

## Letter From the President:

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### Upcoming Events:

March Meeting  
3/10/09

The Changing  
Environment of Group  
Health Insurance

Beloit Country Club

Dear BHRA Members:

Spring finally appears to be on its way! Hopefully with the turn in the weather will come that turn in the economy we all have been wishing for.

Sadly several of our member companies have been adversely affected by the economy over the past several months and all indications show further changes will continue to occur throughout 2009. Please remember that as an organization we are available for one another during these difficult times. Whether it is benchmarking a best practice, soliciting information or feedback, or simply having a peer to vent to, we need to lean on each other as HR Professionals now more than ever. Please do not hesitate to reach out to others in our organization. Together we can weather this storm.

For those of you that have not yet had an opportunity to fill out our biannual Wage and Benefits Survey, we have extended this deadline to Friday, March 6. 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. It is even more critical during these economic times to have accurate local wage and benefits data. Do not miss out on the chance to take advantage of this opportunity! Any company that participates will receive a free copy of the results.

I hope to see many of you at our March 10 lunch meeting. Our topic of “The Changing Environment of Group Health Insurance,” affects each and every one of us personally and on the job. Please come to learn more and network about best practices regarding group health insurance.

Finally, we are now accepting interest letters from anyone interested in becoming a board member. Details are on page 3 of this newsletter. I encourage anyone that may be interested to take the time to speak with a current board member about what is entailed. Our organization is only as strong as its members and leadership, so we would like to continue to grow our board strength and diversity in the upcoming years. This will assure the same high quality of programming and overall experiences we all enjoy today.

I hope to see many of you at our upcoming events. Stay positive...here comes the sun!

Melissa Benson, SPHR  
President

## 2008/2009 BHRA Board Members:

President & UW Whitewater Liaison/Director, Melissa Benson, SPHR:  
(608) 373-2389  
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President-Elect & Programming & Legislative Director, Elaine Schultz, PHR:  
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Vice-President & Secretary & Communications Director, Nicole Bushey, PHR:  
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Treasurer, Wendy Cuevas  
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Meeting Arrangements Director, Pati Shea, SPHR:  
(608)934-1142  
[pati.shea@grande.com](mailto:pati.shea@grande.com)

Membership Director, Christine Moss,  
(608)756-6518  
[cmoss@mhsjvl.org](mailto:cmoss@mhsjvl.org)

## March 2009 Programming

### Join Us for the March Lunch Meeting

**WHEN:** Tuesday, March 10th, 11:30am Sign-in, Lunch and Presentation at 12:00pm

**WHERE:** Beloit Country Club, 2327 Riverside Dr., Beloit, WI

**TOPIC:** The Changing Environment of Group Health Insurance

### **PROGRAM OVERVIEW:**

Bill and Barb Boyd from Boyd Consulting will be presenting "The Changing Environment of Group Health Insurance" where they will focus on both the self insured and fully insured plans. Don't miss the chance to network with fellow HR members and gain valuable information on group health insurance.



*Board Members cont.*

Member Relations & Diversity  
Director,  
Colleen Koerth:  
(608) 743-4421  
[ckoerth@blackhawk.edu](mailto:ckoerth@blackhawk.edu)

Special Events Director,  
Cynthia Harrington:  
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Director  
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**Pick up your Free 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 pick up their copy from the Rock County Job Center. Any guides that have not been picked up or arranged to be picked up by March 31 will be donated to the Rock County Job Center for their general use and distribution.

**INTERESTED IN BECOMING A BOARD MEMBER IN THE FALL?**

We are now accepting letters of interest from anyone wanting to be put on the ballot to become a board member in the fall. To show your interest, please submit your name, company, contact information, and explain briefly why you are interested in becoming a board member in a word document. Please send this document to Elaine Schultz at [elaine.schultz@micorp.com](mailto:elaine.schultz@micorp.com) by April 15th. The following are just a few of the benefits of joining the BHRA board.

- BHRA Membership and Meeting Registration Fees are free to all Board Members.
- BHRA will reimburse you for 1/2 of your National SHRM Membership Rate.
- An opportunity to be recognized as a leader in the field of human resources.
- Hours spent as a volunteer leader can be counted toward re-certification hours for HRCI.
- An SHRM volunteer leader in one of the following chapter volunteer leadership roles is eligible to take the certification exam under the Pay-if-You-Pass policy for a fee of \$120:
  - Chapter Presidents
  - Chapter President-Elects
  - Chapter Certification Chair/Director
  - Faculty Advisors to Student Chapters
- The opportunity to attend SHRM's Annual Leadership Conference in November. Conference is FREE for Chapter President OR President-Elect. The conference registration fee for other chapter board members is only \$200.

## 2009 WAGE & BENEFIT SURVEY

**Last  
Chance to  
Participate**

Co-sponsored by:  
Blackhawk Human Resource Association (BHRA)  
Rock County Development Alliance  
Alliant Energy  
Forward Janesville  
The Greater Beloit Chamber of Commerce

You are invited to participate in the 2009 Wage & Benefit Survey. The survey will provide you with current information on the pay rates of a wide variety of jobs and the fringe benefit 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. The survey, which is being delivered to you in convenient Excel spreadsheet format, is available by following these simple steps:

1. Click on the link to the BHRA web site: [www.bhraonline.org](http://www.bhraonline.org). If you have questions regarding access to the survey, contact Cindy Harrington, BHRA Board Member, at 608-754-8148 or [cindy.harrington@na.manpower.com](mailto:cindy.harrington@na.manpower.com).
2. On the homepage of the website there will be link for "2009 Wage/Benefit Survey." In addition, you can access the file by clicking on the "News" tab at the top of the home page, current news, and click on "2009 Wage/Benefit Survey." This will open the Excel spreadsheet. (The file will open in versions of Excel 97 and newer.)
3. From the File Download window, click on "Save" and save to your computer. (You **must** save the survey as a file on your computer.) This will allow you to work on it as *your* time permits. As you work on entering data for the survey, you will continue to save it to your computer until you are ready to submit the completed survey. **Do not complete the survey on BHRA's website – otherwise your work will be lost.**
4. When you have completed the survey, submit the file by e-mail attachment directly to Astron Solutions at [surveys@astronsolutions.com](mailto:surveys@astronsolutions.com). Please make sure to include "BHRA Survey" within the subject text box. After you submit your survey, you will receive an auto reply from Astron's mailbox. If you do not receive an auto reply, please call Astron to confirm receipt of your survey.
5. Questions regarding the survey should be directed to Jennifer Loftus, Astron Solutions, at 800-520-3889, ext. 105, or Nicholas Karras, Astron Solutions, at 800-520-3889 x109.

**The survey submission deadline has been extended to Friday, March 6!**

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.

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**Diversity  
Article****Best Practices Checklist for an Inclusive Workplace**

These practices have been compiled from observing and participating in the successful implementation of hundreds of inclusivity initiatives.

- Do you have a workplace inclusivity strategic plan?
- Do you have formal policies and procedures in place for promoting your inclusive work environment?
- Have you made the business case for all of your diversity initiatives?
- Have you done your research internal and external customer data? (See article in this issue)
- Do you have a workplace inclusivity/diversity advisory or steering committee (ad-hoc employee group)?
- Do you conduct structured group interviews for open management positions?
- Do you have a formal, fully-inclusive mentoring program?
- Are you attempting to diversify your recruiting pool while maintaining high standards?
- Are you conducting diversity training for managers, supervisors, and employees?
- Have you completed sexual harassment prevention training for all of your employees?
- Do you offer more advanced courses in gender communications, problem-solving, and conflict management for diverse employees?
- Have you developed an in-house diversity resource center complete with books, videos, newsletter, and other educational materials like multicultural calendars and made all of this available to your employees?
- Are you acknowledging and celebrating the diversity within your employment ranks before attempting to value and manage your diversity (events, activities, etc.)?
- What are you and your organization doing? What is working? Share your successes and what you learned from your failures. Seek credit for your organization or submit anonymously. I guarantee confidentiality if you desire it.

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## ROCK COUNTY JOB CENTER—BUSINESS SERVICES

In collaboration with partners of the Rock County Job Center, the Business Services team of the Southwest Wisconsin Workforce Development Board (SWWDB) is proud to be able to provide a wide array of free and affordable services to the employers of the region through the Business Services Program.

### Recruitment and Expansion

In addition to introducing employers to the free state-wide [Job Center of Wisconsin](#) website, we can also provide assistance with a variety of recruitment efforts, including: the collection of labor market data, crafting of job descriptions, collecting and sorting resumes / applications, conducting first round interviews and hosting on-site job fairs. SWWDB houses an extensive software skills test, so employers may test an existing employee or new-hire's proficiency in particular applications (i.e. excel, access, outlook, etc.) before granting a promotion or hiring. In the case of business expansion, we can provide employers with no-cost employment posters and tax credit application assistance.



### Training, Retention and Dislocation

SWWDB has a variety of training programs available to help eligible youth and adults become competitive in the workforce. Our Business Services team can work individually with employers to identify other training needs and customize plans accordingly. We also regularly host employee info lunches and workshops to promote continuous improvement and professional development. Additionally, On-the-Job employee training (OJT) and Incumbent Worker Training opportunities exist.

Specifically, the SWWDB promotes the hiring of dislocated or WIA participants through On-the-Job Training contracts (OJT's). OJT's are funded through locally allocated Dept. of Labor Workforce Investment Act (WIA) funds. The purpose of OJT's is to provide occupational training for an eligible WIA participant/worker in exchange for the reimbursement of up to 50% of the wage rate to compensate the employer for the extraordinary costs of training the participant. OJT payments are considered to be compensation for the costs of training the participant and the costs of the lower productivity of the participant.

With regard to dislocation, we can connect employers with outplacement services and provide laid off employees with valuable transition information – including how to enroll and the benefits of the Dislocated Worker Program.

### Personal Service

We work with employers to develop creative and flexible solutions, to meet your dynamic business needs. The Job Center brings a plethora of services together under one roof, for one convenient point of access. We look forward to partnering with you; please contact the SWWDB Business and Employer Services Manager, Mary Penny at [m.penny@jobcenter.org](mailto:m.penny@jobcenter.org) or by phone at 608.741.3502, and let us know how we may be of service.

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



**Registration Deadline: March 6th**

## SHRM Global Conference and Exposition

Reminder: Only *2 weeks left* to register for the SHRM Global Conference & Exposition. The registration cut-off expires on March 6th.

[Register Today.](#)

SHRM understands the constraints that make it difficult to attend conferences these days. Tell your boss this event enhances more than your professional development; it provides knowledge that helps you protect your organization-an objective executives appreciate and support.

Experience world-class networking and concurrent sessions with an international focus at the [SHRM Global Conference & Exposition.](#)

A wealth of information, solutions, and educational opportunities will be available for global HR professionals at the SHRM Global Conference & Exposition held in Toronto - ranked the world's fourth best city in a study on globalization.

You don't want to miss this opportunity to gain valuable knowledge and exchange insightful information with industry experts from leading international organizations.

### [Keynote Speakers:](#)

**Fareed Zakaria**, Editor of *Newsweek International* and host of international affairs program, "Fareed Zakaria, GPS"

**Amy Chua**, Author of *Day of Empire: How Hyperpowers Rise to Global Dominance - and Why They Fall* and John M. Duff, Jr. Professor of Law, Yale Law School

**Ronan Tynan**, Tenor and Former Member of the Irish Tenors, Physician and Champion disabled athlete

### Conference features:

Attend a wide variety of [education sessions](#) covering aspects of global HR that impact the HR profession.

Register for the newly added [Rightsizing in Europe](#), a course designed to help HR professionals understand the issues around employing people in Europe.

Prepare for the GPHR exam and participate in the conference with our [GPHR Certification Preparation Course](#) package.

The GPHR exam will be offered by the HR Certification Institute at The Fairmont Royal York on Thursday, April 2, at 8:00 a.m. Registration for the certification preparation course does not guarantee you admission to the GPHR examination. You must apply sepa-



## BHRA Receives Chapter Champion Award

The SHRM Foundation has awarded BHRA its Chapter Champion award. This award is given to recognize exceptional commitment, leadership and support to the Foundation's annual fundraising campaign. BHRA is proud to support the SHRM Foundation, whose mission is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge. The Foundations accomplishes this by supporting human resource professionals through scholarships, research grants, and educational products. To see SHRM Foundation news link to the website at <http://www.shrm.org/about/foundation/about/Pages/default.aspx>

## SHRM Foundation 2009 Campaign Information

The SHRM Foundation's 2009 Annual Campaign is underway. This is your opportunity to other HR professionals making a personal financial contribution to kick-start this year's fundraising efforts.

As you might know, for the past several years, the SHRM Foundation has received 100% participation in their national Leadership Campaign. This means that every single member of the SHRM Foundation, SHRM, and HR Certification Institute Boards of Directors has made a personal financial donation to the SHRM Foundation.

A personal financial donation from you to the SHRM Foundation will demonstrate your commitment to the Foundation's mission and work. The money you contribute will goes directly to fund critical HR research and to support professional development. The SHRM Foundation funds \$750,000 in research grants, \$170,000 in scholarships and awards, and produces the Effective Practice Guidelines series and educational DVDs.

Please consider making a personal donation. Thank you in advance for your continued support!



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## 2009 SHRM Annual Conference and Exposition

Start making plans to attend the 61st Annual Conference in New Orleans June 28-July 1, 2009 The SHRM Annual Conference & Exposition is a chance for you to gather with some of the greatest minds in human resources, academia, business, globalization and leadership. Learn real strategies and techniques for improving your work and your workplace.

Visit the web address below for more information:

<http://www.shrm.org/conferences/annual/>

To enhance your experience at the conference and in New Orleans, please join your fellow SHRM members from Wisconsin at the official hotel of the Wisconsin SHRM Delegation, the Omni Royal Orleans. To reserve a room at the Omni Royal Orleans for the special \$189/night rate, please contact the WI SHRM office at 608-204-9827 to receive the reservation form.

We are also pleased to announce that the Badger Bash, a premier networking event for attendees from Wisconsin, will be on the evening of June 29, 2009. Location and time to follow in early 2009!!

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



**PHR/SPHR**

## Spring Study Group

The spring study group for PHR/SPHR Certification is ready to go! Bernice York will be conducting classes at the Learning Center at ABC Supply in Beloit beginning Tuesday, March 3<sup>rd</sup>. The classes will be held every two weeks from 5:30 – 7:00PM. There is still time to jump in. Please contact Marsha Bingham at [marsha.bingham@staples.com](mailto:marsha.bingham@staples.com) or by phone at 608-361-4512 for more information.

For those of you already certified, here are some tips from HRCI to continue your commitment to certification for little or no cost.



**Don't Forget! The deadline to register for the May/June certification testing window is March 13th. You can register online at [www.hrci.org](http://www.hrci.org)**





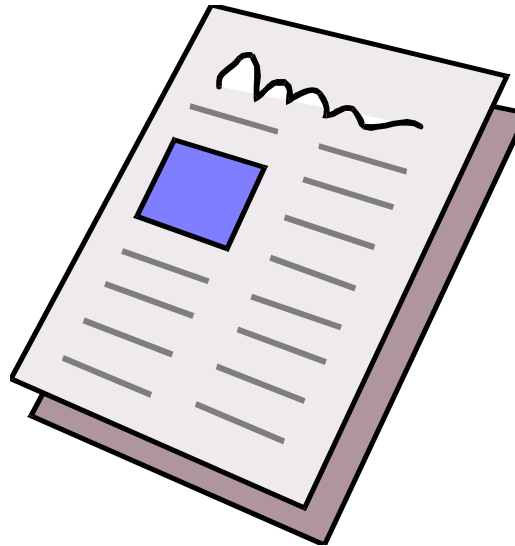
**Other Contact information:**

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>



Stay Tuned for  
the April 2009  
BHRA Newslet-  
ter!

**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:**

*Nicole Bushey at Freedom Plastics, Inc. at (608)754-2710 Ext. 1279 or email [nicolelarsen-bushey@freedomplastics.com](mailto:nicolelarsen-bushey@freedomplastics.com).*