



Blackhawk Human Resource Association

December 2004
Newsletter



**Serve the
Professional,
Advance the
Profession**



In this issue:

- **Letter from the President**
- **Upcoming Program Information**
- **Legislative Update**
- **2005 BHRA Seminar Information**
- **And Much More!**

Message from the President

Happy Holidays. I wish everyone a safe and enjoyable Holiday Season.

The November BHRA meeting was held on November 9. Michael Maciekowich, National Director with Astron Solutions, presented information on Current Trends in Performance Management Systems. The presentation discussed the “New Pay” strategies and methods to develop compensation program strategic planning into performance management. The program evaluations were very positive on this program.

The BHRA Board affirmed the recommendation to release Crona Kampi from the Board at the November 16, 2004 meeting. Crona has many commitments that made it difficult to continue as the Membership Committee Chair on the Board. The Board will be discussing options to fill the vacant Board position at our next meeting on December 21. I thank Crona for her contributions and wish her well in her other endeavors.

We are currently evaluating methods to conduct a wage and benefits survey. Lori Rhead is leading the Wage Survey Committee and she is seeking members to participate on the committee to develop a survey that will be conducted in Spring 2005. Please contact Lori Rhead if you are interested in participating on the Wage Survey committee.

On December 2, BHRA will again host the networking event for BHRA Members – HR Happy Hour at Quotes on North Main Street in Janesville. The event is an opportunity to get to know other HR Professionals and engage in conversations that we may not otherwise have the time to do so. Please plan to join us on December 2 for the next HR Happy Hour.

Our next meeting is Tuesday, January 11, 2005. The meeting will be at the Butterfly Club in the Beloit area and we will begin with a social period at 5:30 p.m., the dinner and program will begin at 6:00 p.m. The topic for the meeting is “HR Role Models” and several senior HR Professionals from BHRA will join us. Please be sure to attend this interactive session.

I look forward to seeing everyone at our upcoming events in 2005!

Brian Gohlke, SPHR

BOARD OF DIRECTORS, 2004-2005

President:	Brian Gohlke, Director of HR, Blackhawk Technical College
President-Elect:	Jackie Swanson, HR Generalist, Scot Forge Co.
Vice President:	Jennifer Anderson, HR Rep., Freedom Plastics
Past President:	Jennifer Revels, HR Manager, Bliss Communication
Secretary:	Amy Parkhurst, HR Rep., Freedom Plastics
Treasurer:	Heather Niles, HR Manager, Mercy Health System

MEETING SCHEDULE FOR BHRA 2004/2005 SEASON

Meeting Date	Time	Location	Speaker	Topic
Jan 11th	Dinner	Butterfly Club	Mary Jo Villa, SPHR, Bliss Communications	HR Role Models Roundtable Discussions
Friday, Feb 11th	Breakfast	Holiday Inn Express	Legislators TBA	Legislative Update
March 8th	Dinner	Best Western	none	HR Games / Sponsor a Student Night
April 12th	Lunch	Rock County Job Center	Ed Wood, SPHR	HR for Supervisors/Managers
May 10th	Dinner	Dominico's	Milton Perkins, MHRM, SPHR	Diversity Topic: The Value of Human Capital: Understanding Cultural Nuances

HR HAPPY HOUR- Won't you join us?

Come and join your HR friends for some informal networking time and unwind from that long day of problem solving! HR Happy Hour will normally be held on the last Thursday of each month. You don't need to sign up in advance. We will send a global email a few days before the gathering as a friendly reminder, and also to announce the location. To best accommodate all of our members, we will rotate between Janesville and Beloit locations. The next event will be held on **Thursday, December 2, 2004** from 5:00 pm – 7:00 pm. at Quotes, 24 S. Main St. in Janesville. (2 for 1 drinks before 7pm!) For more information, contact Jackie Swanson or Jennifer Anderson. The December event will serve as a holiday social get-together, since there is no regular meeting this month.

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We're on the Web!
www.bhraonline.org

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification
Institute
www.hrci.org

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

LEGISLATIVE UPDATE

Our legislative breakfast has been confirmed for February 11, 2004 at the Holiday Inn Express in Janesville. As many of you know, we ask representatives from both State and Federal levels to attend this breakfast. We are looking for any questions/concerns that you would like to see addressed by the panel ahead of time so that they can better prepare. Please forward your information to hendeek@ci.beloit.wi.us or call 608/364-6617 by January 3, 2005

WAGE AND BENEFIT SURVEY

Seeking your input - It's time to start thinking about the wage and benefit survey for 2005. We will be working with the UW Whitewater Student Chapter on this project. Anyone interested in meeting to discuss the content and format for next year's survey, please contact Lori Rhead at 363-2630 or rheadl@beloit.edu.

WORKFORCE READINESS

Workforce Readiness Update - Thanks again to all who have volunteered to be a part of this exciting opportunity working with career preparation programs. We have some more great news to share-- Steve Huth, Career and Technical Coordinator of the Janesville School System, has endorsed our efforts to work with the Janesville School System. Steve has talked about the partnership with area principals and will be speaking with teachers about the opportunity to work with area Human Resource professionals through BHRA. We would like again to extend an invitation to any of our membership that would like to get involved in this terrific opportunity to make an impact on our local workforce. Contact Lori Rhead at Beloit College at 608-363-2630 e-mail: rheadl@beloit.edu or Theresa Carroll at 608-752-1800 e-mail: theresa.carroll@adeccona.com.

2005 Wisconsin SHRM Student Conference and HR Games

Mark your calendars!!! The 2005 Wisconsin SHRM Student Conference and HR Games will be held Friday, February 25 and Saturday, February 26, 2005 at the lovely UW-Oshkosh campus in Oshkosh, Wisconsin.

HR GAMES

The preliminary rounds of the HR Games will be taking place on Friday, February 25. The semi- and final rounds of the competition will take place on Saturday afternoon February 26. The competition is for undergraduate students only. The three-member teams will compete in a "Jeopardy" style format against other student chapter teams. All contestants must also be SHRM national student members. For more information on the HR Games, visit the SHRM student web page at www.shrm.org/students/hrgames.

BHRA ANNUAL SEMINAR

Mark your calendars now for the 2005 Annual BHRA Seminar:

Date: Thursday, March 31st

Location: Rock County Job Center 1900 Center Ave. Janesville, WI

Sessions: AM (approx. 9 am - Noon includes lunch)

PM (Noon includes lunch 1 pm - 3:30 Approx.)

Speakers Include:

Bob Gregg from Boardman Law Firm - Update on recent legislative issues and employment law

Mike Maciekowich from Astron Solutions - Performance Management Systems (extension of recent dinner presentation)

Wayne Reschke from Center for Organizational Effectiveness - Succession Planning (extension of 2003 luncheon presentation)

Mike Pierron - Motivational Speaker

New for 2005! - During the lunch break, a variety of vendor informational booths will be available for information, resources, and services in a separate room from the seminar.

If any of our members have suggestions on potential vendors to invite, please contact: Lesa Crawford, Seminar Coordinator at (608)-373-2803.

BHRA SCHOLARSHIP INFORMATION

Blackhawk Human Resource Association Scholarship: Deadline Is Approaching Fast!

The Blackhawk Human Resource Association is proud to announce that it will once again be offering educational scholarships to the children of employees of BHRA member companies:

Two (2) \$500.00 Scholarships will be presented to college juniors or seniors presently majoring in human resources or a closely related field. These scholarships are also open to UW Whitewater students who are majoring in HR and are *also members of SHRM*.

The deadline for applications to be submitted to us will be **Friday, December 17th**. The two winners will be announced at our monthly meeting in January of 2004.

We are very excited to be offering these scholarships, and hope that our members will take full advantage of this opportunity to give the gift of education to a young person! If you would like further information, please contact the Scholarship Chairperson, Jackie Swanson, PHR at (608) 676-2288, x-1103, or email jswanson@scotforge.com.

Tips For Employers to Manage Holiday Stress in the Workplace:

Recognize diversity around the holidays.

Don't forget that some employees may celebrate other holidays such as Hanukkah, which starts on November 30, Ramadan, which begins November 6 and ends December 6, and Kwanzaa, which is celebrated December 26 – January 1. Become familiar with these and the many other interfaith sacred times throughout the year and try to avoid scheduling meetings on those holidays.

If possible offer flexibility to employees.

Some companies require a minimum amount of vacation hours that can be taken on a given day. Allow employees to take an hour vacation to go shopping for holiday gifts or to attend school holiday functions.

Help employees reduce their stress level by keeping them informed of assistance programs.

Most large companies offer Employee Assistance Programs (EAP), which can help employees deal with a variety of stressors that increase during the holiday season. EAP's can often provide guidance to help employees deal with issues such as: finding balance, living within a budget, dealing with grief and loss of a loved one and depression. Put reminders of company Employee Assistance Program options in paychecks and on your company bulletin board or intranet site.

Bring in experts to advise employees on finding balance during the holidays.

Offer a lunchtime talk about managing holiday stress or living within a budget during the holiday season.

Think creatively about the company party.

Plan the company holiday party around an event or activity rather than a party or dinner where alcohol can become an issue. Plan an activity such as a night at the theater or at a musical, a hayride or bowling outing. Consider having the company holiday party after the New Year when employees' lives settle down a bit.

Offer an internet shopping hour.

Allow employees to shop on the Internet over a lunch hour for a select number of afternoons.

Allow employees to volunteer.

Volunteer activities can help employees feel connected to the community and feel good about their company. Encourage departments to find volunteer opportunities to do together such as: adopting a family in need to provide gifts or food to during the holiday season; setting a goal for donations to Toys for Tots; volunteering at local food shelves or kitchens.

Midwest EAP Solutions

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 to the BHRA Newsletter, please contact Shannon Moe at the Rock County Job Center at (608) 741-3567, or email s.moe@jobcenter.org.