

# The Source

February

AFFILIATE OF



Southern Wisconsin - Northern Illinois  
SHRM Chapter 71

## Letter From the President:

### Inside this Issue:

Letter from the President Pg.1

Meeting Schedule 2007 Pg. 2

Upcoming Meeting Information Pg. 2

Employment Article Pg. 3

2007 BHRA Annual Seminar information Pg. 4

SHRM Provides Chapter Support Pg. 5

SHRM Foundation Article Pg. 6

Cerification information Pg. 7

Why SHRM? Pg. 8

### Upcoming Events:

Lunch Meeting  
La Casa Grande  
March 13th

2007 BHRA Annual Seminar  
April 20

Dear BHRA Members:

Spring is right around the corner! I personally love the renewal that spring brings... sunshine, buds on the trees, tulips and daffodils sprouting, green grass, robins returning from their winter homes... it's good for the spirit.

That's not the only thing we are celebrating this month. All the money has been counted and bills have been paid from the 2006 WI-SHRM State Conference that BHRA co-hosted with Jefferson HRMA. The conference netted a record profit of almost \$138,000. Half of that was returned to the chapters throughout the state for supporting the conference through their volunteerism. As a co-host, and thanks to the several volunteers from our chapter, BHRA was awarded almost \$25,000 to support chapter operations.

February was a month for legislative activity. Our annual Breakfast with the Legislators was well attended as always, and the exchange of information was very informative. The legislators were very open to discussing the things that are important to us as HR Professionals such as FMLA and Unemployment Compensation. BHRA also submitted comments on behalf of the chapter to the Department of Labor, in response to their request for information on the Family Medical Leave Act.

Our March 13<sup>th</sup> lunch meeting will feature a fun and dynamic presentation by Dr. Bob Shuter of Interaction, Inc. The topic is Human Collisions in the Changing Workplace, focusing on a strategic approach for planning and executing organizational change. Some examples of the changes discussed are mergers and acquisitions, diversity, global business, downsizing/rightsizing, and technology. You can learn more about Dr. Bob Shuter at [www.interactionconsulting.org](http://www.interactionconsulting.org). You may register for the meeting through the website or by contacting Anna Ladwig. I hope to see many of you at this meeting!

Stay warm and dry, and remember that warmer weather and sunshine is just a few weeks away!

Regards,

Jennifer Griffith, SPHR  
President

**Blackhawk Human Resources Association**  
*Serving HR professionals, Advancing the HR profession.*  
[www.bhraonline.org](http://www.bhraonline.org)



## Upcoming Meeting Information

Meeting Date	Time	Location	Speaker	Topic
March 13, 2007	11:30am	La Casa Grande	Dr. Robert Shuter	Human Collisions in the Workplace
April 10, 2007	11:30am	Rock County Job Center	Bill Bergstrom	Building a Recognition Culture for the Fast Lane

### 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  
[rheadl@beloit.edu](mailto:rheadl@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) 226-0477  
[jswanson@a-1wire.com](mailto:jswanson@a-1wire.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 March 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 March 8th, 2007.

**WHEN:** Tuesday, March 13th, 11:30am, Sign-in & lunch 11:45am; Presentation to follow.

**WHERE:** La Casa Grande, 618 4th Street, Beloit

**TOPIC:** Human Collisions in the Workplace

This presentation details the major changes occurring in organizations across the United States, and the impact of these changes on employees, managers, and their companies. A hard hitting presentation, it uses clear, lively, and even humorous examples to detail the struggles, collisions, and adaptations employees and their companies experience to meet the challenging changes of the millennium. A new strategic approach is offered for planning and executing organizational change that reduces human collisions.

### **SPEAKER INFORMATION:**

For more than twenty years Dr. Robert Shuter has excited and entertained audiences across the United States and Europe with his dynamic and informative presentations. Witty and engaging, he has charmed men and women from all sectors of the business world. An internationally known speaker and author, Dr. Shuter (Ph.D. Northwestern University) has written for the Wall Street Journal and New York Times, has appeared on national television as a guest on Wall Street Week with Louis Rukeyser, and has authored four well regarded books including Understanding Misunderstandings and his most recent book, *Communicating in Multinational Organizations*.

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

**Blackhawk Human Resources Association**  
*Serving HR professionals, Advancing the HR profession.*  
[www.bhraonline.org](http://www.bhraonline.org)

## 2007 Blackhawk Human Resources Association Seminar



### **Board Members cont.**

Certification/Professional Development Director,  
Melissa Benson, PHR:  
(608)373-2389

[Melissa.benson@bourns.com](mailto:Melissa.benson@bourns.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)

**Friday April 20th, 2007**

**Rock County Job Center, 1900 Center Ave. Janesville, WI  
8:30am-4:00pm**

**Registration:** 8:30am-9:00am (refreshments available)

**Morning Workshop:** 9:00am-11:30am

“Work makes me sick”

Jeff Percival, Percival Enterprises

**Lunch & Vendor Fair 11:30-1:00pm**

**Afternoon break out sessions:** 1:15pm-2:45pm

Session A

Does a Fish Know it's in Water?

(Understanding the Impact of Corporate Culture)

Diane Hamilton, Center for Organization Effectiveness

Session B

Julie Lewis, Nowlan & Mouat LLP

**Afternoon Personal Development session:** 3:00pm-4:00pm

Now Discover your Strengths!

Julie Graziano, HR Consultant & Performance Coach

**Watch your email for the full invitation!!**

### **Sign up today!**

*(registration form attached)*

All Day Seminar-	\$60.00	8:30am-4pm
Morning Session Only-	\$40.00	8:30am-1pm (lunch included)
Afternoon Session Only-	\$40.00	Noon-4pm (lunch included)

Register online on the BHRA website and pay at the seminar or send the attached registration form with check or credit card information to: Lindsay Hall, 1 S. Parker Drive, Janesville, WI 53547. Any additional questions contact Lindsay @ 608.755.8301. or [lhall@gazetteextra.com](mailto:lhall@gazetteextra.com).

**Blackhawk Human Resources Association**  
*Serving HR professionals, Advancing the HR profession.*  
[www.bhraonline.org](http://www.bhraonline.org)



## Avoiding “Unreasonable Refusal to Rehire” Worker’s Compensation Penalty Claims

Attorney Troy D. Thompson  
AXLEY BRYNELSON, LLP

### Introduction.

Most employers are surprised to learn that their worker’s compensation insurance carrier will not provide coverage against an employee’s “unreasonable refusal to rehire” worker’s compensation penalty claim filed under the Wisconsin Worker’s Compensation Act (“Act”). Sometimes referred to as a “wrongful refusal to rehire” claim, employers are generally responsible for defending their own interests and for paying any penalty amounts awarded to an employee on such a claim, unless they have purchased some other applicable insurance coverage such as through an employment practices liability insurance policy.

### Legal Standard.

When litigating an unreasonable refusal to rehire penalty claim, the employee has the initial burden of proving that:

- (1) He or she was an employee;
- (2) He or she sustained a compensable work injury; and
- (3) He or she was denied rehire or discharged.

If an employee meets his or her initial burden as described above, the burden then shifts to the employer to show “reasonable cause” for its decision not to rehire or to discharge the employee. The employer’s “reasonable cause” must include an absence of any motivation related to the fact that the employee sustained a work injury. For example, employers generally cannot count absences attributable to a work-related injury against an employee under their no-fault attendance policies.

Thus, despite the fact that employees in Wisconsin are generally terminable at the will of the employer (unless an employment agreement or collective bargaining agreement provides otherwise), an employer will be compelled to demonstrate reasonable cause for its decision not to rehire or to discharge an employee if the employee meets his or her initial burden as described above. An employer that fails to demonstrate reasonable cause is exposed to a penalty in an amount equal to one year’s wages.

### Bottom Line.

The Wisconsin Worker’s Compensation Division will closely scrutinize your rationale for terminating an injured employee’s employment relationship or otherwise declining to bring them back to work after a work injury. Because these cases are typically decided upon credibility determinations, it is important for you to have good documentation in place before the separation from employment occurs. Administrative agencies, courts, and juries expect employers to have documentation for the important decisions they make. That is why employers should embrace some form of performance and disciplinary management. It is generally easier and cheaper to defend claims when good documentation exists.

Troy D. Thompson is a partner with the law firm of Axley Brynerson, LLP in Madison, Wisconsin. He can be reached at (608) 283-6746 or [tthompson@axley.com](mailto:tthompson@axley.com).

## WI-SHRM State Conference provides Chapter Financial Support

In 2006, for the first time in several years, Blackhawk HR Association was directly involved with the WI-SHRM State Conference. We co-hosted the conference with Jefferson HRMA. Co-hosting involves naming a conference co-chair from the chapter as well as involving several other chapter members as volunteers and committee chairpersons. Several people put in many, many hours of their personal time as volunteers. A heartfelt thanks to Conference Co-Chairperson Amy Kingsland, and committee Chairpersons Marsha Bingham, Cindy Harrington, Lisa Henke, Stacey Reichers, and Jackie Swanson, for their time and effort in supporting this event and making it so successful!

The 2006 State Conference at the Kalahari Resort in the Wisconsin Dells broke attendance records with over 850 registered attendees. The conference also broke records in terms of profitability, raising over \$138,000 to support HR Activities in the state of Wisconsin. Half of this money is returned to the chapters throughout the state to support local chapter activities. Co-hosting a conference also means significant financial support returned to the chapter. Blackhawk HR Association was awarded a check for almost \$25,000!

The BHRA Board of Directors will make sure that this money is put to good use in providing the best membership value possible for our members. Some of the benefits of BHRA membership that require financial support include, in no specific order:

- The website, including the group directory, group email function, HR news, meeting information and registration, and more.
- Dynamic speakers for monthly meetings and the annual seminar.
- The bi-annual wage and benefits survey provided at no cost to member participants.
- Scholarships provided to college students pursuing a degree in Human Resources.
- SHRM Foundation donations.
- PHR and SPHR Certification study materials.
- SHRM National Conference and WI-SHRM State Conference registrations raffled to members as prizes.

These are some examples of the no- or low-cost benefits that BHRA is able to provide to our members thanks to financial support from the WI-SHRM State Council and the State Conference in conjunction with annual membership dues and monthly meeting fees. If you have suggestions for programs or services that you would like to see BHRA improve or provide, please contact one of our Board Members and we will be sure to consider them in our strategic planning for the chapter.

## *Your Foundation @ Work ~ Effective Practice Guidelines*

If you are like most HR professionals, you probably lack the time to keep up with the latest research findings in human resource management. To help make research-based knowledge more accessible, the SHRM Foundation has created a new series entitled *Effective Practice Guidelines*. The guidelines compile and summarize the HR practices in a given area that have been shown to be effective based on research studies. A subject matter expert with both research and practitioner experience distills all relevant findings and expert opinion into specific advice on how to conduct effective HR practice. SHRM members may download the following reports free from the SHRM Foundation website: Performance Management, Selection Assessment Methods and Employee Engagement and Commitment. New reports are added each year. This series is made possible by your contributions to the SHRM Foundation.

The SHRM Foundation: *40 Years of Advancing the HR Profession*

## HR Education

We are currently looking for member company's assistance to purchase a new Society for Human Resource Management Learning System to assist our members in preparing for Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certifications. These designations demonstrate a commitment to personal excellence and to the human resource profession in general.

We are asking for donations toward the purchase of this system up to and including the total cost of \$595 per unit. If your company is willing and/or able to contribute to this cause, please contact Melissa Benson directly for further details (608-373-2389 or [melissa.benson@bourns.com](mailto:melissa.benson@bourns.com)). Thank you for your consideration.



**Blackhawk Human Resources Association**  
*Serving HR professionals, Advancing the HR profession.*  
[www.bhraonline.org](http://www.bhraonline.org)

## 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](mailto: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](http://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](http://HRCI.org) for details on recertification.

**Coming this spring!**  
Information on the wage survey



## Why should I belong to SHRM and an affiliated chapter?

**In a nutshell:** Membership in an SHRM-affiliated chapter means access to a local network of HR professionals, as well as professional-development programs, products and services in your community that can broaden you skills and make you more valuable to your organization.

**The bottom line:** There are resources and services available through SHRM that local chapters can't possibly duplicate, and there are resources and services available through your local chapter that SHRM can't provide. You get the picture.

**Our advice:** Maximize your opportunities by becoming a member of SHM and an affiliated chapter. **It's a winning combination!**

### \*\*\* Volunteer Opportunity\*\*\*

**North Central Region Student HR Games**  
The dates of the North Central HR Games is April 13-14. The location is in DeKalb, IL, at Northern Illinois University, about an hour south of Janesville. It's a great opportunity to network with other HR professionals and mentor some students also! Room judges get credit for certification.

You can use the link below to volunteer: [http://www.shrm.org/students/hrgames/vol\\_NorthCentral.asp](http://www.shrm.org/students/hrgames/vol_NorthCentral.asp)

There will be some rounds of competition on Friday night, and some on Saturday morning. More details can be found at this link: <http://shrm.org/students/hrgames/> and scrolling down to the North Central region.

Thank you for considering the opportunity to volunteer!

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>

## Welcome to BHRA!

### New Members

**Bobbie Kas**

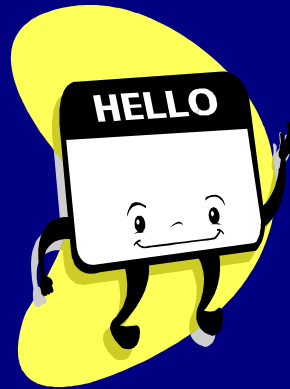
*Norwood Promotional Products*

**Sarah Loescher**

*QPS Companies*

**Angela Wittman**

*QPS Companies*



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

#### Information on March's Lunch 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).*