



The Source

October 2006

Southern Wisconsin - Northern Illinois
SHRM Chapter 71

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Upcoming Events:



10/11-13 2006
WI State SHRM
Conference

10/17/2006
Dinner Meeting:
La Casa Grande

Letter From the President:

Dear BHRA Members:

October is here with its crisp, cool days and crunchy leaves beneath our feet. I hope you all had a wonderful summer, and are ready to renew your involvement with BHRA this fall!

We kicked off this programming year with a presentation by Troy Thompson from Axley-Brynelson law firm on September 12. The topic was "Dealing with the Troubled Employee", and Troy had some very entertaining (and true) anecdotes from recent court cases, emphasizing the need for thorough documentation when dealing with employee problems. While the room was a little crowded due to the larger than anticipated turnout, I believe everyone found the meeting very beneficial and informative.

In October, Blackhawk HR Association and Jefferson County HRMA are co-hosting the Wisconsin State SHRM Conference. This year, it runs from October 11 – 13 at the Kalahari Resort and Water park in the beautiful Wisconsin Dells. It should be a perfect time of year to see some colorful fall foliage! Preliminary numbers show that it will be one of the largest conferences the state has ever had, and I look forward to seeing many of you there! You can find more information by accessing the link provided on the BHRA website (www.bhraonline.org).

Due to the conference being so close to our normally scheduled meeting date, and time being so valuable, the October meeting will be on the 3rd Tuesday in October instead. It's a dinner meeting on October 17th at La Casa Grande. The topic is "Detecting Employee Drug Use", presented by Jeff Meloy with the Watertown Police Department. Jeff has 12 years of experience on the police force, and specializes in drug impairment and drug impaired driving. Jeff promises to have lots of visuals and true-life examples for how to identify potential drug use in others. You can register online or by contacting Anna Ladwig at anna.ladwig@bankatfirstnational.com.

Sincerely,

Jennifer Griffith, SPHR
President

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Upcoming Meeting Information

Meeting Date	Time	Location	Speaker	Topic
October 17, 2006	5:00 pm	La Casa Grande, Beloit	Jeff Meloy, Janesville Police Department	Detecting Employee Drug Use
November 14, 2006	7:30am	Rock County Job Center, Janesville	Ralph Anderson, Bergstrom Inc.	Mentoring for Excellence

Introducing 2006/2007 BHRA Board Members!!

President, Website, & Programming Co-Director,
Jennifer Griffith, SPHR :
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jgriffith@freedomplastics.com

President-Elect & Programming Co-Director,
Lori Rhead, SPHR:
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Vice-President & Legislative Co-Director
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Past President & Scholarship Director, Jackie Swanson, PHR:
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jswanson@scotforge.com

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

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

Mark Your Calendars!

We encourage you to attend the October 17th dinner meeting! To RSVP, contact Anna Ladwig, at (608) 363-8072, or anna.ladwig@bankatfirstnational.com, or RSVP on the website at <http://www.stayinvolved.com/splash/bhra.htm>. Please RSVP by October 11, 2006 .

WHEN: Tuesday, October 17th, 5:00pm, Sign-in & social time/dinner 5:30pm; Presentation to follow.

WHERE: La Casa Grande, Beloit

TOPIC: Detecting Employee Drug Use: The signs and symptoms that an employee is using controlled substances, and how to handle the situation. Jeff will have real-life stories from situations he has experienced as a police officer, as well as many visuals of the effects of drugs and samples of what different drugs look like. You will walk away with an impairment checklist and a list of websites that will be helpful in identifying drug use in your employees (or children).

SPEAKER INFORMATION:

Jeff Meloy, Watertown Police Officer

Officer Jeff Meloy is a 12 year veteran of Law Enforcement specializing in dealing with drug impaired suspects. Officer Meloy was selected to attend Wisconsin's 3rd Drug Recognition Expert (DRE) class at the Wisconsin State Patrol Academy. At DRE school he finished first in his class and was selected to become a DRE Instructor for other officers in the state.

Officer Meloy today is 1 of 17 officers certified to Instruct DRE. In 2006 Officer Meloy was one of 4 DRE Instructors chosen to assist the State of West Virginia as an instructor for the first DRE class in the state. In addition to training LE officers throughout the state, Officer Meloy also has conducted classes on drug impairment to ER and hospital staff and Education Professionals. Topics for those classes have ranged from general drug impairment to specialized topics such as designer hallucinogens.

Officer Meloy also has developed and instructed members of the private sector on easy ways to observe, detect and approach employees who may be under the influence of drugs while on the job. The training Officer Meloy provides uses video of actual drug impaired subjects as well as a variety of drug paraphernalia. Officer Meloy also educates on lesser known drugs of impairment, such as Over-the-Counter meds, prescription meds and natural plants that are frequently used and abused.

The September meeting sponsor is Janesville Physical Therapy.

If your organization would like to sponsor one of our meetings, please contact Jennifer Griffith, SPHR, jgriffith@freedomplastics.com

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Introduction cont.

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anna.ladwig@bankatfirstnational.com

Apply Today: BHRA Academic Scholarship: Applications Now Being Accepted!

The Blackhawk Human Resource Association is offering two scholarships to the qualifying children of employees of BHRA member companies:

Two (2) \$500.00 Scholarships will be presented to one college junior and one senior *presently majoring in human resources* or another closely-related field. UW Whitewater students who are majoring in HR and are also members of SHRM are also eligible to apply for the scholarships.

Full scholarship details, requirements and application packets have been emailed to all member companies of the Blackhawk Human Resource Association. The deadline for applications to be submitted to us will be Friday, December 8th, 2006. The two winners will be announced at our meeting in January of 2007.

We are very excited to be offering these scholarships, and hope that our members will take full advantage of this opportunity. By doing so, we are helping to assure the quality of the members who enter our profession.

If you would like further information, or to request an application or a listing of BHRA member companies, please contact Jackie Swanson, PHR, at (608) 676-2288, x-1103, or email jswanson@scotforge.com.

WELCOME NEW MEMBERS!

Laura Morrow

UW-Whitewater, Career Services

Daryl Castona

Lear Corporation

Colleen Koerth

Blackhawk Technical College



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Job Opening: HR Manager @



Special Metals Corporation is the World's leading producer of high performance nickel based alloys. We have manufacturing facilities in the USA and Europe as well as Sales Offices throughout the world. Our products are used in aerospace, the offshore oil industry, chemical and petrochemical plants, power generation, thermal processing, marine and the electrical and electronics markets.

There is a requirement for a Human Resources Manager for the A-1 Wire facility in Rockford, IL. This position reports to the Director of Human Resources in Huntington, WV. Responsibilities will include but are not limited to the following:

- Plans, organizes, and controls all activities of the department. Participates in developing department goals, objectives, and systems. Ensures HR customer service.
- Develops, interprets and applies Human Resource procedures and policies to promote fair and equal treatment of all employees.
- Directs and supervises the employee compensation function.
- Directs and supervises the employee recruitment, orientation and relocation programs.
- Maintains third-party administrator relationships.
- Maintains legal compliance in all areas of the department.
- Develops benefits budget.
- Directs the administration of the benefits programs including, but not limited to, the 401(k) plan and the medical, prescription drug, dental, life and disability programs.

MINIMUM QUALIFICATIONS:

- A bachelor's degree in Human Resources.
- Seven (7) years experience in a professional Human Resources environment.
- Senior Professional in Human Resources (SPHR) certification preferred.
- Must possess excellent written, verbal, and interpersonal communication skills, as well as strong computer skills.
- Must be able to use sound judgment/problem solving skills, and possess a high level of integrity and confidentiality.
- Must be self-directed, have the ability to multi-task, organize and prioritize work and work well under pressure.

Special Metals offers an excellent salary and benefits package. Interested candidates should send a comprehensive resume to Amy Knight, Employment & compensation Specialist, aknight@smcwg.com, mail to : 3200 Riverside Dr., Huntington, WV 25705 or fax to 604.526.5309. You may also check our website, www.specialmetals.com, for more information about the company.

SMC is an EOE.

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Diversity Works:



Check these out!

There are two continuing education opportunities coming our way in the form of workshops.

- **Honoring Our Common Differences: Leadership for Workplace Diversity**
October 24, 2006 Pyle Center, U.W. Madison
- **Unlearning Racism: Creating Inclusive Organizations and Communities**
November 9-10, 2006, Pyle Center, U.W. Madison

*For more information contact the Department of Professional Development and Applied Studies at 800-725-9692 or online:
www.dcs.wisc.edu/pda/hhi/diversity.htm*

New Board Member ~ Please Welcome Angela Rudersdorf

Angela is the treasurer for the University of Wisconsin Whitewater SHRM chapter. She attended Pulaski High School and is currently attending UWW. In addition to her treasurer duties, Angela also serves as the contact for BHRA, Madison, and Professional SHRM Chapters.

Angela is currently a student and working at the University Center as an office assistant. She is also a lead peer mentor and an Elementary Aide at Lincoln School. This past summer she did an internship at Kohl's.

In her free time Angela enjoys spending time with family and friends, playing intramural volleyball and basketball and is also involved in intervarsity Christian fellowship.

Your Foundation @ Work ~ October Update

If you would like to donate cash or an item to add to the BHRA basket for the Foundation Silent Auction at the State Conference next week, please contact Jennifer Griffith at 608-754-2710, ext. 1305 or jennifergriffith@freedomplastics.com

The SHRM Foundation has a goal of raising \$550,000 in 2006. They have currently raised approximately \$262,000, 30% of last year's mark. The breakdown of this \$262,000 is as follows: \$113,000 from individuals, \$92,000 from chapters, \$19,000 from State Councils, \$3,000 from student chapters, and \$35,000 from corporations. The National Silent Auction held at the annual SHRM conference in June was a particular highlight, as the SHRM Foundation raised approximately \$44,000.

In addition, two important products are in the SHRM Foundation pipeline. In September, the SHRM Foundation produced a DVD entitled "Ethics - The Fabric of Business." The DVD is a case study of the Lockheed Martin Corporation and highlights their singular approach to ethics in the workplace. In October, the SHRM Foundation will publish another item in their Effective Practice Guidelines series, this time focusing on the subject of employee engagement.

Finally, the SHRM Foundation scholarship program is proving to be quite a draw for HR professionals. In 2006, nearly 390 applications were received, resulting in 60 scholarship winners (including Wisconsin's own Jackie Swanson of the Blackhawk chapter. Congratulations Jackie!!!)

As the fiscal year comes to a close, make sure you are not left out in helping the SHRM Foundation. As the previous examples demonstrate, your financial assistance contributes to advancing the profession and serving the professional.

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>

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 November's Breakfast 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.