

## Letter From the President:

### Inside this Issue:

Letter from  
President Pg.1

Upcoming Meeting  
Pg. 2

Foundation at Work  
Pg. 3

BHRA Programming  
Pg. 4

Superior Merit  
Award Pg. 5

Legal Update Pg. 6

2008 Rock County  
Job Expo Pg. 7

BHRA Scholarship  
Winners Pg. 8

GMA Human Capital  
Conference Pg. 9

SHRM State Council  
Upcoming Events  
Pg. 10

Federal Legislation  
Action Alert Pg. 11

SHRM State  
Conference Pg. 12

### Upcoming Events:

May 13— CEO & HR  
Expert Panel  
"Strategic Planning"  
Beloit Country Club

Dear BHRA Members,

As we reach May and our final program meeting of the year, I'd like to take the opportunity to thank all of you for making this a great year for BHRA. Your participation in meetings and volunteer efforts over the past year has been greatly appreciated. I would also like to thank all of the BHRA board members, who've helped to put together the programs and seminar and keep our services and operations running smoothly from month to month.

We are proud to announce that BHRA has again been honored with a Superior Merit Award from SHRM. Criteria for a Superior Merit award includes a providing a comprehensive selection of programming and outreach to our members throughout the year. To do this, we need your feedback. If you have ideas for programs or learning sessions that you would like to see in the upcoming year, please let us know. You can send suggestions to [rheadl@beloit.edu](mailto:rheadl@beloit.edu).

Our final meeting will be held on May 13 at the Beloit Country Club. Join us for dinner and a panel of CEOs and HR professionals from Blackhawk Technical College, Blackhawk State Bank, and Fairbanks Morse-Engine Division. Our panel discussion, the Role of HR in the Strategic Planning Process, will focus on the HR professional's role in the strategic planning and implementation processes and developing a staffing strategy as part of the strategic business plan. We will also be casting votes for new board members at this meeting and installing our new BHRA President, Melissa Benson.

I hope to see you at the May meeting!

Warm regards,

Lori Rhead, SPHR  
President

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

## Upcoming Meeting Information

### 2007/2008 BHRA Board Members:

President & Community Relations Co-Director,  
Lori Rhead, SPHR:  
(608) 363-2630  
[rheadl@beloit.edu](mailto:rheadl@beloit.edu)

Vice-President & Professional Development Director/  
Certification,  
Melissa Benson, PHR  
(608) 373-2389  
[Melissa.benson@bourns.com](mailto:Melissa.benson@bourns.com)

Past President, & Website Co-Director, Jennifer Griffith, SPHR  
[jennifer.griffith@danisco.com](mailto:jennifer.griffith@danisco.com)

Secretary & Newsletter,  
Nicole Larson, PHR:  
(608) 754-2710 Ext. 1279  
[nlarson@freedomplastics.com](mailto:nlarson@freedomplastics.com)

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

Membership  
Bernice York, SPHR:  
(608) 368-5623  
[Bernice.York@abcsupply.com](mailto:Bernice.York@abcsupply.com)

Member Relations Director,  
Rhonda Bachman:  
(608) 314-8408  
[rhonda@assuredstaffing.net](mailto:rhonda@assuredstaffing.net)

### Mark Your Calendars!

Join us for the May dinner meeting!

**WHEN:** Tuesday, May 13th, 5:00pm Sign-in, Dinner at 5:30pm;  
Presentation to follow.

**WHERE:** Beloit Country Club, 2327 Riverside Dr., Beloit, WI

**TOPIC:** HR—CEO Panel “The Role of HR in the Strategic Planning Process”

#### PROGRAM OVERVIEW:

Our final meeting is going to allow us an opportunity to listen as our panel discusses the role of HR in the strategic planning process. The discussion will focus on HR's role in the strategic planning and implementation process and developing a staffing strategy as part of the strategic business plan. Our panel guests are:

Blackhawk State Bank—Rick Bastian, President and CEO, and Terri Burdick, Sr. Vice President Administration and Operations

Blackhawk Technical College—Dr. Eric Larson, Ed.D., President, and Brian Gohlke, Vice President of Human Resources

Fairbanks-Morse Engine Division—Tony Gioffredi, President, and John Bottorff, Vice President of Human Resources



If your organization would like to sponsor one of our meetings,  
please contact Lori Rhead, SPHR, [rheadl@beloit.edu](mailto:rheadl@beloit.edu)

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

*Board Members cont.*

Legislative Co-Director  
Troy Thompson:  
(608) 283-6746  
[tthompson@axley.com](mailto:tthompson@axley.com)

Diversity Director  
John Emmart, D. Minn, CEAD,  
SAP:  
(608) 756-6803  
[jemmart@mhsjvl.org](mailto:jemmart@mhsjvl.org)

Workforce Readiness & Wage  
Survey Co-Director  
Stacey Riechers:  
(608) 295-1881  
[Stacey.riechers@expresspersonnel.com](mailto:Stacey.riechers@expresspersonnel.com)

Workforce Readiness Co-Director  
Marsha Bingham:  
(608) 361-4500  
[marsha.bingham@staples.com](mailto:marsha.bingham@staples.com)

Dinner & Reservations Director  
Pati Shea:  
(608) 752-4830  
[patishea@grande.com](mailto:patishea@grande.com)

Seminar & Special Events  
Director  
Christine Moss, PHR:  
(608) 756-6518  
[cmoss@mhsjvl.org](mailto:cmoss@mhsjvl.org)

## Your Foundation @ Work ~ Evaluating Human Resource Programs

In 2007, the SHRM Foundation co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs. The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes. To order a copy of *Evaluating Human Resources Programs*, go to <http://shrmstore.shrm.org/browse.cfm/4,4378.htm>



**Visit the SHRM  
Book Store:**  
Evaluating Human  
Resources Pro-  
grams: A 6-Phase  
Approach for  
Optimizing Per-  
formance

## BHRA Programming Schedule 2008

DATE	SPEAKER	TOPIC	TIME	PLACE	CITY
February 15, 2008		Legislative Break-fast	7:30am	Pontiac Convention Center	Janesville
March 11, 2008	Martha Ramirez	"10 HR Challenges That Should Keep you Up at Night"	11:30am	Blackhawk Technical College	Janesville
April 8, 2008	Bob Gregg	Rediscovering the Lost Art of Verbal Conversation & Decreasing your Legal Liability	7:30am	Milwaukee Grill	Janesville
April 17, 2008	2008 BHRA Seminar		8:00 am to 3:30 pm	Pontiac Convention Center	Janesville
May 13, 2008		CEO Panel Discussion	5:00pm	Beloit Country Club	Beloit



***Did you attend the 2008 BHRA Seminar?  
Are you interested in viewing the presentation materials?***

*If you are, please visit the BHRA website. You can view all 2008 seminar presentations!*

**[www.bhraonline.org](http://www.bhraonline.org)**

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



## BHRA Receives Superior Merit Award for 2007!

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Superior Merit Chapter designation to Blackhawk Human Resource Association for its scope of work in perpetuating and supporting the mission of the organization in 2007.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 225,000 members in over 130 countries, and more than 575 affiliated chapters.

"This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" noted Pamela J. Green, SPHR, Chief Membership Officer for SHRM.

Blackhawk Human Resource Association receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.





## Legal Update Provided By: Bob Gregg



### Family and Medical Leave Act

***Concurrent count of FMLA and Workers Compensation.*** In *Dotson v. BRP US, Inc.* (7th Cir., 2008), the court verified that an employer may count time off under Workers Compensation as FMLA leave as well. Once the FMLA time expires, there is no prohibition against replacing the employee (though most state Workers Compensation rules do require reinstatement once the employee does eventually recuperate). The court held that the key to doing this is a clear statement about concurrent FMLA-WC leave in the employee handbook, and written notice to the individual employee at the time the leave is being taken.

***Outside work inconsistent with FMLA leave warrants discharge.*** An administrator took FMLA leave due to stress. The FMLA request stated that he was "unable to perform work of any kind." However, while on FMLA he worked another job selling real estate. The employer fired him upon discovery of this work. In the ensuing case, the court found valid reason to justify the discharge for having "misrepresented his leave" to the employer. *Lackmar v. Recovery Services of N.J., Inc.* (D. NJ, 2008). Be aware that this case was about misrepresenting a leave; it does not mean that all "outside work" can be prohibited during FMLA. If that work is not inconsistent with the purpose of the leave and is not kept secret, so the leave is used to increase that work instead of one's regular job, then continuing a second job or sideline is not grounds for discharge and an employer may not be able to prohibit such work. [Example: A construction worker with a broken arm could take FMLA from that work yet still continue part-time work of selling real estate and continue other non-arm-related activities without violating terms of FMLA leave.]

***Supervisor's gripes and sudden performance concerns indicate retaliation.*** A supervisor griped about a long-term employee's time off for FMLA. Upon her return, the employee was suddenly subject to criticism of her performance, and then fired only four months later. The evidence that she had worked in the same job for 21 years with absolutely no critique until she took FMLA, combined with the supervisor's negative comments about her being on leave, were sufficient for a conclusion that the discharge was retaliatory. *Gross v. Bank One* (E.D. Kentucky, 2008).

Please contact Nicole Larson at [nicolelarson@freedomplastics.com](mailto:nicolelarson@freedomplastics.com) if you wish to view the complete article (6 pages)



## 2008 Rock County Job Expo Beloit Eclipse Center—May 6, 2008

*You are cordially invited to attend...*

### Can You Motivate Generation Why (Y)? Workshop

Presented by Mike Henke from Grand Island, Nebraska

*Get answers to your questions about utilizing the generational differences at work...reducing turnover and creating a thriving workforce.*

3:30 p. m.

Tuesday, May 6, 2008

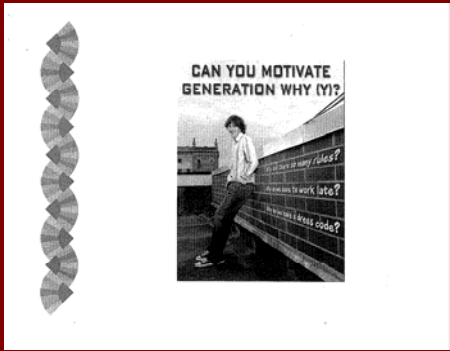
Eclipse Center (Formerly the Beloit Mall)

Beloit, Wisconsin

Employer Hospitality Room

This workshop is taking place on the day of Employment Expo 2008 at the Eclipse Center. If you are already registered as an Expo employer exhibitor, we encourage you to take a break from your booth & come to the workshop. Contact Rochell Cheplak at (608) 741-3525 for Expo registration information.

Not participating in the Expo? We still want you to join us for the workshop. RSVP to Vicki Donalson at (608) 741-1600.



**\$500 Scholarships Awarded**

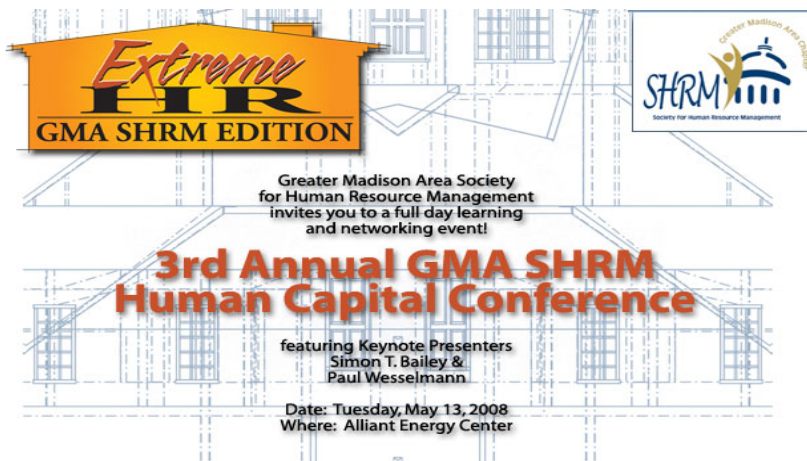
## BHRA Scholarships Presented at April's BHRA Meeting

This year, BHRA awarded two \$500 scholarships. These scholarships were available to the children of BHRA member company employees or students attending the University of Wisconsin-Whitewater, a BHRA sponsored chapter. This year's BHRA scholarship winners were Andrea Schmidt and Katie VanBee, both attending UW-Whitewater pursuing a degree in Human Resource Management.



**KATIE VANBEEK AND ANDREA SCHMIDT  
PRESENTED WITH \$500 BHRA SCHOLARSHIPS AT APRIL'S BHRA MEETING**

Visit [www.gmashrm.org](http://www.gmashrm.org) for more information and to register!!




**Extreme HR**  
GMA SHRM EDITION

Greater Madison Area Society for Human Resource Management invites you to a full day learning and networking event!

**3rd Annual GMA SHRM Human Capital Conference**

featuring Keynote Presenters  
Simon T. Bailey & Paul Wesselmann

Date: Tuesday, May 13, 2008  
Where: Alliant Energy Center



Tuesday, May 13, 2008  
Alliant Energy Center

— AM —

7:30 - 8:30	<b>Registration and Continental Breakfast</b> Sponsored by Right Management
8:30 - 8:45	<b>Welcome and Announcements</b> <i>Anthony Dix, SPHR, MBA, GMA SHRM President</i>
8:45 - 9:45	<b><u>Morning Keynote</u></b> <i>Paul Wesselmann</i> Sponsored by Restaino & Associates, Relocation Division
9:45 - 10:00	<b>Break</b> Sponsored by Right Management
10:00 - 11:15	<b><u>Breakout Session 1</u></b>
11:15 - 12:00	<b>Lunch</b> Sponsored by Payroll Data Services
12:00 - 1:00	<b><u>Afternoon Keynote</u></b> <i>Simon T. Bailey</i>

— PM —

1:00 - 1:15	<b>Break</b> Sponsored by Right Management
1:15 - 2:30	<b><u>Breakout Session 2</u></b>
2:30 - 2:45	<b>Break</b> Sponsored by Right Management
2:45 - 4:00	<b><u>Breakout Session 3</u></b>
4:00 - 6:00	<b><u>Networking Reception</u></b>

*All registrations include a copy of Simon T. Bailey's book courtesy of Lee Hecht Harrison!*

**Early Registration**  
*Before May 2*

<b>SHRM Member</b>	<b>\$99</b>
<b>Non-Member</b>	<b>\$129</b>

*Non-members can save \$30 on Conference Registration by becoming a member today!*

**National SHRM Members add a GMA SHRM Membership** + \$50

**National ID#** \_\_\_\_\_

**Local GMA SHRM Membership (not already a National SHRM member).** + \$75

**Late Registration**  
*After May 2*

<b>SHRM Member</b>	<b>\$119</b>
<b>Non-Member</b>	<b>\$139</b>

**Location and Directions**

Alliant Energy Center  
1919 Alliant Energy Center Way  
Madison, WI 53713  
1-608-267-3976  
[Click here](#) for direction information.



## Upcoming Events

Spring Is In The Air (Finally)!!! The following are highlights of upcoming events you may be interested in attending, as well as the link to the WI State Council website. There you will find links to local chapters, information on conferences, and many other useful resources on the State Council website.

### Governmental Affairs

WI SHRM 20th Annual State Legislative Conference May 7, 2008 in Madison. Click on link below for information and to register:

<http://www.regonline.com/WIlegislative2008>

**SHRM'S 60th Annual Conference and Exposition** June 22-25 Chicago Early Bird registration is available through April 18, 2008 Register today!!! <http://www.shrm.org/conferences/annual/>

### The BADGER BASH is back!

Wisconsin SHRM Council will be sponsoring the Badger Bash at the SHRM Annual Conference. The Badger Bash was re-introduced last year at the National SHRM Conference in Las Vegas. It is an event "exclusive" to SHRM Annual Conference participants from Wisconsin. The Badger Bash is an excellent opportunity to network with other HR Professionals and HAVE SOME FUN!

If you would like to help organize this event, please contact Julie Geyer by April 30.  
(Contact information below)

### Wisconsin SHRM State Conference

October 15 - 17, 2008

Green Bay KI Convention Center

Exhibitor registration is now open. This is a great opportunity to showcase your products or services to over 600 Human Resources professionals. You can also take advantage of great advertising and sponsorship opportunities to maximize your firm's exposure. If your organization would like to exhibit, log on to the conference website at [http://www.wishrm.org/state\\_conf\\_08/index.html](http://www.wishrm.org/state_conf_08/index.html)

### Need Information?

Log onto <http://www.wishrm.org> to access:

**WI SHRM Job Bank:** Don't forget to post your HR opportunities here to reach the best HR candidates across the state!

**WI SHRM Chapters:** Looking for other HR Professionals to network with?

Use the state council website to find out what's happening in your local chapter!

Brought to you by:

Julie Geyer, PHR

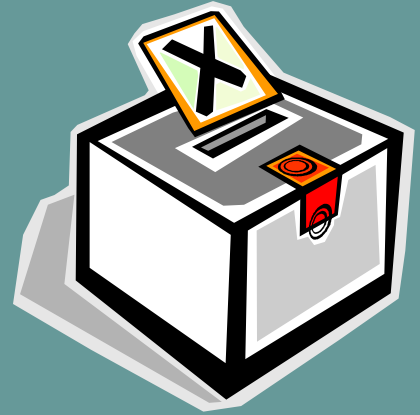
WI SHRM State Council Membership/At Large Director

<mailto:Julie.Geyer@waukesha.spx.com>

## HR Voice Federal Legislation Action Alert

**YOUR ASSISTANCE IS NEEDED!** HR professionals should be aware that the U.S. Senate is scheduled to vote on legislation that would eliminate the uniform statute of limitations for filing employment discrimination claims.

Under H.R. 2831, the **Ledbetter Fair Pay Act**, the time clock for bringing a Title VII claim would re-start indefinitely as long as an employee continued to receive a paycheck – *or even a pension payment* – from a given employer. Consequently, the bill would force HR professionals and employers to be prepared to defend pay decisions made years or even decades earlier. Employees seeking avenues to challenge pay decisions currently have at least 180 days under Title VII and two years under the Equal Pay Act to pursue discrimination claims.



The House of Representatives already passed the Ledbetter Fair Pay Act on July 31, 2007. The good news is that, thanks in part to letters sent by SHRM members last July, the House vote on H.R. 2831 was much closer than expected.

Now we ask that you please write your Senators and urge them to **VOTE NO on the Ledbetter Fair Pay Act!**

### Action Needed

Write or call your two senators in Washington today! They need to know your views on this pivotal HR issue before the vote. To write your elected official using **HRVoice**, follow these steps:

1. Log onto SHRM Online by [clicking here](#).
2. Sign in using your member number and last name.
3. Click on "Governmental Affairs," then go to "HRVoice" on the left side of your screen.
4. Choose "Write your elected officials."
5. Click on "Senator, VOTE NO on the Ledbetter Fair Pay Act" under the heading "Take Immediate Action on these Hot Issues."

Please visit the SHRM website for more details on this HR issue [www.shrm.org](http://www.shrm.org)

# 2008 WI SHRM State Conference

October 15, 16, and 17 in Green Bay, WI



Mark your calendars for this year's WI SHRM State Conference. This year's conference will be taking place October 15, 16, and 17 in Green Bay. Registration for this event begins on June 1, 2008. You can easily register by visiting:

[www.regonline.com/wishrm08](http://www.regonline.com/wishrm08)



Help out and serve as a volunteer at the conference! You can do so by going online and registering by using one of the "volunteer" registration types and sign up for volunteer duties. Examples of a couple volunteer duties are: introducing a speaker, assist with activities, etc.



Here's how: register online for the conference and sign-up to be a volunteer. Volunteers help with registration packets, set-up exhibits and activities, runner for education sessions, etc. Full-Time Students register and click to serve as a volunteer & attend for free, or you may register and pay \$50.00, if not able to volunteer.

Come on, it's fun, attend a state conference, volunteer, meet new friends and have a great time!!!

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



## Why is PHR/SPHR Certification Desirable?

There are a number of advantages to seeking certification. Certification becomes a public recognition of professional achievement—both within and outside of the profession. For many, achieving certification becomes a personal professional goal—a way to test knowledge and to measure it against one's peers. Others see certification as an aid to career advancement. PHR, SPHR and GPHR certification shows that the holder has demonstrated mastery of the domestic or international HR body of knowledge and, through recertification, has accepted the challenge to stay informed of new developments in the HR field. The PHR, SPHR and GPHR designations are a visible reminder to peers and coworkers of the holder's significant professional achievement. PHR, SPHR and GPHR certified professionals should proudly display their certificates and use the credentials on business correspondence.

Please begin thinking about certification. BHRA offers study materials and study groups to help ensure your success! If you have any questions about certification or would like to be added to the list of those interested in testing in the fall, please contact Melissa Benson at [melissa.benson@bourns.com](mailto:melissa.benson@bourns.com).



## 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.



**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>



**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](mailto:nlarson@freedomplastics.com).*