



Southern Wisconsin - Northern Illinois
SHRM Chapter 71

The Source

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UPCOMING EVENTS

Legislative Update

with Attorney Bob Gregg

- Tuesday, Sept. 14
- 7:30am Registration
- Pontiac Convention Center, Janesville
- More details coming

WI State SHRM Conference

- October 6 - 8
- Radisson Paper Valley Hotel, Appleton
- See p. 5 for details

Letter From the President

Dear BHRA Members,

I hope you are all having a wonderful summer and finding some time away from the office to have some fun in the sun!

I would like to extend a thank you to all who participated in the "One Day to Make a Difference" event at the Job Center on Friday, June 11th. This was a great opportunity for us, as human resources professionals, to give back to the community and more specifically job seekers, in the Rock County area. A special thank you to Jessica Zimbelman and Amy Charles on all of their hard work coordinating this fantastic event!

BHRA is excited about our upcoming year of programming! Thank you to all who completed the member survey, as the results helped shape our planning for the coming year! Stay tuned, as our schedule will soon be posted online at bhraonline.org.

Our membership campaign is in full swing! 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@vncorp.com.

Please have a safe and relaxing summer and remember to watch your e-mail for information on our "kick-off" BHRA meeting on September 14th!

Sincerely,

Colleen Koerth, PHR
President

Blackhawk Human Resources Association
Serving HR professionals, Advancing the HR profession.

www.bhraonline.org



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(cont'd on Page 3)

BHRA Membership Drive

BHRA's annual membership drive is under way! Make sure to get your renewal submitted online or in paper format 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 WI State SHRM Conference registration that will be given away to one lucky member at our September meeting.

Membership materials and payment must be received by August 1st to be placed in the drawing for the free state SHRM Conference registration.

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.

NEWLY CERTIFIED

Congratulations to Darcy Wilson, formerly with Sanford and Beth Chambers, from Blackhawk Tech on achieving their SPHR certification!



2010 SHRM Foundation Scholarships for HR Professionals

BHRA Board Members

(cont'd from Page 2)

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Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? With generous underwriting from the J. J. Keller Foundation, Inc., the SHRM Foundation will award \$100,000 in scholarships to SHRM professional members in 2010. Academic scholarships are available to those working toward a graduate or undergraduate college degree in HR or a related field. Certification scholarships are available to those working toward certification (SPHR, GPHR, PHR) and to affiliated SHRM chapters and state councils that are organizing local certification preparation programs.

The application deadline is July 15, 2010. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website (www.shrm.org/foundation).

CHANGES IN YOUR CAREER

- Have you started with a new company?
- Has your organization recently promoted you to a new position?
- Do you want to recognize a new person or promotion within your department?

If so, we want to hear about it. Send us an e-mail, and we'll publish your good news in the next SOURCE!

BHRA is LinkedIn

Come join our BHRA Chapter group on LinkedIn! What is LinkedIn? LinkedIn is a business-oriented social networking site that can be used to connect with friends (old and new), find or post jobs and get information. In order to join, sign in at www.linkedin.com and keyword search BHRA.



Legal Update Provided By: Bob Gregg



LITIGATION

Privacy - Reading Ex-Employee's Emails

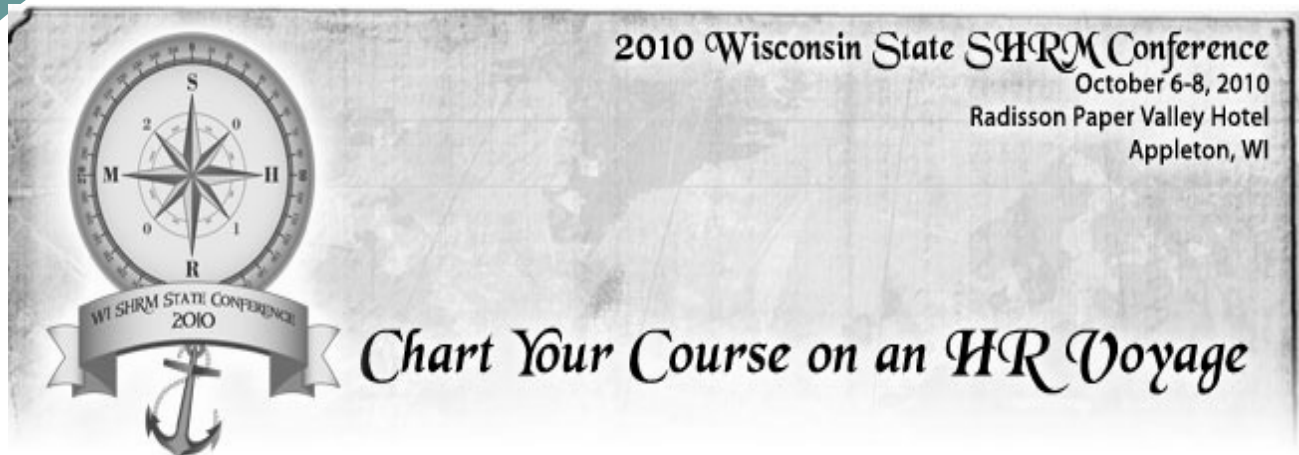
Unclear computer use policy and company's attorneys overreach violated both privacy and legal ethics (sanctions for company and its attorneys). An employee used her company laptop to communicate with her attorney about her concerns of sex, religion and national origin discrimination. All emails were to and from her personal email account; she just went to that account through the company's internet access. She left and then sued the company, but the record of her personal account remained on the company laptop's hard drive. The company reviewed the contents. The company's attorneys used this attorney-client communication in preparing its case defense strategy. When this came to light, the ex-employee added an invasion of privacy case to her suit. The New Jersey court ruled that the company's electronic usage policy was "vague." It did not clearly inform employees that personal usage, including accessing one's own personal account via the company computer, was archived in the hard drive, became a company record and was not private. Therefore, it found that reaching her personal account emails was an invasion of privacy. Even if the policy had been clear, reading attorney-client emails was still impermissible. The court held that the "attorney-client privilege is venerable" public policy. Any company attorneys should know this, and not invade that privilege. So, in addition to an invasion of privacy, the company's legal counsel was involved in violation of the Ethics Code, and the attorneys themselves may be subject to additional sanctions by the court. *Stengart v. Loving Care Agency, Inc.*, (N.J. Ct. of Appeals, 2010).

DISCRIMINATION

Age

"Difficult employee" loses case - must work well with others. A 51-year-old employee was not called back from layoff; he then applied for and was denied interviews for other open jobs. He sued for age discrimination. The company successfully defended the case with tangible proof that it did not consider him eligible for reinstatement because he did not work well with others and needed constant supervision. There was evidence that while employed, his co-workers considered him "ready to snap" and were always on guard to not set off his temper. The court ruled that "the inability to get along with co-workers is a sufficient basis" for non-recall, refusal to hire an ex-employee, or to fire a current worker. *Viergutz v. Lucent Technologies, Inc.* (6th Cir., 2010). [This case should be kept in mind in light of the proposed Wisconsin Abusive Workplace Act. Under that law, an employer could also be liable to the co-workers if it did rehire an abusive ex-employee. For more in-depth information, request Boardman Law Firm's seminar on Managers' Duty of Care for the Respect Workplace.]

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



Are you ready to chart your course on an HR voyage? If so, then you won't want to miss the exciting voyage that is being planned at the 24th Annual Wisconsin SHRM State Conference in Appleton, WI. Your voyage will begin at the Radisson Paper Valley Hotel & Conference Center on Wednesday, October 6, 2010. While on your journey, you will be able to attend your choice of learning sessions containing the most up-to-date information on a wide range of topics. And of course, there are exciting activities and entertainment planned for you while en route. Docking will be around 1:30 p.m. on Friday, October 8, 2010 where you and your HR colleagues will be parting from another great conference!

Keynote Speakers:

Jeff Tobe "Coloring Outside the Lines: Chart Your Course to Creativity and Innovation"

Kris Dunn "Family Values & HR Practice: Turning Idealistic Value Statements Into a Talent Advantage"

Programming:

A great lineup of topics and speakers are being planned.

Take a look at the [Conference at a Glance](#) for session information.

- 3 Pre-Conference Sessions on Wednesday.
- 49 breakout Learning Sessions (75-minutes each) on Thursday & Friday.
- 6 Early Bird Sessions (3 on Thursday, and 3 on Friday).
- 1 Executive Session (on Friday)

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.

2010 SHRM Workplace Diversity Award

Diversity as many define it means difference. Diversity enriches our organizations and communities. We all learn from those whose life experiences, beliefs, and perspectives are different from our own.

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.

What is the Workplace Diversity Award and why is it offered?

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. Award an organization who has been a role model in their local community as a strong advocate for diversity. This award will be based on organizational achievements. The Workplace Diversity Award is presented to the recipient at our WI State SHRM Conference that is being held October 6th- 8th in Appleton.

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.

An organization can self nominate by submitting the application to one of the BHRA board members or directly to the WI State Council Diversity Director.

***Please remember that if you are nominating an organization other than your 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.

How can one nominate?

- Complete & download the nomination form at www.wishrm.org.



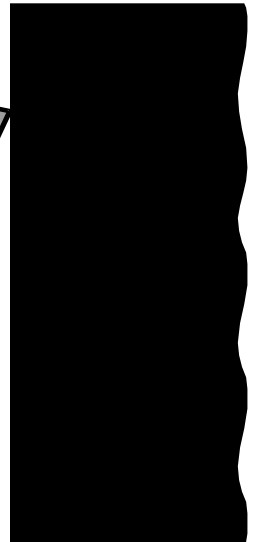
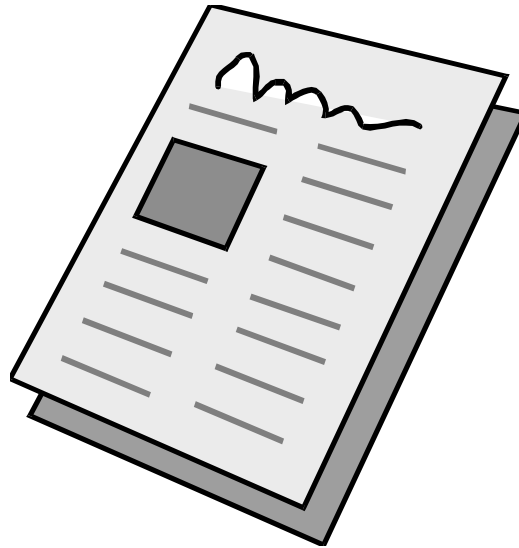
Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

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



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.