



# Blackhawk Human Resource Association

May 2004 Newsletter



**Serve the Professional, Advance the Profession**



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## Message from the President

We are nearing the end of our program year and I am nearing the end of my term as President. It has been great leading this organization in the past year. We've had some great programs and networking opportunities and have increased our membership by about 5% over the last year. We continue to strive for improvements in the organization—please give us your feedback!

Our April tour of Simmons' facility was fascinating and the presentation following was about their unique team building program. If you were unable to attend, I'm sure Carmen Harstad from Simmons would be willing to share information about it.

Our May meeting will be our last until September. We will vote for new officers and board members and Merry Lee Lison will join us to discuss how you can best develop your career as an HR professional. It should be a good program to end the year with. Don't forget to also mark your calendars for our annual golf outing and card tournament, which will be held again at Prairie Woods on June 4<sup>th</sup>.

I hope to see you soon!

Jenny Revels, PHR  
President

## MEETING SCHEDULE FOR BHRA 2003/2004 SEASON

<u>DATE</u>	<u>PLACE</u>	<u>TIME</u>	<u>SPEAKER</u>
5/11/04 FINAL MTG.	Butterfly Club	Dinner	Merry Lee Lison, State SHRM Leadership Director Career Development for HR Professionals

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We're on the Web!  
[www.bhraonline.org](http://www.bhraonline.org)

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/gov  
ernment/hrvoice](http://www.shrm.org/government/hrvoice)

## **BOARD OF DIRECTORS, 2003-2004**

President:	Jennifer Revels, HR Manager, Bliss
Communications	
President-Elect:	Brian Gohlke, Director of HR, Blackhawk Technical College (Legislative Chairperson)
Vice President:	Jackie Swanson, HR Generalist, Scot Forge Co. (Scholarship and Programming Chairperson)
Past President:	Amy Kingsland, HR Analyst, Rock County
Secretary:	Lenor Coe, At Your Service HR, LLC
Treasurer:	Heather Niles, Compensation & Benefits Analyst, Mercy Health System

### ***BHRA MAY Meeting:***

## **IF YOU STAND STILL, YOU DON'T STAND A CHANCE**

It doesn't matter how satisfied you are with your job, putting energy into managing your career on an on-going basis is something all Human Resource professionals should do. On **Tuesday, May 11**, join us as Merry Lee Lison, SPHR presents on interactive session on how to keep your career moving forward regardless of what stage you are in. You will leave this meeting with resources to assess where you are, where you want to be and how to close the gap between the two.

Merry Lee Lison, SPHR is the Vice President of Human Resources for Employee Benefits Consultants, Inc. (EBC) in Milwaukee. EBC is a third party administrator of health and welfare benefits plans and has seven locations across the country. Merry Lee has worked in human resources for several employers in the Milwaukee area.

Merry Lee has held leadership positions in the Society for Human Resource Management for many years. She is active at the local, state and national levels. She is currently the State Council Director-Elect and Leadership Director. She also serves on the National Employee Relations Panel.

Merry Lee received her Bachelor's degree in Business Administration from UW-Whitewater and holds an MBA from Marquette University.

This will be a dinner meeting held at the Butterfly Club. We will also be electing Board Members for the upcoming programming season. This is our final meeting of the year, so let's have a great turnout. You can register online at <http://www.bhraonline.org>.

### **Annual BHRA Golf Outing/Card playing**

Mark your calendars for **Friday, June 4<sup>th</sup>, 2004 at 2:00 p.m.** at Prairie Woods Golf Course. We are also offering card playing for those members who do not wish to golf, but still wish to have a little fun! Tee offs and card playing will begin promptly at 2:00 pm. The awards and dinner will follow at approximately 5:00 pm. We are looking for any donations of prizes that your companies would be willing to provide. If you have any questions, or would like to donate prizes, please contact Amy Kingsland, Past President at 757-5524.

## **Legislative Update**

The 16<sup>th</sup> Annual State Legislative and Legal Conference was held on Wednesday, April 14, 2004 at the Boardman Law Firm, LLP in Madison. The agenda included sessions on legislative developments, an interactive session with a representative from the Senate and Assembly Labor Committees, a legal update on recent court determinations, information on how to get involved with legislative issues and a tour of the State Capitol. The participants were from many chapters throughout the State. Blackhawk HRA had six participants.

In discussing activities that local chapters were doing for legislative initiatives, it was very clear that BHRA is much more involved with the legal updates from the Legislative Committee and the annual Breakfast with Your Legislators.

Milton Perkins, SHRM North Central Region Director, participated in the conference and encouraged members to engage in legislative dialogue with our legislators. He stressed that our communication with legislators can be the difference in how legislation is developed.

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On another note, everyone should be aware by now of the release of revisions to the Fair Labor Standards Act regulations. Members are encouraged to review these changes and to communicate with your federal legislators. Jackie Swanson has provided updates and website information for learning more on these revisions. If you have any questions or need more information, please contact the Legislative Committee members – Jackie Swanson, Kelly Hendee or Brian Gohlke.

## **PHR/SPHR Study Group**

Date: Every Thursday

Place: Blackhawk Technical Institute

6004 prairie Road (Main classroom building)

Room 1301

Time: 5:30 pm

If you have any questions, please feel free to contact Kelly Hendee at 608/364-6617 or email: [hendeek@ci.beloit.wi.us](mailto:hendeek@ci.beloit.wi.us)



“To be nobody but yourself, in a world which is doing it’s best, night and day, to make you anybody else- means to fight the hardest battle which any human being can fight; any never stop fighting”

--E.E. Cummings

## **SHRM Foundation Scholarship Opportunity!**

Are you working fulltime and pursuing graduate or undergraduate studies in HR management? Interested in pursuing PHR, SPHR or GPHR certification? For the fifth year, the SHRM Foundation is funding \$30,000 in regional scholarship programs for eligible SHRM members. Chapters and state councils may also apply for scholarship monies to fund programs that promote PHR, SPHR and GPHR certification.

Details and application forms can be found on the SHRM website at [http://www.shrm.org/foundation/2002\\_scholguidelines.asp](http://www.shrm.org/foundation/2002_scholguidelines.asp).

The postmark deadline for applying for a scholarship has just been extended to May 15, 2004, so apply today!

### **Local Workshops**

#### **Stateline Safety Workshop**

Where: Blackhawk Technical College – Central Campus

When: June 2<sup>nd</sup>, 2004  
7:30am – 4:00pm

Registration Fee: \$35 per person in advance, \$45 at the door  
Register before May 21<sup>st</sup>, 2004  
Registration fee non refundable

Contact Information: Peggy Corning (608) 757-7725 or  
(Full brochure available) Dorothy Strunz (608) 757-7648

#### **9:00-10:00am**

\_\_\_\_ Safe Start Follow Up  
\_\_\_\_ Hearing Conservation/Recordability  
Stories

#### **1:30-2:30pm**

\_\_\_\_ Ergonomics  
\_\_\_\_ Safety Success

Managing H/S  
with Small Co.  
Budgets

#### **10:15-11:15pm**

\_\_\_\_ Anatomy of an Accident  
Performance Indicators  
\_\_\_\_ Record keeping workshop  
Protection  
\_\_\_\_ Employer Safety Responsibilities for  
Non-English Speaking Employees

#### **2:45-3:45pm**

\_\_\_\_ Safety  
\_\_\_\_ Respiratory  
\_\_\_\_ Electrical Safety

#### **11:20am-12:20pm**

\_\_\_\_ Homeland Security  
Card  
\_\_\_\_ Workplace Violence  
**to Blackhawk**  
\_\_\_\_ Crisis Management

#### **To register for a course:**

Mail completed form with Credit  
information or check made **payable**

**Technical College** for \$35.00

Registration Office, Blackhawk Tech.  
P.O. Box 5009  
Janesville, WI 53547-5009

**Mail to:**

*Informational Lunch at the Rock County Job Center*

**Morale Building Techniques**

This month's info lunch will be held on Thursday, May 6, 2004. The presenter will be Gweneth Schuyler, President of Millennium Manufactured Components. As we all know, morale building in the workplace is a great way to take a look at how morale affects productivity. This presentation gives managers a fun approach to building and keeping high morale.

Gweneth O. Schuyler, the former Program Manager for Forward Service Corporation and the current President of Millennium Manufactured Components has over 10 years of team and morale-building experience. Gwen has a broad array of hands-on work experience in many different fields, enabling her to better understand the different needs, as well as the necessity of morale building in the workplace.

If you would like to attend this dynamic session, please contact Kelly Garcia at the RCJC at (608) 741-3610 or email [Kelly.Garcia@dwd.state.wi.us](mailto:Kelly.Garcia@dwd.state.wi.us). The Rock County Job Center is located at 1900 Center Avenue in Janesville. The event will begin at 11:45 pm with a buffet lunch beginning at 11:30 pm. The program will conclude by 1:15 pm sharp, and the cost is \$10.00 per participant.

*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!*

**This will be the final BHRA Newsletter for the season! The next newsletter will go out in August of 2004 announcing our programming, which will begin in September. If you would like to submit something to appear in the August Newsletter, please contact: Shannon Moe at the Rock County Job Center at (608) 741-3567, or email [s.moe@jobcenter.org](mailto:s.moe@jobcenter.org). If you have something to submit for the Wisconsin State SHRM website, please contact Jackie Swanson, Communications Director by email at [jmswanie@charter.net](mailto:jmswanie@charter.net) .**