

Letter From the President:

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Upcoming Events:

September Meeting
9/8/2009

Dear BHRA Members:

Hope this newsletter finds all of you enjoy some great summer weather! Hard to believe that kids are already out of school, and fall is just around the corner.

As we all enjoy the summer, the BHRA Board is busy planning our upcoming programming year. Our schedule will soon be posted on-line at bhraonline.org, and look forward to another great program year to provide to our membership. If you have suggestions for the upcoming year please send to my attention Elaine.schultz@micorp.com.

Our membership campaign is well under way. You should have all received your membership registration. If you have any questions or did not receive your registration materials, please contact Kim Woletz at kwoletz@vne.com.

Again, take time to enjoy this great time of year! We look forward to seeing our members on September 8 for our Lunch Meeting in Beloit.

Sincerely,

Elaine Schultz, SPHR
President

2009/2010 BHRA Board Members:

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BHRA Membership Drive

BHRA's annual membership drive is under way! Membership renewal materials were sent via email on June 22. Make sure to get your renewal submitted so you can take advantage of all the benefits BHRA has to offer! Membership in a SHRM affiliated chapter like BHRA provides you with the opportunity to network with other local HR Professionals, attend educational seminars and assist with obtaining or renewing your PHR/SPHR/GPHR Certifications. As a BHRA member, you will be kept up to date on local projects and resources that may benefit you or your business. You will receive monthly newsletters with chapter news as well as relevant articles. This is also a great time to refer HR Professionals you know to our local chapter. Once again BHRA will be offering an early registration incentive of a free State SHRM Conference registration that will be given away to one lucky member at our September meeting. If you have specific questions regarding membership or did not receive the renewal packet please contact Kim Woletz at 608-756-4930 or email at kwoletz@vnecorp.com.

Congratulations to Newly Certified Members

Elaine Schultz, President BHRA on becoming an SPHR

Kim Fagan, Member BHRA on becoming a PHR

Connie Ihrke, Member BHRA on becoming a PHR

Congratulations to these ladies for their continued commitment to their profession and personal growth!!

A new study group will form in the fall for those who are interested. More details to come!!

Board Members cont.

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Attention**2009 Greater Rock County Wage
and Benefit Survey Available!**

BHRA co-sponsored the 2009 Wage and Benefit Survey with Rock County Development Alliance, Alliant Energy, Forward Janesville and The Greater Beloit Chamber of Commerce. Astron Solutions, a New York firm providing human resources consulting services, was contracted to administer the survey.

The survey results are now available and will bring you current information on the pay rates of selected jobs and the fringe benefits practices of employers in the greater Rock County area.

Participants in the survey receive the survey report at no cost. Member organizations that declined participation, but would like a copy of the survey results, may purchase the report for \$50. Non-member organizations may purchase the report for \$100. If you have further questions or to request a copy, please con-

**Strategic Research on
Human Capital
Challenges**

The SHRM Foundation recently released a study that concluded that “finding and retaining the best talent” is the most critical challenge facing America’s chief executives and their organizations. The results of this study are being used by the SHRM Foundation to design tools and resources to help organizations address many of the future challenges that research participants identified. The research revealed that the five most significant future challenges facing companies (regardless of size, location, or industry) were: 1) succession planning; 2) recruiting and selecting talented employees; 3) engaging and retaining talented employees; 4) providing leaders with skills to be successful; and 5) rising health care costs. Visit the SHRM Foundation website to read the full report (www.shrm.org/foundation.pdf).

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Serving HR professionals, Advancing the HR profession.
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ANNUAL WI SHRM STATE CONFERENCE

October
14th—16th



Save The Date...

The 23rd Annual Wisconsin SHRM State Conference will take place at the [Kalahari Resort in Wisconsin Dells](#) on October 14 – 16, 2009. Due to teachers' conventions during this week, you are encouraged to book your hotel stay as soon as possible.

Keynote Speakers:

[Phil Keoghan, No Opportunity Wasted, The Amazing Race](#)

[Michael Brandwein,
The Real Truth About Sticks & Stones: The Leading Secret to Leadership](#)

BHRA will be giving away a free registration for State SHRM Conference to one lucky member who renews their chapter membership early. See page 2 for details.

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Legal Update Provided By: Bob Gregg



LEGISLATION

Proposed bill would lengthen Wisconsin FMLA statute of limitations. Currently, the Wisconsin law gives 30 days to file a complaint for violating the state FMLA and 300 days to file a retaliation complaint. Assembly Bill 231 would conform Wisconsin to the federal FMLA and give two years to file a case, three years for intentional violation.

Discrimination

Disability

Fired while in hospital: Indefinite return date warrants termination. Reasonable accommodation for a disability includes a “reasonable leave of absence” for treatment or recuperation. Indefinite leave is not “reasonable.” In *Peyton vs. Fred’s Stores of Arkansas, Inc.* (8th Cir., 2009), an employee’s cancer treatments and recuperation rendered her unable to work. She and her doctors “had no idea when, if ever” she would be able to return. Her manager called her in the hospital during treatment and told her the employment was terminated. The court ruled that though it could have been handled better, the discharge was legal. Holding a job open for a “no idea when, if ever” time period is not a reasonable accommodation.

Disability created by truck driver’s own negligence does not give protection. A truck driver suffered a disabling injury when a load shifted and caused an accident. He admitted he used worn out securing straps rather than take a little extra time to get new ones. He had previously been warned about properly securing cargo. He was fired for failing to avoid a preventable accident. He sued, claiming the ADA prevented discharge because he was disabled. The court dismissed the claim. Disability does not protect one from discharge for valid performance infractions. *Copeland vs. Ryder Services Corp.* (9th Cir., 2009).

For the complete legal update visit [Boardman Law Firm.](#)

2009 Workplace Diversity Award

Does your organization stand out from your peers when it comes to diversity initiatives? Do you know of an organization who is a true advocate when it comes to diversity? Do you view your organizational culture as diverse in all aspects of your business and daily routines? If the answer is 'yes' to any of these questions, then now is the time to showcase your efforts and be recognized for your accomplishments!

The WI SHRM Workplace Diversity Award was established to recognize those organizations and/or companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and experiences. It awards an organization who has been a role model in their local community as a strong advocate for diversity.

Who is eligible?

Organization/company nominated for this award should:

- Have displayed diversity in their local community.
- Be a role model for others in their advocacy of diversity.
- Have demonstrated leadership in championing the cause of racial, cultural, ethnic, linguistic, and other aspects of diversity within the human resources profession and community.
- Be an organization, company or division of an organization/company that is based in the State of Wisconsin.

Who can nominate?

- Nominations may be submitted by a member of the Wisconsin State Council of SHRM (e.g., SHRM Chapter Presidents, Functional Directors, Regional Directors, or Officers)
- Nominations may also be submitted by a Chapter Diversity Advocate/Chair from a Wisconsin SHRM Chapter. (Local Chapter Members and Chapter Board Members may prepare nominations for submission by their SHRM Chapter President or Chapter Diversity Advocate/Chair.)
- An organization can self nominate by submitting the application to the board of their local chapter or directly to the WI State Council Diversity Director.

***Please remember that if you are nominating an organization other than you own, to work with that organization to fill out the nomination forms. We want to ensure that the organization has had the opportunity to add initiatives, etc. to the application.

This award will be based on an organization's achievements. Presentation of the award will take place at the 2009 WI State SHRM Conference that is being held October 14th-16th at the Kalahari resort in Wisconsin Dells. Nomination forms may be found at the [WI SHRM Website](#) and at [BHRA Online](#). Please have applications submitted by July 15th.



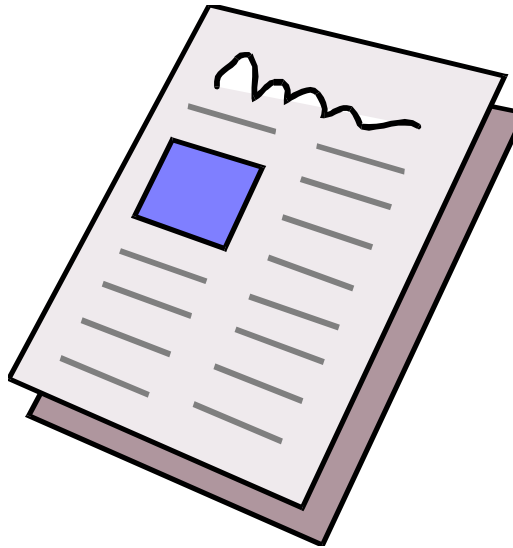
Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

HR Voice
<http://www.shrm.org/government/hrvoice>



Have a wonderful summer!
Our next BHRA Newsletter will be released in August 2009. Stay tuned!

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:

Thelma Busker at Patch Products, (608)362-6896 or email thelmab@patchproducts.com.