHRA: Rhonda Bachman, John Emmart, Jennifer Griffith, Stacey Riechers, Troy Thompson and Bernice York. In addition, welcome to our new board members: Wendy Cuevas, Cindy Harrington, Colleen Koerth and Shannon Moe. They join a great group of returning board members that will continue to drive organizational excellence!

I look forward to seeing you all very soon!

Melissa Benson, SPHR
President

Blackhawk Human Resources Association
Serving HR professionals, Advancing the HR profession.
www.bhraonline.org

2008/2009 BHRA Board Members:

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September Programming

Join us for the September lunch meeting

WHEN: Tuesday, September 9th, 11:30am Sign-in, Lunch at 12:00pm;
Presentation to follow.

WHERE: Eclipse Center, 100 Eclipse Ctr., Beloit, WI (a.k.a. Old Beloit Mall)

TOPIC: Talking About Our Generations

PROGRAM OVERVIEW:

Talking About Our Generations is a knowledge-based program that will become your "interactive resource" for how to speak "the language of the ages", to accelerate your ability to build effective relationships with the generations and get to know yourself better. When you understand how people are different from you generationally and how you can modify your behavior and communication style to improve your relationships, then you will be on your way to success!

SPEAKER BIO:

Diane Amundson is the General Manager of Express Business Solutions, a division of Express Employment Professionals. She has over fourteen years of training and consulting experience in the areas of leadership development, generational diversity, team building, communications, conflict resolution, strategic planning and effective meeting strategies. She has worked with Fortune 500 Companies like General Mills and Pepsi Cola. She has extensive work experience with medium to small organizations, city and county governments and other nonprofit agencies. She is a member of the National Speakers Association and a certified staffing professional. She has served as Adjunct Professor of Organizational Behavior at Winona State University.



Board Members cont.

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(608) 741-3567
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SHRM: GET OUT THE VOTE!!!

With the Presidential election season in full swing, SHRM has developed a new nonpartisan web site dedicated to providing useful information to HR professionals interested in participating in the electoral process.

The new Get Out The Vote (GOTV) web site is the one-stop shop for information related to the upcoming elections. SHRM's GOTV site provides information on workplace Get Out the Vote campaigns, updates on important ballot initiatives at the state level, and deadlines for state voting registrations. Other features to be included later are webcasts and live blogging from the Republican and Democratic National Conventions.

There is no better time to make your vote count! Get informed and get involved by visiting <http://www.shrm.org/advocacy/GOTV/>. Please pass the word on to your chapter and state council members about our new GOTV website.



**Coming
Soon**

New BHRA Website

Please watch for BHRA's new website!! We are currently in the process of creating our new website. We are excited to introduce members to a website that will offer the following:

- Updated look
- Easy to use navigation
- Consistent organized flow
- Up to date and timely information

You will have access to current events, resources at your finger tips for human resource professionals, news and events, job postings, and much more. You can rest assure that the information in the website will be accurate and up to date. Stay tuned as we hope to have our website live in the next month or so!!!

Free Training Opportunity

Train the Trainer Course *Identify & Control Hazards*

Thursday September 18, 2008
10:30 a.m - 3:30 p.m.
Vision Beloit
500 Public Ave. Beloit, WI

The GBCC is pleased to have been chosen as a host for FREE training provided by the Wisconsin Safety Council. This is a Train-the-Trainer Course entitled *Identify & Control Hazards We May Face in Day-to-Day and Emergent Situations when Serving Others*. Lunch will be provided and each attendee will receive materials and video to start training immediately. Please review the online [brochure](#) for additional information. Please RSVP to the Chamber at (608) 365-8835 or jenniferb@greaterbeloitcommerce.com.

Diversity

A Changing Workforce

Much has been written over the years acknowledging that the make-up of the American workforce is in a constant state of change. Based on available literature and demographics, we can conclude the following about our workforce: The workforce today is older and comprised of more females and members of ethnic minorities than the workforce that existed before the 1970s.

Women and minorities tend to be clustered in staff positions and in the low to middle-management levels. Current and future laws and regulations will place mounting legal pressures on businesses to better utilize females and minorities in more senior-level positions.

To maximize productivity, companies must improve their ability to manage their diverse staffs.

Statistics show that females and minorities will comprise the largest proportion of new entrants into the job market during the rest of this decade; therefore, businesses must continue to successfully recruit and productively utilize them.

Companies that move into the future with a well-managed and diverse workforce will be able to better serve customers in both the domestic and international markets.

To improve productivity and morale and to open up new avenues of creativity among employees, members of the multicultural workforce must learn to communicate more effectively with one another and to understand and appreciate one another's cultural differences.

Understanding and managing workforce diversity is now a central concern of human resource professionals.

Recommendations

As human resource professionals, we should move forward with diversity/cross-cultural training for our management and employees. Listed below are what we believe are important considerations when shaping diversity management and training programs: The company's president or CEO should become the champion for valuing diversity within the company and must establish this attitude as a standard for people at all other levels in the organization. Individual workforce demographics should be evaluated to determine the urgency of adopting diversity management policies and programs. Personnel policies, benefits and employee relations programs should be evaluated to determine how these programs help employees meet their responsibilities to their families, promote the acceptance of diversity and enhance employee productivity and loyalty. The subject of managing diversity should be incorporated into supervisory and management training at all levels of the organization. Senior management should hold managers accountable for hiring, developing and promoting minorities and females. This accountability should be included in managers' incentive pay programs. Consider a mentoring program in which senior officers are matched with a female or a minority employee so they can monitor the person's career progress within the organization. Focus group discussions should be conducted with a sample of employees from each segment of your staff to pinpoint existing differences and to measure the extent to which employees feel that they are valued members of the organization. Specific goals should be set for including minority and female employees in promotion and succession plans. Human resource professionals should consider helping employees organize cultural networks. Such networks and groups can arrange multicultural events both within the organization and in the community.

Article by William E. Gruer, PhD., SPHR and Diana M. Osinski, SPHR

LEGAL UPDATE**August 2008 Legal Update
By: Bob Gregg****Electronic Privacy**

Finance officer's statements overcome employer's policy on right to monitor and result in liability. The City of Ontario, California had a detailed Electronic Communications Policy clearly stating its right to monitor and read any and all electronic communication of any type. The policy also prohibited personal use of the equipment. However, when the Finance Officer found that some police officers were exceeding the text message guidelines on number of characters per month, he informed them that as long as they personally paid for any overage, he would not review the messages to see whether they were official or personal. The Finance Officer did not want the extra review work; as long as the money was paid, the budget would be okay, and he had no further concerns. So, police officers paid for the overages for several months. Then the Police Chief found out about the ongoing overuse of text messaging and decided to use the City's policy to review the contents. He found a lot of personal use, with a number of sexual texts. The officers whose texts were read sued for unreasonable search under the Fourth Amendment. The court ruled for the police officers because the Finance Officer's statements and practice of just collecting for the overages had overcome and nullified the City's policy. The Finance Officer's actions had created a reasonable expectation of privacy in the content of the text messages and created employer liability for violation of that privacy. *Quon, et al. v. Arch Wireless Operating Company and City of Ontario, et al.* (9th Cir., 2008). [This case is a good warning of how a manager's focus on his own operation and priorities can destroy an entire organization's policies and create liability for other managers in a much broader scope.]

Discrimination

Employers bear burden to show layoff criteria were reasonable. The U.S. Supreme Court issued a decision that could significantly impact layoff decisions. In *Meacham v. Knolls Atomic Power Laboratory*, the Supreme Court ruled that when an employer makes an employment-related decision that disproportionately negatively impacts older workers, the employer bears the burden of persuasion to show that its action was based on reasonable factors other than age.

In *Meachem*, the employer determined who to lay off by scoring employees on "performance," "flexibility," "critical skills" and length of service. Although none of the criteria were, on their face, age-linked, 30 of the 31 employees laid off were at least 40 years old. The laid-off employees sued, claiming that the employer's criteria had a disproportionate impact on older workers.

The employer argued that its criteria fell within the ADEA exemption stating that it is not unlawful age discrimination for an employer to take an adverse action against employees where differential treatment is based on "reasonable factors other than age" ("RFOAs"). The employer argued that as long as it produced evidence of RFOAs, the burden fell on the employees to prove that the RFOAs were not reasonable. The employees' counterargument was that the employer carries the ultimate burden to persuade the court that its factors were reasonable.

The Supreme Court sided with the employees, ruling that when an employer uses the RFOA affirmative defense, the employer bears the ultimate burden of proving reasonableness. *Meacham* heightens the burden on employers preparing for employee reductions to carefully assess their retention strategy and factors they will use when determining layoffs. Employers are cautioned to carefully review the overall numbers of a lay off to determine whether the criteria being used might have inadvertent, negative impacts on protected groups of employees.

If you would like to receive the full article (6 pages), please contact Nicole Larson at nicolelarson@freedomplastics.com.

8/26/2008

2008 Business & Education Summit Eclipse Center, Beloit

Please plan to join us again this year for another productive and exciting collaboration of local leaders from business and education.

Event Details

2008 Business Education Summit
"Partnering to Prepare Tomorrow's Workforce"

Tuesday August 26, 2008

The Eclipse Center

100 Eclipse Center

9:00 a.m. to Noon

Conference Hosts: Blackhawk Human Resource Association, Greater Beloit Chamber of Commerce, Greater Beloit Economic Development Corporation, School District of Beloit.

Conference Sponsor: Beloit College



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Wisconsin SHRM State Conference

Registration Now Open!!

Green Bay, WI

Sign up now for the 2008 Wisconsin SHRM State Conference being held in Green Bay, WI on October 15-17, 2008!

Early bird registration is open, with early bird discounts available through August 1. Join fellow colleagues and "go for the gold" at the annual conference. Highlights include relevant and comprehensive HR programs, great networking activities and an enjoyable night at Green Bay's famous Lambeau Field.

To learn more about the conference, please visit: www.wishrm.org/conference.



SHRM: Your Career Partner

Chapter membership + SHRM Membership =

- Opportunities to network locally and throughout the nation
- Professional development
- Advancing your career
- Leadership opportunities at the local, state, regional and national levels
- Access to a variety of resources to assist in your current role
- Plus much more.....

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2008 WI SHRM State Conference Volunteers Needed!!



Here is How YOU Can Help!

Already Registered –

If you have already registered and did not sign-up to volunteer, good news, YOU can sign-up by emailing Ryan Derber or Kari Heilman, Conf. Registration at ryan.derber@spartech.com or kheilman@uwsa.edu. Just indicate your volunteer duty selection.

New Registration –

It's Quick n' Easy.....Just go to www.regonline.com/wishrm08 Register using one of the "volunteer" registration types & sign-up for volunteer duties.

Volunteer Assignments

Attendee Bag Assembler, Lunch Box Distribution, Signage Distribution, Bookstore Assistance, Registration Volunteers, Foundation Booth, Volunteer Check In/Out/Standby, Activities and Exhibit Hall Assistance, Session Usher, Cyber Café

Speaker Introductions: We really NEED members to sign-up for this duty!

(HR Professional - Brief Introduction Script Provided)

Human Resource Career Opportunities

HUMAN RESOURCE MANAGER

Hub City, Inc., Aberdeen, SD, has an immediate opening for a Human Resource Manager. The successful candidate will have full HR responsibilities for over 300-employees in our facilities. This is a great opportunity for a dynamic and results-orientated individual with a minimum of 3-5 years of direct Human Resource Management and Safety experience. A Bachelor's Degree in Human Resources or related field is required. PHR/SPHR designation, Six Sigma Certification and some supervisory experience would be a plus. Qualified candidates will have proven abilities in all aspects of human resources, including safety and workers compensation, employee relations, recruitment and benefits administration.

We offer a comprehensive benefits plan including group health and dental, 401(k), tuition assistance, a generous vacation and holiday schedule. Visit our website at www.regal-beloit.com.

Submit resume and cover letter with salary requirements by email or regular mail to:

Regal Beloit Corporation
Human Resources Manager
PO Box 241
Grafton, WI 53024
E-mail: fred.schmitz@rbcmgt.com

An Equal Opportunity Employer

Human Resource Career Opportunities Cont..

HUMAN RESOURCES ASSISTANT

Simmons Bedding Company is one of the world's largest mattress manufacturers, operating 21 bedding manufacturing facilities across the United States, Canada, and Puerto Rico. The Janesville Wisconsin manufacturing plant is currently seeking a full-time **Human Resources Assistant**.

Responsibilities include: assisting in recruitment processes; coordinating new employee orientations and training events, recognition awards and other company activities; processing employee benefit elections; insuring integrity of department files; maintaining employee communication boards; and providing general administrative assistance to the department.

The successful applicant will have demonstrated strong organization, prioritization, and attention to detail skills; excellent written and verbal communication skills; ability to maintain high standard of confidentiality; two or more years experience working in a HR function, preferably in a manufacturing environment. One or two-year Administrative degree preferred as is proficiency in MS Office Suite; PeopleSoft experience a plus.

If you find this position of interest and you meet the identified qualifications, please forward your resume and salary requirements to either janresumes@simmons.com or Simmons Manufacturing Company LLC, Human Resources, P.O Box 5006, Janesville, WI 53546-5006.

A drug screen test is required as part of our pre-placement process.

An Affirmative Action, Equal Opportunity Employer, M/F/D/V

Certification Study Group Forming

Interested in testing for your PHR/SPHR/GPHR certification? If so, please contact Marsha Bingham, Certification Chairperson at marsha.bingham@staples.com. We have a couple of people interested in a study group at this time. BHRA has the SHRM Learning Systems that will be utilized in the study group and are available for individual check out. The next Testing Window is *December 1, 2008 - January 31, 2009*.

If you are interested in taking the PHR, SPHR, or GPHR exam during the next window, the registration deadline is *October 10, 2008*. Go to www.hrci.org for more information, or to register online.



Congratulations to those who took the plunge and tested in the last window. BHRA would like to recognize the following individuals:

Heather McLean from Beloit College – PHR

Darcy Mindham from ABC Supply – PHR

Florence Haley from the City of Beloit – SPHR

And our own BHRA President – Melissa Benson from Bourns, Inc. – SPHR

Remember to Recertify!

Recertification demonstrates your continued dedication to stay up to date with the rapidly changing HR profession. To retain the PHR, SPHR or GPHR designations, HRCI requires all certificants to recertify every three years. Go to HRCI.org for details on recertification.

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Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

HR Voice
<http://www.shrm.org/government/hrvoice>



Stay Tuned
for the Sep-
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BHRA
Newsletter

Next Month's Issue of The Source:

If you know a human resource professional that would be interested in joining our association, please spread the word! We can all benefit from each other's experience!

If you have anything you would like to submit or suggestions for the BHRA Newsletter, please let us know!

Contact Information:

Nicole Larson at Freedom Plastics, Inc. at (608)754-2710 Ext. 1279 or email nicolelarson@freedomplastics.com.