



# The Source

September 2007



Southern Wisconsin - Northern Illinois  
SHRM Chapter 71

## Letter From the President:

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### Upcoming Events:

October 9 Meeting

Taking our Organization from "Diversity" to "Multi-Cultural"

Location: Casa Grande

11:30am Registration  
12:00pm Lunch

Greetings!

I write this letter filled with enthusiasm as a result of the recent Business/Education Summit held on August 28 at the Eclipse Center in Beloit. I was extremely pleased by the turnout of HR volunteers at the Summit; among them were 12 BHRA members who volunteered their time to meet with education and business leaders to discuss the future of our workforce.

One of the highlights of the event was keynote speaker, Jamie Vollmer, a businessman turned education advocate. He talked about the critical need for business and education to work together in our communities to change the way we think about education. He challenged us to change the culture of our communities by developing an environment of open communication, understanding, trust and support – working to acquire the permission of the community to make changes in our educational system that will help us to produce the workforce that we need in the future. At the heart of Jamie's presentation was changing the focus of our community from negative to positive.

Included in our agenda for the day were 2 round table discussions with educators, business and community members. These discussions gave me a much clearer insight to the challenges faced by educators as they prepare individuals who walk through our doors as applicants and employees. If you have ever been tempted to blame the education system for the woes of the workforce, I encourage you to have a thoughtful talk with a teacher.

The final speaker was Terry Ludeman, retired Chief Labor Economist from the State of Wisconsin. Terry spoke about the challenges we face statewide in recruiting and retaining a high quality workforce. He specifically addressed the reasons behind the difficulties we face in recruiting diverse, young talent. He also emphasized the need to work together as a community and promote this community in a positive way.

So, what will be the outcome of this recent summit? As HR professionals we are familiar with change – we know that change can be a slow and often painful process. However, we also know that little things can have big impact. I came away hoping that this summit has opened our eyes to the power of collaboration. I also hope that all of us, educators and business people, learned that we are a resource to each other for help and partnership in the community. The Summit Task Force will be meeting in a week or so to discuss the results of the round table discussions and to talk about how to apply what we have learned. I will keep you posted on the outcomes.

Warm regards,

Lori Rhead, SPHR  
President, BHRA

**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:

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| Meeting Date  | Time     | Location  | Speakers   | Topic  |
|---------------|----------|---|--|--|
| Sept 11, 2007 | 5:00 pm  | Blackhawk Technical College—Ropes Course Pavilion | Jennifer Griffith, Shannon Moe, and Jeff Messer                                      | A Solution for Soft Skills Training: Skills for Success! |
| Oct 9, 2007   | 11:30 am | Casa Grande                                       | Cecil Youngblood, Director of Multi-cultural Affairs and Asst Dean at Beloit College | Moving from Diversity to Cultural Competency             |

### Mark Your Calendars!

We encourage you to attend September's dinner meeting!

**WHEN:** Tuesday, September 11th, 5:00pm Sign-in, Hors d'oeuvres 5:30pm; Presentation to follow.

**WHERE:** Blackhawk Technical College—College Ropes Course Pavilion, Prairie Rd. Janesville

**TOPIC:** A Solution for Soft Skills Training: Skills for Success!

The September 11 meeting will officially kick off our program year and it is one you will not want to miss!!!! In fact, come comfortably attired in slacks and reasonable shoes just in case we have a little exercise to participate in. There is a lot of excitement buzzing around a new program initiative that's targeting flexible, affordable soft skills training into the workplace. If you've ever wished your applicants, or new hires, to rise above "just average" because they needed extra polish using their soft skills, then you will be interested in learning more about Skills for Success Training (SST).

#### October's Meeting

Cecil Youngblood, Director of Multi-cultural Affairs and Asst. Dean of Students Beloit College, will be presenting at our October Lunch meeting on the topic of diversity. Diversity represents many things to many groups. Because of the many interpretations of that single word it has begged several questions: what is diversity, why is it important, what is there after diversity, how do we interact intelligently and successfully with the "diversity" of the world in which we live? These questions will be addressed in an interactive format as we talk about moving from promoting diversity to achieving cultural competency.

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

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## SHRM Toolkit "ATP" - Advancing the Profession

SHRM is pleased to provide the "ATP Toolkit: Building the Future of HR." Designed specifically for volunteer leaders, this online toolkit contains numerous resources that chapters and state councils can utilize to support SHRM's mission to serve the HR professional (STP) and advance the HR profession (ATP).

Each month, the BHRA newsletter will feature a topic from the ATP Toolkit. If you would like to learn more about "ATP" please visit the SHRM website at [www.shrm.org](http://www.shrm.org).

### ATP Key Message

**HR contributes to the performance and reputation of an organization through execution and strategy, aligning values and vision with business goals.**



#### Proof points:

- HR execution includes the processes and compliance issues all organizations need to run effectively.
- HR strategy includes the priceless senior counsel that organizational leaders rely on for growth and success.
- In its strategic or advisory capacity, HR is the only department that has the potential to connect every employee to the organization's success.
  - HR leaders help people answer the questions: What do we do and how do we succeed? What is my role in helping us get there? What's in it for me? What's in it for my organization?
  - When employees understand and are connected to the broader organization's success, they perform better, which leads to improved customer satisfaction and loyalty.
  - HR can be both a *catalyst* for change and a *manager* of change.

#### Proof points for HR professionals:

- HR professionals need to be masters at both the delivery of HR and advisory HR. In order to gain more credibility in the role of advisory HR, they need to perform flawlessly at HR execution/delivery.

## *Your Foundation @ Work ~ Building a Culture of Trust: The Starbucks Story*

The 2006 invitation-only SHRM Foundation Thought Leaders Retreat featured keynote David Pace, the top HR executive at Starbucks Coffee. Dave Pace explained how Starbucks' success is built on a strong culture of trust in their organization. Trust is at the foundation of exceptional performance in all businesses, and people want to be part of something they can believe in. Mr. Pace shared that building trust requires 1) defining what your organization stands for, 2) communicating the mission broadly, 3) living and breathing it, 4) using the mission as a decision filter, 5) allowing employees to hold management accountable, and 6) measuring progress. At Starbucks, HR plays a key role in creating this culture of trust, primarily by being an advocate for the employees. To be successful, HR should focus not on controlling, but on enabling employees. To view Dave Pace's full presentation, visit <http://www.shrm.org/foundation/06ttr.asp>.



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



## *Legal and Legislative Update Legislation and Administrative Action*



*By: Bob Gregg, Boardman Law Firm*

**House moves to address Ledbetter decision.** The U.S. Supreme Court's Ledbetter decision put a short time limit on how far back one can track discriminatory treatment, especially in an unequal pay case. (See June 2007 Legal and Legislative Update.) Now the House has passed the Lilly Ledbetter Fair Pay Act to amend Title VII and specify that discrimination in pay is a "continuing violation" and one can be awarded damages back to the first instance of inequality (years and years) rather than just to the current statute of limitations (300 days). The bill has a long way to go before becoming law. As with many "quick fix" bills, it may also prove to be a poorly thought out, knee-jerk political reaction instead of a serious effort to study and address the ongoing issue of pay discrimination. Will it "solve" a problem or simply confuse and complicate the law? Will it jeopardize a fundamental Title VII purpose: the prompt raising and resolution of disputes?

**Bipartisan bill on bi-gay-lesbian discrimination.** This Employment Non-Discrimination Act would add sexual orientation and sexual identity as protected classes under federal discrimination law. The bill has bipartisan support, as well as strong support from major businesses. The bill would exempt the military and also would not require domestic partner employee benefits.

**Hearings on independent contractor status.** The Congressional Ways and Means Committee recently held hearings on the issue of employer use of independent contractors. Often these workers do not meet the legal independent contractor definition, and should be classed as employees for wage and tax purposes. There was much testimony on "abuse" of independent contractor status. Therefore, watch for the Department of Labor to start more audits of independent contractor use and begin tax and wage enforcement actions. If you use independent contractors, this may be the time to be sure they meet the various legal qualifications to be legitimate.

**DOL summarizes, but does not act on, FMLA comments.** In 2006, the Department of Labor requested comments in anticipation of much-needed revisions to the FMLA regulations. It has now put out a summary of the 15,000 comments it received. However, there is no indication that it is planning to actually move ahead and do anything with the comments. With only 15 months until the next election, it may be too late to expect the current administration to proceed with the process.

**EEOC issues new caregiver guidelines.** Taking care of a family member is not a "protected category" under Title VII (though being "associated with a disabled person" is protected under the ADA). However, the EEOC believes that caregiving may have adverse effects on certain classes of people and can be a form of discrimination. So, it has issued guidance on how to avoid discrimination against protected classes due to caregiving issues. Some of the advice warns (1) against gender stereotyping that women do the child care and will have more absences; (2) that men have rights to give care and may not be denied paternity leave if women get maternity leave; and (3) there may be racial or ethnic disparities in granting time off or flexible schedules for caregivers. See [eeoc.gov/policy/docs/caregiving.html](http://eeoc.gov/policy/docs/caregiving.html).

## Why Not Get Certified?

Interested in testing for your PHR/SPHR/GPHR certification or joining our study group? If so, please contact Melissa Benson, Certification Chairperson at [melissa.benson@bourns.com](mailto:melissa.benson@bourns.com). BHRA has SHRM Learning Systems that will be utilized in the study group and are also available for individual check out. Please note your decision to test will be kept confidential if you would like it to!

Next Testing Window is December 1, 2007-January 31, 2008. The registration deadline for this testing window is *October 12, 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.





## 21st Annual Wisconsin State SHRM Conference LaCrosse Convention Center in LaCrosse, WI October 10-12, 2007

The 2007 WI State SHRM Conference is now accepting registrations. This event will take place October 10-12 and includes a great lineup of speakers and topics. The cost of registration after 9/3 is as follows:

National SHRM Member \$325  
Non-SHRM Member \$375.00

If you are interested in signing up, please visit [www.wishrm.org](http://www.wishrm.org).

### Winner of the 2007 WI State SHRM Conference Free Registration!

Congratulations to Adrienne Brunhoefer, HR Generalist Bourns Automotive, the winner of the 2007 WI State SHRM Conference free registration!





## Don't Forget to Renew Your 2007/2008 BHRA Membership!

Continue your opportunity to network with over 140 other human resource professionals. A dynamic lineup of programs is planned for the upcoming monthly meetings.

Don't miss out!

Enroll online at [www.bhraonline.org](http://www.bhraonline.org) or contact Bernice York, Membership Chairperson at [byork@cotta.com](mailto:byork@cotta.com) for additional information.

## Unemployed SHRM Members Can Extend Membership for Free!

*The Society for Human Resource Management (SHRM) provides active members who are unemployed at the time of their membership renewal a one-time opportunity to extend their membership for up to one year at no cost.*

*SHRM believes that this continued affiliation to its loyal members will help transitioning members stay current on the issues affecting the HR profession and will provide them with needed resources to assist them in their job search.*

*Transitioning members will receive all SHRM free and discounted member benefits for up to one year, except for voting privileges and the ability to hold office on a SHRM panel or board.*

*Visit [www.shrm.org/members/transitioning](http://www.shrm.org/members/transitioning) for more information.*

### Are You a National SHRM Member??



Receive a \$15.00 discount on your National SHRM Membership when you become a BHRA member! Offer is good through September 30, 2007. Apply online at: [https://ecom.shrm.org/TimssSolutionSite2004\\_TPRO/default.aspx?tabid=124&PRODUCT\\_DISCOUNT\\_ID=01114](https://ecom.shrm.org/TimssSolutionSite2004_TPRO/default.aspx?tabid=124&PRODUCT_DISCOUNT_ID=01114)

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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 New BHRA Members!

Kristan Andrews—Mercy Health System  
Amy Baumeister—NothelferGilman, Inc.  
Alyx Brandenburg—Vision Fitness  
Christina Brown—Spherion  
Terri Burdick—Blackhawk Bank  
Dawn Hill—Mansur Trucking  
Nicole Lloyd—Spherion  
Paula Stedman—Bliss Communications  
Kristin Williams—Data Dimensions Corporation  
Christy Willis—SSI Technologies  
Jennifer Wolfe—Walworth County

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

#### Information on October's BHRA 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:

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