



The Source

January 2007

Southern Wisconsin - Northern Illinois
SHRM Chapter 71

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Upcoming Events:

Breakfast Meeting@
Rock County Job Center
January 9th

2007 BHRA Annual Seminar
April 20

Letter From the President:

Dear BHRA Members,

Happy New Year! I hope that you all had a wonderful holiday season, with plenty of time with friends and family. 2007 is a brand new year, with lots of promise for great things to come.

Our first meeting in 2007 is a panel of local HR experts, willing to answer questions about their careers and give helpful advice that may help you in yours. Our experts John Becker, Jon Cruzan, Cindy Harrington, Carmen Harstad, and Pat Whitmore represent manufacturing, staffing, public sector, and service, and have over 140 years of combined HR experience! Please see more details and RSVP information later in the newsletter.

BHRA may be able to help you achieve your New Years' Resolution this year. Educational opportunities include monthly membership meetings and our annual seminar with a variety of topics pertaining to current issues in Human Resources. Take advantage of networking time at meetings to become better connected in the HR community and exchange best practices. And if your goals include earning your PHR, SPHR, or GPHR certification, BHRA assists by making the SHRM Learning System available and coordinating study groups. If you would like to get more involved by volunteering and find rewards in Supporting the HR Professional and Advancing the HR Profession, look no further! You may contact me at jennifergriffith@freedomplastics.com or (608)754-2710 to learn about the different options to get involved.

As always, we value your input. If there is a service that you would like to see BHRA provide in the coming year, or a topic that you would like to learn more about at a meeting or seminar, please let us know!

Best wishes to all of you for a fantastic 2007!

Sincerely,

Jennifer Griffith
President

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Upcoming Meeting Information

<u>Meeting Date</u>	<u>Time</u>	<u>Location</u>	<u>Speaker</u>	<u>Topic</u>
January 9, 2007	7:30am	Rock County Job Center, Janesville	Local HR Experts	HR Expert Panel
February 16, 2007	7:30am	Holiday Inn Express, Janesville	Local Legislators, To Be Announced	Legislative

2006/2007 BHRA Board Members:

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byork@cotta.com

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Elaine Schultz, PHR:
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Mark Your Calendars!

We encourage you to attend the November 14th breakfast 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 January 3, 2007.

WHEN: Tuesday, January 9, 7:30am, Sign-in & breakfast 7:45am; Presentation to follow.

WHERE: Rock County Job Center

TOPIC: HR Expert Panel

SPEAKER INFORMATION:

Local HR Experts Jon Cruzan, Cindy Harrington, Carmen Harstad, Pat Whitmore, representing manufacturing, service/medical, and staffing will provide insight on how their own careers have progressed, lessons they have learned, and advice on advancing your own career. They will answer questions such as "Hindsight being 20/20, what would you have done differently?" and "What are the most important lessons you have learned that have helped in your career progression?". There will also be time for question and answers from meeting attendees. Join us for this exciting opportunity! For more information on our HR experts see the next page.

The January meeting sponsor is Paylocity

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

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HR Expert Panel Line up

January 9, 2006 , Rock County Job Center

Tap into over 140 cumulative years of HR experience! Our 5 HR Expert panel members have been in HR ranging from 13 to 32 years with varying backgrounds from the public sector to manufacturing to service to staffing. They have volunteered to offer their expertise to answer questions like "What is your advice to HR professionals wanting to stay in HR for the long haul?", "What is the most unique or important lesson that you have learned?", and "What do you see as the biggest issues that HR will be facing over the next 2, 5, and 10 years?" Attendees will be afforded valuable networking time and the opportunity to ask questions of their own.

John Becker, SPHR, currently the HR Director for Rock County, has 13 years of Human Resources experience. He obtained his law degree and started in private practice doing labor work for municipalities. John was then hired as the Assistant City Attorney in Sheboygan, and quickly moved into the HR Director role. John has also served as the HR Director for the city of Rockford, and most recently Rock County.

Jon Cruzan has been the Director of Human Resource Operations for Mercy Hospital for 13 years. Prior to that time Jon was the Vice-President of Human Resources for Valley Bank in Janesville (now M&I Bank) where he had regional and statewide human resources responsibilities. Jon's background prior to his HR positions is not typical - he was an educator immediately prior to working in Human Resources at Valley Bank, and his educational background includes a BA from Milton College and a Masters in Guidance and Counseling.

Cindy Harrington started with Manpower as a Staffing Specialist and has advanced into the role of Franchise Manager with offices in Janesville, Beloit, and Monroe. She was awarded the Manpower Power Award in 2003, 2004, & 2005 which is given out to top performing offices in the US based on revenue growth, profitability, employee and customer satisfaction, community involvement, and adherence to ISO-9000 standards. Cindy is also a member of the Southwest Wisconsin Workforce Development Board and Chair of their Workforce Services Committee, and volunteered many hours to SHRM as the Co-Chair of the Registration Committee for the 2006 & 2007 WI State SHRM Conferences.

Carmen Harstad, PHR, brings 32 years of HR experience to the table. She is currently HR Manager and former Eastern Divisional Director of Simmons Manufacturing Company, LLC. Carmen has also been the HR Director for Freeman Shoe Company and the HR Manager for Premier Rehabilitation & Skilled Nursing. In addition to traditional HR experiences, her career has included facilitating cultural change, experiential learning, implementation of peer review, high performance teaming, lean manufacturing, and workforce skills training.

Pat Whitmore, SPHR, has more than 25 years of management and human resources experience. She began her HR career in retail management, moving to the temporary staffing industry, and then to HUF COR where she started as their Human Resources Manager. She was promoted to Vice President in 1999, when she became the first Vice President for the corporation. In this role, Pat has global accountabilities as a part of the senior management team.

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Plan Ahead!!

Mark your calendars for our 2007 Annual Seminar ~ more details to come!

Board Members cont.

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2007 Blackhawk Human Resources Association Seminar



If your company or if you know of a company who may be interested in attending the vendor fair at the 2007 seminar encourage them to contact Lindsay Hall. The Vendor fair will be held during the lunch break in between the morning and afternoon seminar sessions. This will be an opportunity for area businesses to display and discuss the services they provide with local Human Resource professionals.

Date: Friday April 20th, 2007

**Location: Rock County Job Center (room K)
1900 Center Ave.
Janesville, WI 53545**

**Time: Setup begins 11 am
Displays available 11:30 am – 1:00 pm
Table and lunch provided**

Cost: \$75.00

Limited vendor space is available. Confirmation letter and additional information will be sent to you once your payment is received. To confirm your space at the Vendor Fair, send a check for \$75.00 (payable to BHRA) by Friday April 6th, 2007 to:

**Bliss Communications, Inc.
ATT. Lindsay Hall
1 S. Parker Dr.
Janesville, WI 53547**

For more information contact Lindsay Hall @ 608.755.8301 or lhall@gazetteextra.com

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Primer on Wisconsin Non-Compete Law

By Attorney Troy D. Thompson

In Wisconsin, a restrictive covenant which limits the ability of an employee to compete with his or her employer during the course of employment or thereafter is illegal, void, and unenforceable unless it complies in all respects with Wis. Stat. § 103.465. That statute states:

A covenant by an assistant, servant or agent not to compete with his or her employer or principal during the term of the employment or agency, or after the termination of that employment or agency, within a specified territory and during a specified time is lawful and enforceable only if the restrictions imposed are reasonably necessary for the protection of the employer or principal. Any covenant, described in this subsection, imposing an unreasonable restraint is illegal, void and unenforceable even as to any part of the covenant or performance that would be a reasonable restraint.

The Wisconsin Supreme Court has decided that Wis. Stat. § 103.465 applies with equal force to non-competition, non-solicitation, and confidentiality agreements. In order to enforce a restrictive covenant, an employer has the burden of establishing that it: (1) is necessary for the employer's protection; (2) provides a reasonable time restriction; (3) provides a reasonable territorial limitation; (4) is not harsh, oppressive, or unreasonable to the employee; and (5) is not unreasonable to the general public or contrary to public policy. If any part of a restrictive covenant is overly broad, the entire agreement is deemed void and unenforceable. The statute reflects Wisconsin's strong public policy

against restraints on trade and mobility of workers. Therefore, when challenged, such covenants are deemed *prima facie* suspect and construed by courts in favor of non-enforcement.

In many cases, particularly where an employee is the primary contact with certain of your organization's customers, enforceable restrictive covenants are essential to protect the organization's legitimate business interests. Because this area of the law continues to develop, we recommend that you have your restrictive covenants periodically reviewed by counsel to ensure that they are narrowly tailored in a manner consistent with Wisconsin law. "Blue penciling", the practice where a court strikes out overly broad non-compete language but enforces the remaining valid restraints, is not allowed in Wisconsin. Accordingly, it is important that you have the analysis done up front, before a challenge occurs. You should also develop a comprehensive program of protecting confidential information and trade secrets to further increase the likelihood of enforcing your restrictive covenants. Among other things, such a program should include security measures, limitations on access, policy development, and pre-employment and post-employment education.

Troy D. Thompson is a partner with the law firm of Axley Brynelson, LLP. He can be reached at (608) 283-6746 or tthompson@axley.com.

Diversity Works: Communicating with Peers



One of the ways we create common ground when working in a diverse work group is being *more approachable*. Being approachable is the ability to move nearer to, or make initial efforts toward. The old adage “don’t judge someone until you walk a mile in their shoes” means just that-to be approachable. We increase our approachable quotient when we communicate effectively with peers. This starts with treating each peer the same when communicating.

Peer communication may appear the easiest since there are minimal power struggles taking place (you’re usually at the same place on the career ladder). Communication problems do arise however, usually based on conflicts over resources (not enough to go around), priorities (especially if you’re in different departments), styles, trained differently, and level of perceived commitment to common goals.

To effectively communicate with a peer you should:

- Clarify your responsibilities and determine where they may overlap with your peer’s.
 - Identify the resources you will need to get your job done.
 - Negotiate with your peer if any conflicts arise.
 - Offer feedback and assistance as needed to create a positive working relationship with him or her.
- Network. Help each other out.

Techniques for Communicating With Peers

Don’t Say

“You do your work and I’ll do mine.”

“It is important that my project is fully funded.... even if it costs you resources.”

Do Say

“Here is where I see our work overlapping. How should we resolve these differences to make sure both of our jobs get done?”

“Is there something I can do to help you achieve your objectives?”

Diversity *works* when our approachable quotient is high and our peer communication is effective and the same.

Dr. John D. Emmart, CEAP
Diversity Chair-BHRA

Your Foundation @ Work ~ Directory of Undergraduate HR Programs

In October 2004, the SHRM Foundation created a new online directory of undergraduate HR programs. The directory includes detailed profiles of more than 270 undergraduate degree programs. Users may search the database by university name, location, public or private school, and the competitiveness of the admissions process. To facilitate use by students and faculty members, the directory is open to the general public and does not require a SHRM ID to access. The undergraduate directory is a useful tool for students researching HR programs, and for faculty interested in benchmarking their degree programs with other universities. This project was accomplished with the generous support of contributors like you. To access the directory, visit www.shrm.org/foundation.

The SHRM Foundation: *Investing in Your Future as an HR Leader*



Let BHRA help you make 2007 a year to remember!

Certification Study Group Forming

Interested in testing for your PHR/SPHR/GPHR certification? If so, please contact Melissa Benson, Certification Chairperson at melissa.benson@bourns.com. In addition, if we have enough interest, a study group will be formed with time and location to be announced. BHRA has SHRM Learning Systems that will be utilized in the study group and are available for individual check out. Next Testing Window is May 1, 2007-June 30, 2007.

If you are interested in taking the PHR, SPHR, or GPHR exam during the next window, the registration deadline is March 16, 2007. Go to www.hrci.org for more information, or to register online.

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>

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 February'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.