



# The Source

August 2006

Southern Wisconsin - Northern Illinois  
SHRM Chapter 71

## Letter From the President:

Dear BHRA Members:

I am proud and honored to represent Blackhawk Human Resource Association and our members' interests as President this year. Over the summer while everyone else was sunning and vacationing, the Board has been meeting and working hard to set up a dynamic agenda for 2006/2007. We have taken suggestions from individuals and the meeting feedback surveys, and would welcome even more. If you have a suggestion for a meeting or seminar topic, please contact me at [jgriffith@freedomplastics.com](mailto:jgriffith@freedomplastics.com) or 608-754-2710, ext. 1305.

Our first meeting will be a lunch meeting on September 12 at the Rock County Job Center. Troy Thompson, a labor attorney from Axley Brynelson, LLP, will be speaking about Dealing with Troubled Employees. You may remember Troy from a meeting on FLSA updates, and he did a very nice job of boiling it down and making it understandable. Some of the other topics on the agenda for this year include Identifying Employee Drug Use, Work-Life Balance, and Mentoring for Excellence. I am confident that you will take away valuable knowledge and networking opportunities that will help you grow and develop as an HR professional no matter what stage of your career.

We have had many positive developments in the Workforce Readiness area that will continue throughout the coming year. On July 11 & 12, Blackhawk Human Resource Association partnered with the Southwest Wisconsin Workforce Development Board in a train the trainer session on "Tackling the Tough Skills". Future plans for this program include a pilot program with a local manufacturing company and a certificate program with the Job Center. With a tightening labor market, we have all struggled with recruiting qualified applicants. This program will address those hard-to-train traits such as communication, responsibility, critical thinking, and problem solving.

One other piece of excitement for our chapter has been co-hosting the annual state conference with the Jefferson chapter. It will take place October 11—13 at the Kalahari Resort in beautiful Wisconsin Dells. I hope to see many of you there... I know that quite a few of you are already planning to attend and to volunteer at the conference. Several of our chapter members are also chairing committees for the event. For more information you can go to [www.wishrm.org](http://www.wishrm.org).

I hope that you have all had a wonderful summer with plenty of opportunities to relax and rejuvenate. I look forward to seeing you at our kickoff meeting and/or golf outing in September, and to another positive and productive year!

Sincerely,

Jennifer Griffith, SPHR  
President, BHRA

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[www.bhronline.org](http://www.bhronline.org)

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### Upcoming Events:

9/12/06  
Lunch Meeting:  
Rock County Job Center

9/22/06  
BHRA Golf Outing:  
Glen Erin Golf Course



## Upcoming Meeting Information

<u>Meeting Date</u>	<u>Time</u>	<u>Location</u>	<u>Speaker</u>	<u>Topic</u>
September 12, 2006	11:45am	Best Events	Troy Thompson, Labor Attorney, Axley-Brynelson, LLC	Dealing with Troubled Employees
October 17, 2006	5:00 pm	La Casa Grande	Jeff Meloy, Janesville Police Department	Detecting Employee Drug Use

### Introducing 2006/2007 BHRA Board Members!!

President, Website, & Programming Co-Director,  
Jennifer Griffith, SPHR :  
(608) 754-2710 Ext. 1305  
[jgriffith@freedomplastics.com](mailto:jgriffith@freedomplastics.com)

President-Elect & Programming Co-Director,  
Lori Rhead, SPHR:  
(608) 363-2630  
[rhead@beloit.edu](mailto:rhead@beloit.edu)

Vice-President & Legislative Co-Director  
Kelly Hendee, PHR:  
(608) 364-6617  
[hendeek@ci.beloit.wi.us](mailto:hendeek@ci.beloit.wi.us)

Past President & Scholarship Director, Jackie Swanson, PHR:  
(608) 676-2288  
[jswanson@scotforge.com](mailto:jswanson@scotforge.com)

Secretary & Membership Director, Bernice York, SPHR:  
(608) 368-5623  
[byork@cotta.com](mailto:byork@cotta.com)

Treasurer  
Elaine Schultz, PHR:  
(608) 755-4297  
[elaine.schultz@micorp.com](mailto:elaine.schultz@micorp.com)

### Mark Your Calendars!

We encourage you to attend the September 12 lunch meeting! To RSVP, contact Anna Ladwig, at (608) 363-8072, or [anna.ladwig@bankatfirstnational.com](mailto:anna.ladwig@bankatfirstnational.com), or RSVP on the website at <http://www.stayinvolved.com/splash/bhra.htm>. Please RSVP by September 7th, 2006 .

**WHEN:** Tuesday, September 12, 11:45pm, Sign-in/lunch 12:00pm; Presentation to follow.

**WHERE:** Rock County Job Center, Janesville

**TOPIC:** Dealing with Troubled Employees

**SPEAKER INFORMATION:** Troy D. Thompson is a partner and member of the Labor and Employment Practice Group with Axley Brynelson, LLP. Mr. Thompson represents private and public sector employers in all facets of traditional labor and employment, litigation, and other business matters, with a particular interest in representing clients in the Wisconsin Health Care, Communications, Graphics Arts, and Printing Industries.

In addition to advising employers on day-to-day issues relating to personnel policies and practices affecting the labor force, Mr. Thompson represents the interests of management in actions pending before federal and state courts, as well as in administrative hearings and appeals. Mr. Thompson has appeared and practiced before the National Labor Relations Board ("NLRB"), the United States Equal Employment Opportunity Commission ("EEOC"), the Wage and Hour Division of the United States Department of Labor ("DOL"), the Occupational and Safety Health Administration ("OSHA"), the Wisconsin Employment Relations Commission ("WERC"), the Wisconsin Wage and Hour Division, the Wisconsin Equal Rights Division ("ERD"), the Wisconsin Worker's Compensation Division, the Wisconsin Unemployment Insurance Division, and the Madison Equal Opportunities Commission ("MEOC"). Mr. Thompson's review of a treatise entitled, "*Business and Commercial Litigation in Federal Courts*" was published in the *Wisconsin Lawyer* magazine.

If your organization would like to sponsor one of our meetings, please contact Jennifer Griffith, SPHR, [jgriffith@freedomplastics.com](mailto:jgriffith@freedomplastics.com)

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The September meeting sponsor is Janesville Physical Therapy & Rehab Specialists.

# Welcome New Board Members!

## Introduction cont.

Certification/Professional  
Development Director,  
Melissa Benson, PHR:  
(608)373-2389  
[mjben@ssitech.com](mailto:mjben@ssitech.com)

Community Relations & Special  
Events Director,  
Lindsay Hall:  
(608) 755-8301  
[lhall@gazetteextra.com](mailto:lhall@gazetteextra.com)

Legislative Co-Director  
Troy Thompson:  
(608) 283-6746  
[tthompson@axley.com](mailto:tthompson@axley.com)

Diversity Director  
John Emmart, D. Minn, CEAD,  
SAP:  
(608) 756-4681 Ext. 227  
[jemmart@mhsjvl.org](mailto:jemmart@mhsjvl.org)

Workforce Readiness & Wage  
Survey Co-Director  
Carmen Harstad, PHR:  
(608) 741-5506  
[charstad@simmons.com](mailto:charstad@simmons.com)

Workforce Readiness & Wage  
Survey Co-Director  
Stacy Riechers:  
(608) 752-7558  
[Stacey\\_riechers@kellyservices.com](mailto:Stacey_riechers@kellyservices.com)

Dinner & Reservations Director  
Anna Ladwig:  
(608) 363-8072  
[anna.ladwig@bankatfirstnational.com](mailto:anna.ladwig@bankatfirstnational.com)

## Carmen Harstad, PHR,

HR Manager at Simmons  
Manufacturing Company, LLC.  
Carmen's educational  
background includes Lutheran  
General Hospital School of  
Nursing and she has her PHR  
Certification. She is responsible  
for the entire HR function for the  
Simmons bedding plant in  
Janesville, WI, and two Simmons  
Juvenile Plants in  
Neenah, WI, and  
York, PA.

### Job History:

Previous to  
Simmons Carmen  
worked Fifteen  
years as Human  
Resources Director

at Freeman Shoe Company  
covering five factories with 2000  
employees.

### What she likes about BHRA:

The ability to network with other  
HR professionals and the  
continuous training opportunities  
through the meeting  
presentations

**Personal Info:** In her free time  
Carmen enjoys boating at her  
place on Castle Rock Lake, Red  
Hatting, traveling, and enjoying  
her grandchildren.

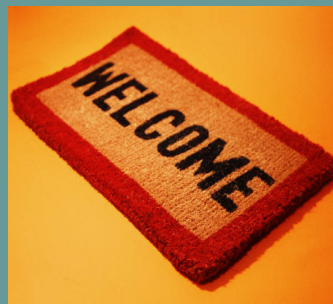
## Stacey Riechers, District

Manager at Kelly Services. Her  
main job responsibilities include  
Business Development;  
business management;  
recruitment and employee  
relations. Stacey received her  
BA at UW-Platteville; Certificate  
of Human Resources at UW-

Whitewater; and is  
currently attending  
UW- Whitewater to  
obtain her Masters  
of Business  
Administration,  
anticipated  
graduation date  
5/07.

**Job History:** Stacy has been in  
the staffing industry for 9 years  
and has had experience in  
training engineering/IT  
recruitment, and onsite  
management.

**What she likes about BHRA:**  
Opportunities for networking.



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[www.bhraonline.org](http://www.bhraonline.org)



# Welcome New Board Members!



**Have you renewed your membership?**

**Now is the time!**

For more information please contact:

Bernice York, SPHR,  
BHRA Membership Director  
(608) 368-5623  
[byork@cotta.com](mailto:byork@cotta.com)

**Anna Ladwig**, HR Generalist, First National Bank and Trust Company. Her job responsibilities include benefits administration, Payroll, Staffing, FMLA and Administration of employee programs (volunteer, fitness, and employee idea programs). Anna attended Loras College, Dubuque, Iowa and received her bachelors degree in Human Resource Management.

**Job History:** Internship in college at Iowa Workforce Development in Dubuque, Iowa.

**What she likes about BHRA:** Being new to HR, I am able to learn from more experienced professionals in the field.

**Personal Info:** Anna enjoys any type of outdoor activity; boating, camping, many different types of sports, and spending time with



friends and family.

**Troy Thompson**, Partner/Attorney, Axley Brynelson, LLP (Law Firm). His main job responsibility is to represent the interests of employers/management in labor employment matters. Troy received his law degree at Marquette University Law School and his B.S. in journalism at UW Madison.

**Job History:** Legal intern at National Labor Relations Board and Wisconsin Court of Appeals

**What he likes about**

**BHRA:** Employers assisting employers to reduce liability exposure to employment-related claims by sharing knowledge and best practices with each other.

**Personal Info:** Outdoor activities with wife and 2 daughters; running and novice woodworking.



BHRA wishes to thank Bernice York and Cotta Transmission Company, LLC for their generous donation of a 2006 SHRM Learning System. This system will be available for our members to utilize to prepare for the PHR, SPHR, or GPHR certifications.

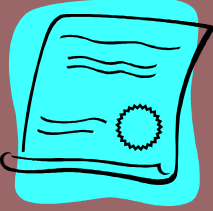
## 2006 WI State Conference

Blackhawk Human Resource Association and Jefferson County HRMA are partnering together to co-host the 2006 Wisconsin State SHRM Conference. The conference will take place on October 11 – 13, 2006, at the Kalahari Resort in Wisconsin Dells. A diverse lineup of almost 50 concurrent learning sessions and keynote speakers including Keith Harrell and Bruce Christopher should make for a great experience at all levels of your career! In addition to the educational sessions, you will have the chance to network with over 700 HR professionals from across the state. There is also still room in the exhibitor hall if your company or a company/service provider that you know of would be interested in a captive audience of over 700 HR professionals.

To find more information, register, or volunteer, go to [http://www.wishrm.org/state\\_conf\\_06/info.html](http://www.wishrm.org/state_conf_06/info.html).



Interested in testing this winter for your PHR/SPHR/GPHR certification?



If so, please contact Melissa Benson via email ([mjben@ssitech.com](mailto:mjben@ssitech.com)) ASAP.

If we have enough interest, a study group will be formed. I have the SHRM Learning System available for the study group, or for individual book check out if we do not have enough interest for a formal study group.

Next Testing Window is December 1, 2006 - January 31, 2007. If you are interested in taking the PHR, SPHR, or GPHR exam during the next window, the registration deadline is October 13, 2006. Go to [www.hrci.org](http://www.hrci.org) for more information or to register online.

Please let me know if you have any questions regarding certification.

**Other Contact information:**

Wisconsin SHRM  
[www.wishrm.org](http://www.wishrm.org)

National SHRM  
[www.shrm.org](http://www.shrm.org)

HR Certification Institute  
[www.hrci.org](http://www.hrci.org)

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

The Center on Education and Work at University of Wisconsin-Madison is seeking proposals for concurrent and roundtable sessions for its 21st annual Careers Conference...

**Careers Conference 2007: Building Futures that Work  
January 30-31, 2007  
Madison, WI**

This Careers Conference is widely recognized as the premier conference for anyone concerned with education and career issues.

Proposals are sought in all areas of education for work and career development practice, service, and delivery. Presenting is a great way to build your professional portfolio, make connections with others from across the nation, and share your experience and expertise.

The deadline for submission is **August 15, 2006.**

***Next Month's Issue of The Source:***

- **Information on October's dinner meeting**

*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:**

*Lindsay Hall at Bliss Communications, Inc at (608)755-8301 or email [lhall@gazetteextra.com](mailto:lhall@gazetteextra.com).*