

BHRA Membership Drive

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Upcoming Events:

August 08— BHRA
Newsletter

Our annual membership drive will run July 7th through August 4th. Don't forget to renew your membership to take advantage of all the benefits BHRA has to offer! This is also a great time to refer HR professionals you know to our local chapter. Look for some exciting new options for corporate members and student chapter members. More info to follow, but if you have specific questions, please contact Christine Moss @ Mercy Health System, 608/756-6518 or email cmoss@mhsjvl.org.

New this year! A Business Membership will be offered – An annual \$75 fee provides membership privileges to up to four HR professionals in one organization, provided one of those individuals is a SHRM member. Members in this category must meet the professional criteria for membership and will receive all of the benefits accorded to individual members. In addition to the discounted group rate, this membership will allow other company employees (supervisors, managers, etc.) to attend meetings as guests at the member meal cost.

Join BHRA!!!

UW-Whitewater Receives Superior Merit Award for 2007!

For nearly a quarter of a century, the University of Whitewater chapter of the Society of Human Resource Management has received the prestigious Superior Merit Award.

The UW-Whitewater chapter was formed in the 1980s by former professor Dale Scharinger and has won the Superior Merit Award 24 consecutive years.

The 2007-08 Superior Merit Award for Human Resource Management received 112 entries. These entries came from among 400 active student chapters and of these, 67 Superior Merit Awards were awarded.

The award recognizes the chapter's hard work and determination to advance the program and the education of students.

"There are many activities that we do that can count for the merit award," Jon Werner, associate professor of human resources, said. "Some are fairly basic, such as holding meetings, bringing in professional speakers, distributing a newsletter. Some are more ambitious, such as our hosting the HR Games this past February, where students from across Wisconsin came here on a Friday and Saturday, and heard special speakers, and many participated in a Jeopardy-style competition that helps students prepare to take the Professional in Human Resources (PHR) exam."

The Superior Merit award is a coveted award that recognizes chapters nationally. Receiving the award is no easy feat. "Achieving this Superior Merit Award is something about which I, as well as all of the faculty in the management department, are very proud," Werner said. "It speaks so strongly about the caliber of our students, and their very strong work ethic and commitment to the success of our student organizations. We had an excellent executive board this year, led by Jamie Seefeldt."

Allysa Ellie, UW-Whitewater's SHRM national secretary, has many plans in the works for next year's SHRM chapter to continue their successful program.

"We have good succession planning to help our incoming executive board know what to do in order for us to achieve the award again next year," Ellie said.

For more information on the Superior Merit Award or the SHRM chapter contact Werner at 262-472-2007 or wernerj@uww.edu.





Legal Update Provided By: Bob Gregg



Harassment

It is not harassment when someone yells back. An employee claimed that her 10-day suspension for improper behavior was discriminatory on the basis of sex, ancestry (Assyrian), race (same), religion (supervisor did not treat her in a Christian manner), age, and retaliation (for having previously complained that the supervisor did not act like “a person of God”). The evidence was clear that the employee was overtly rude, insubordinate, “loudly aggressive” toward others, instigated friction between people, and was so disruptive that security had to be consulted on several occasions. Her claim that the supervisor harassed her grew out of situations in which she had been insubordinate, rude, loud and insulting toward him, and he finally got angry and yelled at her. The court had no problem dismissing the case, finding no discrimination and finding valid reasons for the supervisor’s and employer’s actions. *Atanus v. Perry* (7th Cir., 2008).

Religion-Harassment

Pervasive harassment of company’s only Muslim employee. A Muslim employee was hired right after the 9/11 terrorist attacks. It appears that people in the workplace decided to vent all of their anger over the attacks on him. He was called numerous offensive names based upon his Arab origin and religion, and subjected to ongoing pranks and hostile comments. The evidence also showed that when the employee complained to management, he was told, “don’t take things so seriously,” “maintain a positive attitude,” and “let it roll off.” Management also told him that he shouldn’t be “so paranoid” and was accused of “trying to build a case” against the company. The court found a “constant and repetitive abuse founded upon misperceptions that all Muslims possess hostile designs against the United States, that all Muslims support jihad, that all Muslims were sympathetic to the 9/11 attack, and that all Muslims are proponents of radical Islam.” The company failed to take action to counter these stereotypes and stop the harassment. *EEOC v. Sunbelt Rentals, Inc.* (4th Cir. 2008).

Please contact Nicole Larson at nicolelarson@freedomplastics.com if you wish to view the complete article (4 pages)

Criteria and Process**WI-SHRM Workplace Diversity Advocate*****What is the Workplace Diversity Award and why is it offered?***

To recognize those organizations and/or companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and experiences. Award an organization who has been a role model in their local community as a strong advocate for diversity. This award will be based on organizational achievements. The Workplace Diversity Award is presented to the recipient at our WI State SHRM Conference that is being held October 15th – 17th in Green Bay, WI.

Who is eligible?

Organization/company nominated for this award should:

- Have displayed diversity in their local community.
- Be a role model for others in their advocacy of diversity.
- Have demonstrated leadership in championing the cause of racial, cultural, ethnic, linguistic, and other aspects of diversity within the human resources profession and community.
- Be an organization, company or division of an organization/company that is based in the State of Wisconsin.

Who can nominate?

- Nominations may be submitted by a member of the Wisconsin State Council of SHRM (e.g., SHRM Chapter Presidents, Functional Directors, Regional Directors, or Officers)
- Nominations may also be submitted by a Chapter Diversity Advocate/Chair from a Wisconsin SHRM Chapter. (Local Chapter Members and Chapter Board Members may prepare nominations for submission by their SHRM Chapter President or Chapter Diversity Advocate/Chair.)
- An organization can self nominate by submitting the application to the board of their local chapter or directly to the WI State Council Diversity Director.

***Please remember that if you are nominating an organization other than you own, to work with that organization to fill out the nomination forms. We want to ensure that the organization has had the opportunity to add initiatives, etc. to the application.

How can one nominate?

Complete the attached nomination form. (See Next Page)

When are nominations due?

A completed nomination must be received by **July 15, 2008**, for consideration.

How are recipients selected?

Nominations will be reviewed by a Diversity Awards Committee of the Wisconsin State Council of SHRM.

Completed nominations should be sent electronically or in hardcopy to:

Amy Collett, SPHR
Diversity Director, Wisconsin State Council – SHRM
c/o Human Resources Department
Society Insurance
150 Camelot Drive
Fond du Lac, WI 54935
acollett@societyinsurance.com
FAX: 920-922-7013

WISHRM Workplace Diversity Advocate
Wisconsin State Council – Society for Human Resource Management



NOMINATION FORM

NOMINEE:

Company/Organization Name: _____

Work Address:

Company website: _____ Number of employees: _____

Contact person at organization: _____

Job / Title: _____

Work telephone: _____

e-mail address: _____

NOMINATOR:

Name of Nominator: _____
Last First

Company: _____ Title: _____

e-mail address: _____ Work Telephone: _____

NOMINATION STATEMENT:

Please complete all of the questions in a descriptive format to be considered for nomination, please add additional pages as needed:

- How does the organization embrace, celebrate and include diversity in its workforce?
- How has the organization served as a role model for others in their advocacy of diversity?
- Describe the innovative diversity initiatives implemented by this organization.
- How does this organization shown their awareness and commitment toward diversity?
- How does this organization's management practices and behaviors support diversity?

Completed nominations should be sent electronically or in hardcopy to:

Amy Collett, SPHR
Diversity Director, Wisconsin State Council – SHRM
c/o Human Resources Department
Society Insurance
150 Camelot Drive
Fond du Lac, WI 54935
acollett@societyinsurance.com

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



August Half Day Seminar

Date: August 5, 2008

Time: 7:30 AM Continental Breakfast & Networking
8:00 – 12:00 Speaker

Location: J Jefferson County Workforce Development Center
874 Collins Road
Jefferson, WI 53549

Topic: The Hiring Process
Speaker: Bob Gregg- Boardman Law Firm

Hiring is the most important function of any organization. You are blessed with good selections; you are haunted by bad hires, and often end up in litigation over the hiring process or the later discharge of poor selections. Learn to avoid the pitfalls. Understand the legal and practical elements of a good process. Among the issues covered are the legal framework of hiring, illegal areas of inquiry, developing interview questions, validation of selection criteria, questions and benchmarks, reviewing candidate qualifications, interviewing procedures, reference checks and documentation.

Outline *Approved for 3.75 HRCI credits*

- I. Introduction; Laws Affecting Hiring
- II. Example Interview
 - a. Video Tape and Discussion
- III. Illegal Discrimination
 - a. Illegal Inquiry
 - b. The ADA Requirements
- IV. Applications (Who is an "Applicant" under the Federal Electronic Application & Rules?)
- V. Position Description and Developing Criteria for Hiring
 - a. Validity
 - b. Testing
 - c. Question Development
 - d. Interview Format
- VI. References and Pre-Employment Background Checks
- VII. The Offer of Employment (Do's and Don'ts)

About the Presenter: **Bob Gregg**, a partner at the Boardman Law Firm in Madison, Wisconsin, has been involved in Employment Relations and Civil Rights work for more than 30 years. He litigates employment cases. His main emphasis is helping employers achieve enhanced productivity, creating positive work environments, and resolving employment problems before they generate lawsuits. Bob has conducted over 2,000 seminars throughout the United States and authored numerous articles on practical employment issues.

Member Cost: \$30.00 per person
 Non-Member Cost: \$45.00 per person
 Student Cost: \$10.00 per person

NOTE: Please RSVP to Connie Wanke, no later than Friday, August 1, 2008. Make checks payable to: **J.C.H.R.M.A. and mail to the following address:**

J.C.H.R.M.A.
 P.O. Box 307
 Watertown, WI 53094
 Phone: 1-920-261-8444
 Fax: 1-920-261-8454
 E-mail: constancew@oppinc.com

NAME _____ GUEST _____

COMPANY _____

Certification Study Group Forming

Interested in testing for your PHR/SPHR/GPHR certification this fall? If so, please contact Melissa Benson at melissa.benson@bourns.com. BHRA has SHRM Learning Systems that will be utilized in the study group and are available for individual check out.



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.





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>



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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 nlarson@freedomplastics.com.