



# The Source

November 2005

Southern Wisconsin - Northern Illinois  
SHRM Chapter 71

## Letter From the President:

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### Upcoming Events:

11/8/05  
Lunch Meeting:  
Rock County Job Center

## Message From The President

Dear BHRA Members:

Thank you to those who attended our October breakfast meeting. Our speaker was Gerard McInnis, of Jackson Lewis, LLP. Mr. McInnis talked about the split in organized labor, and what it means to non-union as well as union employers. We appreciate him volunteering his time and talent to educate our group, and traveling from Chicago to do so. I would also like to thank our meeting sponsors, American Bond Services, for helping to offset some of our costs.

I hope you will be able to join us on November 8th, as we host a joint meeting with the Rock River Safety Council. It will be a lunch meeting held at the Rock County Job Center. The discussion will be on drug testing policies, and will be facilitated by Cindy Groves, RN.

We look forward to offering our members quality programming throughout the 2005/06 season, and thank you for your dedication to continue developing and progressing as human resource professionals.

Sincerely,

Jackie Swanson, PHR  
President, Blackhawk Human Resource Association

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## Upcoming Meeting Information

<u>Meeting Date</u>	<u>Time</u>	<u>Location</u>	<u>Speaker</u>	<u>Topic</u>	<u>Format</u>
November 8, 2005	Lunch	Rock County Job Center	Cindy Groves, RN, Janesville Occupational Medicine	Safety Incentive Plans	Speaker
January 10, 2005	Dinner	Beloit Inn, Café Belwah	John D. Emmart, Mercy Health Systems	Drugs in the Work Place	Speaker

Blackhawk Human Resource Association  
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[jswanson@scotforge.com](mailto:jswanson@scotforge.com)

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Treasurer & Website Chair, Heather Niles, PHR:  
(608) 756-6804  
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### Mark Your Calendars!

We encourage you to attend the November 8th lunch meeting! To RSVP, contact Elaine Schultz, PHR at (608)755-4297, or [elaine.schultz@micorp.com](mailto:elaine.schultz@micorp.com), or RSVP on the website at <http://www.stayinvolved.com/splash/bhra.htm>. Please RSVP by October 4th.

**WHEN:** Tuesday, November 8th, 11:30 a.m. Sign-in/Lunch; Presentation to follow

**WHERE:** Rock County Job Center, Center Ave. Janesville

#### **TOPIC/SPEAKER INFORMATION:**

#### **Does your Drug Testing Policy Protect You?**

Presentation will cover the following points: Prevalence of the problem in the workplace, opportunities for substance testing, collection procedures and methods of testing, key items your policy should include.

#### **Cindy Groves, Beloit Memorial Hospital, Occupational Health Center**

Cindy received her A.N.D. from Blackhawk Technical College, and a BSN from Alverno College. Cindy has been a Clinical Manager for 18 years at Beloit Memorial Hospital's Occupational Health Center. She has developed protocols, policies and procedures for the unique nurse managed system delivering occupation health services to employers. Developed the customer base from 2 clients to over 1,000, and three other nurse-managed centers. Developed wellness programs, occupational safety and health training, OSHA training, ergonomic evaluations, company safety audits and consultation, writing of job descriptions, managed the urine drug screening program and consortium for over 100 DOT customers and three school districts.

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

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

This Month's meeting sponsored by University of Wisconsin Rock County

## Your Foundation at Work: HR Role Models

Certification Chair, Melissa Benson, PHR:  
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Seminar Chair & Play Day Coordinator, Shannon Moe:  
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Legislative Chair, Kelly Hendee, PHR:  
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Diversity Chair, John Emmart, D. Minn, CEAD, SAP:  
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[jemmart@mhsjvl.org](mailto:jemmart@mhsjvl.org)

Workforce Readiness & Wage Survey Co-chair, Theresa Carroll:  
(608) 754-2710 Ext. 1279  
[tc Carroll@freedomplastics.com](mailto:tc Carroll@freedomplastics.com)

Newsletter Coordinator & Community Relations, Lindsay Hall:  
(608) 755-8301  
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Dinner & Reservations Chair, Elaine Schultz, PHR:  
(608) 755-4297  
[elaine.schultz@micorp.com](mailto:elaine.schultz@micorp.com)

Student Chapter Representative, Ashley Erickson:  
[ericksonaa11@uww.edu](mailto:ericksonaa11@uww.edu)

The **SHRM Foundation** has recently created a new DVD video entitled HR Role Models. Narrated by author and consultant Dr. Wayne Cascio, this highly acclaimed video features HR executives and their CEO's discussing what it means for HR to be a strategic leader in the "real world" of business. The video features interviews with top HR leaders including Michael Holmes of Edward Jones, Libby Sartain of Yahoo, Inc. and Joe Frick of Independence Blue Cross. Professor John Boudreau of Cornell says the video "enables HR educators and field professionals to experience firsthand some of the most innovative examples of cutting-edge human resource management." The DVD package includes four separate programs each running from 10-20 minutes in length, plus a 40-page discussion guide. Visit the [SHRMStore](#) to order your copy.

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

Rachel Steger, PHR

Foundation Director, WI State Council

## Blackhawk Human Resource Association Scholarship: Now Accepting Applications!



Jenny Revels has been chosen as the new District Director South for the Wisconsin SHRM Council.

The Blackhawk Human Resource Association is proud to announce that we are now collecting applications for our educational scholarships. These scholarships are available to children of employees of BHRA member companies.

Two (2) \$500.00 Scholarships will be presented to college juniors or seniors presently majoring or minoring in human resource management. These scholarships are also open to UW Whitewater students who are majoring in HR and who are *also members of SHRM*.

Full scholarship details, requirements and application packets have been sent out to all member companies of the Blackhawk Human Resource Association via email. The deadline for applications to be submitted to us will be Friday, December 9<sup>h</sup>. The two winners



will be announced at our monthly meeting in January of 2006.

We are very excited to be offering these scholarships, and hope that our members will take full advantage of this opportunity to give the gift of education to a young person!

For further information, or to request scholarship materials, please contact the Scholarship Chairperson, Jackie Swanson, PHR at (608) 676-2288, x-1103, or

email

[jswanson@scotforge.com](mailto:jswanson@scotforge.com).

Your 2005 Scholarship Committee  
Lanier Gordon, Taylor Co.  
Elizabeth Arndt, Mercy Health Systems  
Florence Haley, City of Beloit  
Marsha Bingham, Blain Supply  
Melissa Dunn, Blackhawk Community Credit Union  
Jackie Swanson, Scot Forge Co.

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Welcome to the following new members enrolling during  
our 2005-2006 membership campaign.  
**We're glad you joined!**

Kara Anderson  
Elizabeth Arndt  
Sara Berg  
Kelly Crosby  
Nicole Danielson  
Melissa Dunn  
Julie Grant  
Jane Korsberg  
Kristin Kunz  
Anna Ladwig  
Alyce LaShock  
Jeffrey LeBeau  
Lyle Mathwich  
Vicki McAlister  
Stina McCabe  
Kristy McLaughlin  
Glenn Parry  
Kathy Lemkuhl Pederson  
Kevin Peternel  
Carrie Schroeder  
Dave Seeley  
Sara Straub  
Brian Vogrinc  
Angela Winter

Lab Safety Supply  
Mercy Health System  
Kelly Services, Inc.  
Alcoa Wheel Products  
Simmons Manufacturing Co. LLC  
Blackhawk Community Credit Union  
Genencor  
Data Dimensions Corporation  
Mercy Health System  
First National Bank & Trust Company  
Spherion  
Spherion  
Regal-Beloit Corp.-Mechanical Components  
Data Dimensions Corporation  
Swing-N-Slide  
Prent/Goex Corporation  
First National Bank & Trust Company  
Blain Supply, Inc.  
Human Resources Group  
Kelly Services, Inc.  
Lear Corporation  
SSI Technologies, Inc.  
Vogrinc and Short  
Onvoy, Division of Badger Plug Co.



## Membership Updates

Did you know you can change any of your personal information online at [www.bhraonline.org](http://www.bhraonline.org). Keeping your information up to date ensures you won't miss any of the electronic communications that are sent out and will provide your most current employment information to the other members. In order to update your information, go to [www.bhraonline.org](http://www.bhraonline.org) and login. Click [personalize](#) to update your own record. Make the necessary changes on the screen that appears and at the bottom of the page, click the box labeled "Update". You can add other personal information such as HR interests, your education and change your password.

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:***

- **Information on December's dinner 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).*