

Southern Wisconsin - Northern  
Illinois  
SHRM Chapter 71

## Letter From the President:

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### Upcoming Events:

No meeting in  
December

January Meeting  
1/13/09

What are candidates  
thinking...and how can  
you capitalize it?

Dear BHRA Members:

Happy Holidays! As usual, we will not be holding a BHRA meeting in the month of December so our members can finalize year end, spend time with friends and family, and finish that last minute shopping!

Thank you to all of the individuals and companies that sponsored a student at our last BHRA meeting. This event continues to be a success due to your support!

I am excited to remind you that our new and improved website is now live! If you have not had a chance to check it out, please do so at [www.bhraonline.org](http://www.bhraonline.org). Thank you again to our Website Committee consisting of Jennifer Griffith, Nicole Larson-Bushey and Elaine Schultz. These ladies logged several hours in order to launch this site successfully.

The Community Resource (EAP type) guides have been developed and are now available! These guides were created through a partnership by BHRA and the Rock County Job Center/SWWDB. BHRA is happy to announce that we will be providing each member company with a paper copy of this great resource guide. These guides will be available for pick up at BHRA meetings or events or by contacting Marsha Bingham or Melissa Benson. Also, in the near future an electronic version of this guide will be available on our website.

We are also in the process of finalizing our 2009 Wage and Benefits Survey questionnaire. This questionnaire will be made available in December. Reminder that our data is only as good as the information provided, so it is important to take the time to fill out the survey. Any company that participates will receive a free copy of the results.

Please make sure to mark your calendars for our annual BHRA Seminar on Thursday, February 5 at the Pontiac Convention Center. Details for this event will be sent out in late December or early January. Keep in mind this is a great local and very reasonably priced way to not only keep up with the latest HR trends and legislation, but also to earn HRCI credit.

On behalf of the entire Board of Directors, I wish you and your family a safe and happy holiday season. We look forward to seeing you all at our January 13 lunch meeting when we resume our great programming.

Melissa Benson, SPHR  
President

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

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## January 09 Programming

### Join Us for the January Lunch Meeting

WHEN: Tuesday, January 13th, 11:30am Sign-in, Lunch and Presentation at 12:00pm

WHERE: Beloit Country Club

TOPIC: What are candidates thinking....and how can you capitalize it?

PROGRAM OVERVIEW:

The content of the presentation will be to provide attendees with an overview of the thoughts and reactions that job applicants have to how they were treated in the interview process. How this impacts the ability of the employer to hire the talent they need will be explored.

SPEAKER:

Jeff Kotes—Human Asset Management

This session has been approved for HRCI Credit (1 credit hour)



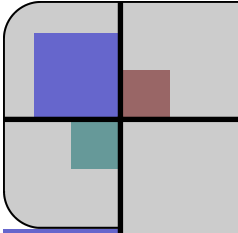
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# Rock County Resource Guide

BHRA is proud to announce that the Rock County Resource Guides have been completed and are now ready for distribution. These guides were created through a partnership by BHRA and the Rock County Job Center/ SWWDB.

This EAP type guide contains information about agencies and organizations that can assist those who are laid-off with searching for jobs, training, health care, and financial counseling. These guides also offer general assistance information for any Rock County individual. BHRA has purchased and will be providing each member company with a copy of this excellent resource! Member companies can obtain this guide at any BHRA meeting or event or can contact Marsha Bingham or Melissa Benson to arrange pickup for their company.



# New BHRA Website

**Check it out!**

We are thrilled to announce that our new BHRA website is up and running. A huge thank you goes out to the individuals that helped to make our new website a reality—Jennifer Griffith, Elaine Schultz and Nicole Larson-Bushey! Please go out and visit our new site. If you have any issues, recommendation or suggestions, please contact Nicole Larson-Bushey at [nicolelarson-bushey@freedomplastics.com](mailto:nicolelarson-bushey@freedomplastics.com).

If you need additional assistance navigating through the new website, you can find a link to a slideshow on the homepage which will help you navigate through.



**Diversity  
Article**

## Why Few Women Make it to the Top

Studies Indicate Several Reasons:  
by Jane Sanders

Recent studies suggest that women sometimes pull themselves out of the race for top positions - but not for reasons some executives think.

Findings from research conducted by New-York based Catalyst and Hudson Critical Thinking (Chicago) suggest that the lack of women in senior management indicates barriers to their advancement, not less ambition. Women look ahead, see few women at the top, and lower their expectations. The longer they work in the business world, the more evident it becomes to them that women are held to different standards and rules. They see women above them in middle management not achieving their aspirations and figure the same will happen with them.

Compared to men, women have similar levels of ambition when they first begin their careers, and, once they reach senior management, women entertain the same desire for the top spots (board directors, corporate officers, CEO or equivalent). But the in-between levels, where most employees are, present the danger for losing talented women.

The corporate barriers include a lack of female role models, limited access to men's informal networks, and gender stereotyping (assumptions that women are less authoritative, decisive, managerial, competent, etc.).

Other barriers exist as well, consisting of work/life challenges. Women still have most of the caretaker responsibilities, with children and with elderly parents, and this often curtails their ability to maintain a consistent level of commitment to their work compared to men. So women lower their ambitions or leave to start their own business where they have control over their schedules, or to join a company that provides the flexibility and genuine advancement potential they desire.  
(Source: Kristen B. Frasch, [www.hreonline.com](http://www.hreonline.com), 3/17/08)

If your company, like many, is experiencing attrition of women in mid-management levels, check out the GenderSmart Tips below for strategies to help increase the retention of this talented resource.

To read more visit: <http://www.janesanders.com/articles.html>

### Strategies to Retain Women

Here are a few programs and activities that many companies are implementing successfully to help retain female managers. Detailed tactics would depend upon your industry and specific company profile. As you read them, take inventory as to how many of these are in play at your company. And these are just a few...

- Genuine and visible CEO commitment
- Linking executive bonuses to diversity and women's retention and advancement performance
- Meaningful work/life programs and flexibility
- Focused and comprehensive talent and pipeline development in/from all departments
- Executive for high-potential women (influencing up, executive image, leadership confidence, etc.)
- Strategic mentoring programs
- Gender difference for all managers, male and female, on how to communicate with, manage and work effectively with each other



## Legal Update

by: Bob Gregg



### LEGISLATION AND ADMINISTRATIVE ACTION

#### DOL Issues New FMLA Rules

The Department of Labor has issued the long-awaited revised regulations for FMLA. The rules become effective January 16, 2009. There are changes in notice requirements and a number of provisions on the new military FMLA. The revisions did not tackle one major issue: sporadic, intermittent FMLA usage.

#### Family and Medical Leave Enhancement Act Introduced

House Bill HR 7233 has been introduced by Rep. Carol Maloney (D-NY) to expand the FMLA to cover employers of 25 or more employees. It also includes a 24-hour per year parental leave for school activities and children's regular dental/doctor appointments. This bill will proceed along with an earlier proposal to create a fund for 12 weeks paid leave for FMLA, which was introduced in the Senate (Senate Bill 1681) by Sen. Ted Stevens (R-AK).

### TARGETING HUMAN RESOURCE MANAGERS

HR managers are criminally charged for child labor and immigration violations. Three HR managers and the owners of a meat packing plant have been criminally indicted for violation of Iowa's child labor laws. Workers under the age of 16 were regularly using circular saws, meat grinders, and were exposed to dangerous chemicals, allegedly with the full knowledge of the HR staff. The underage workers also routinely worked in excess of the legal hour limitations. The State Attorney General found 9,311 separate violations in the criminal charge. This came on the heels of a federal immigration raid. Two of the HR managers also face federal criminal charges for alleged intentional employment of 389 undocumented immigrant workers. The company and the HR managers have claimed innocence in the matter.

#### Disability

Co-worker complaints are not valid reason to deny accommodation. A cashier's back and knee condition limited standing to no more than 15 minutes. She requested a stool. The request was denied, in part because other employees raised the gripe that they had to stand and did not get to use a stool. The store manager refused to even meet with the employee to discuss the accommodation request. The court ruled that the employer had failed to engage in the ADA's required "interactive process" to at least explore accommodation. Further, the gripes of other employees are not sufficient reason to deny a request. The very concept of reasonable accommodation is based on employers taking actions that alter the normal routine and that may not apply to other employees. *Talley v. Family Dollar Stores of Ohio, Inc.* (6th Cir., 2008).

### FAMILY AND MEDICAL LEAVE ACT

Employer has duty to ask if doctor's note might indicate FMLA. An employee does not have to submit a formal FMLA request or even use the term "FMLA" if the situation indicates that FMLA may apply. The employer has a duty to further inquire before it disciplines or fires someone, if it receives reasonably tangible information about an absence. In *Colomo v. East Irondequoit Central School Dist.* (W.D. NY, 2008), a teacher submitted a doctor's note stating she was injured and would be unable to work for a number of days. The District disciplined her for the absence, and the employee sued under the FMLA. The court ruled that since medical absence of over three days automatically falls within the FMLA's definition of serious medical condition, the school district should have known that FMLA might apply and should have inquired further and informed the employee of any FMLA requirements before proceeding to discipline.

Please email Nicole Larson-Bushey [nicolelarson-bushey@freedomplastics.com](mailto:nicolelarson-bushey@freedomplastics.com) if you wish to view the full article (5 pages).

## 2009 Blackhawk Human Resource Seminar Sponsorship Opportunities

*Thursday, February 5, 2009*

*8am—3pm*

*Pontiac Convention Center 2809 Pontiac Dr. Janesville, WI 53545*

### Sponsorship Opportunities

Premier Sponsorship \$1000

Address attendees at Keynote luncheon (3-5 minutes)

Includes:

- 2 tickets to keynote luncheon
- Display marketing information
- Logo on brochure/program/website

Keynote Morning \$500

Introduce morning keynote speaker

Includes:

- 2 tickets to keynote luncheon
- Display marketing information
- Logo on brochure/program/website

Keynote Luncheon \$500

Introduce Lunch keynote speaker

Includes:

- 2 tickets to keynote luncheon
- Display marketing information
- Logo on brochure/program/website

Breakout Session (4  
available) \$250

Includes:

- 2 tickets to keynote luncheon
- Display marketing information
- Logo on brochure/program/website

If you are interested in being a sponsor or know someone that would be interested in sponsoring this event, please contact Cindy Harrington, Phone: 608-754-8148 or email at [cindy.harrington@na.manpower.com](mailto:cindy.harrington@na.manpower.com).

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2009

## Wage and Benefits Survey

Watch for details soon!

BHRA will once again be co-sponsoring a biannual wage survey. The survey will provide you with current information on the pay rates of a wide variety of jobs and the fringe benefits practices of employers in the greater Rock County area. Individual company responses will remain confidential; only aggregate data will be reported. As a participant in the survey, the results of this valuable wage and benefit information will be made available to you at no cost.

Astron Solutions, a New York firm providing human resources consulting services, has been contracted to administer this survey.

Your participation is important and we greatly appreciate your cooperation in completing the 2009 Wage & Benefit Survey. The survey report will be distributed to you on-line in Adobe Acrobat format. If you choose not to participate in the survey, the report will be made available at a cost of \$50 per copy for member organizations.

Remember, each organization's data makes a difference! An email informing you of important deadlines and how to participate will be coming out very soon.

If you have any questions regarding the survey, please contact Stacey Riechers:

Phone: 608-295-1881

Email: [Stacey.Riechers@ExpressPros.com](mailto:Stacey.Riechers@ExpressPros.com)



## Undergraduate Student Scholarships Available

The Blackhawk Human Resource Association is excited to offer a one-time, \$500.00 scholarship to two students. This scholarship is available to the children of BHRA member companies and students attending UW-Whitewater (our sponsored student chapter) who are juniors or seniors in college majoring in Human Resources, or a related field.

BHRA member companies have been emailed a posting to notify their employees of this available scholarship and the application form. For consideration, interested applicants need to return the application, a copy of their transcript, and two letters of recommendation no later than Friday, February 27, 2009. All applicants will be notified of their status in March. The winner(s) will be presented with their award at our April 2009 BHRA meeting.

Questions regarding the scholarship and submittals should be directed to Melissa Benson, Scholarship Committee Chairperson at 608-373-2389 or [melissa.benson@bourns.com](mailto:melissa.benson@bourns.com).

The Blackhawk Human Resource Association is committed to serving the professional and advancing the profession. We are happy to provide this opportunity to the children of our member companies.



## Why Recertify?

Earning your HR credentials was the first step in demonstrating your commitment to your career as well as your dedication to the HR profession. Take the next step and maintain your certification. In these tough economic times being certified is more valuable than ever.

Here are a few of the resources that the HR Certification Institute offers to assist you on your road to recertification:

- Online [Searchable Directory of Approved Events](#): This directory allows certificants to search for activities approved for recertification credit. The directory also provides information on the possible number of credit hours each activity can be approved for.
  - [Strategic Management Pointers](#): Here you will find examples of activities that could qualify for strategic management credit, a detailed explanation of strategic management, as well as case studies from fellow SPHR professionals.
  - [Virtual Recertification Counselor](#) and [Virtual Strategic Management Counselor](#): In this live question-and-answer forum, you can chat with the HR Certification Institute staff who can answer all of your questions about recertification. Each session is archived, so you may view questions and answers from previous sessions
- [Virtual Recertification Tour](#): View step-by-step instructions on how to document your recertification activities in your personal recertification file.

You are required to earn 60 credit hours during your three-year certification cycle. You have probably been earning recertification credits without even knowing it.

- On-the-job experiences. Earn up to 20 credits for first-time HR work experiences such as writing an HR budget or researching and designing a new benefits plan.

Earn up to 10 credits by being a national SHRM member or a member of another national HR professional association. For more information on recertification, make sure to read the [HR Certification Institute Recertification Handbook](#) for recertification requirements, eligible activities and other recertification procedures. You may also visit [www.hrci.org](http://www.hrci.org) and click on the Recertification tab for additional resources.



## Need Recertification Credits?

You can earn all 60 recertification credits by utilizing SHRM e-learning. Today's tough economic environment is not an excuse to put your certification on hold. Visit [www.elearning.shrm.org](http://www.elearning.shrm.org) to view a list of classes.

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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>



BHRA wishes you a safe and happy holiday!  
Please stay tuned for the January 09 BHRA  
Newsletter.

### **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:**

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