



Southern Wisconsin - Northern Illinois
SHRM Chapter 71



The Source

Letter From the President

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UPCOMING EVENTS

“Whine & Cheese”

- Tuesday, May 11
- 3:30 pm
- HHHFRRRGGH Inn,
731 South Wuthering
Hills Drive, Janesville
- Southwest WI
Workforce
Development
Presentation

“One Day to Make a Difference”

- Friday, June 11

Dear BHRA Members:

Time has certainly flown by this programming year! I would like to take the time to thank all of our members for their dedication to BHRA this year. I would like to send out a special thank you to all of our Board Members and volunteers. Without these individuals, we would not have had such a successful year.

It is also with great pride and honor that I am able to announce that I was recently notified that once again, our chapter has earned the Superior Merit Award from SHRM for the 2009 calendar year. This designation is awarded based on our scope of work in carrying on and supporting the mission of SHRM. Congratulations to all!

Our final program of the year will be held on May 11 at Hhffrrrggh Inn. We are doing a late afternoon networking and cocktail event. The SWWDB/Job Center will also be present to talk about current initiatives. This will be a fun event to relax and mingle with fellow HR professionals in a “Whine & Cheese” environment. Hope to see you there.

I have thoroughly enjoyed the last year and was honored to serve as President of this wonderful organization. I am certain we will continue to grow even stronger as an organization as we move forward. Thank you all for a great year! If you have any suggestions on what you’d like to see for future programming, please talk with a member of the BHRA Board.

Thank you -

Sincerely,

Elaine Schultz, SPHR
BHRA President

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

www.bhraonline.org



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"Whine & Cheese" Networking Event

Tuesday, May 11

Hhffrrrgh Inn

731 South Wuthering Hills Drive, Janesville

3:30 pm

- Complimentary appetizers and beverages
- Swearing in of new BHRA President and Board members
- Rock County Job Center/SWWDB will briefly discuss current initiatives and partnership opportunities

Please register online at www.bhraonline.org or contact Jennifer Duarte at jduarte@prent.com.



**BHRA annual
membership drive will be
kicking off in June. Watch
your inboxes for more
information!**



SHRM Foundation News: Research on Human Capital Challenges

BHRA Board Members

(cont'd from Page 2)

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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/07chro.pdf).

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



LEGISLATION AND ADMINISTRATIVE ACTION

Job Tax Credit Act. The President has signed the Job Tax Credit Act (HR 2847) giving a tax incentive for hiring unemployed workers. The bill had bi-partisan support. Following the dramatic fight over health care reform, it is likely that Congress will focus on the economy and more bi-partisan supportable legislation until after the November election.

Abusive workplace law introduced in Wisconsin. On March 24, 2010, Assembly Bill 894 was introduced. It would prohibit general "abusive behavior, bullying, derogatory remarks, insults, verbal humiliation, undermining an employee's work performance, and exploiting an employee's known vulnerabilities," among other things. The proposed law provides for both corporate liability and personal liability: the "abusive" supervisor or co-worker can be personally sued. The law provides for economic, compensatory (*i.e.*, pain and emotional suffering), and punitive damages, plus attorney fees to the successful plaintiff. The complete act is available at <http://www.legis.state.wi.us/2009/data/AB894hst.html>.

LITIGATION

Violations of Duty of Loyalty. In Wisconsin, the general rule has been that only officers, directors and those with fiduciary roles have a duty to be honest to their employers. Anyone else could be deceptive (but not illegal). For instance, a salesperson could use the current company's time-and pay-to seek a new job and set up future clients, all the time assuring the current employer of their "loyalty and devotion." Now, the Wisconsin Court of Appeals has changed that rule. It has ruled that "key employees" also have a duty of loyalty. It has allowed a case to proceed against an ex-salesperson who was allegedly not honest about his intent to leave, and then interfered with his former employer's customer and supplier relationships. The court did not define exactly what makes one a "key employee," leaving that to case-by-case evidence of "the context of the business and the specific role the employee plays in the business." *Info Corp. LLC v. Hunt* (Wis. Ct. App., 2010). [For more information on this duty of loyalty/honesty issue, request the article *When is Honesty the Best Policy?* by Bob Gregg, Boardman Law Firm, at rgregg@boardmanlawfirm.com. The current law also allows employers to sometimes be untruthful to employees. This case may have an eventual "obverse effect" and impose a duty of honesty to key employees.]

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



Blackhawk Human Resource Association is participating in the First Annual National SHRM initiative called “One Day to Make a Difference”. Across Wisconsin, on Friday June 11th, Human Resource Professionals will be joining together to give back. Blackhawk Human Resource Association members in partnership with the Rock County Job Center will provide a day of support to the growing needs of our Rock County job seekers.

The day will kick off at 8:30AM on Friday June 11th, with a 1-hour local Human Resource Professional Panel Discussion and continue all day with workshops and seminars on resume development, interviewing skills, job seeking tips and mock interviews. This event has been developed to address the growing need of job seekers that have previously completed “level 101” job search trainings provided by Rock County Job Center. The day will provide that “next level” of support our local job seekers need.
How can you help?

Volunteer 2-hours of your day to perform mock interviews. At 9:45, 1PM or 3PM
More than that, space will be provided for companies to display information promoting available jobs to this targeted group. Would you like to secure space?

Can't attend? We're also looking for promotional giveaway donations from your business to reward the people who do attend.

To volunteer and/or get more information, please contact Jessica Zimbelman, Workforce Readiness Chair at 608-752-7558 or zimbeje@kellyservices.com



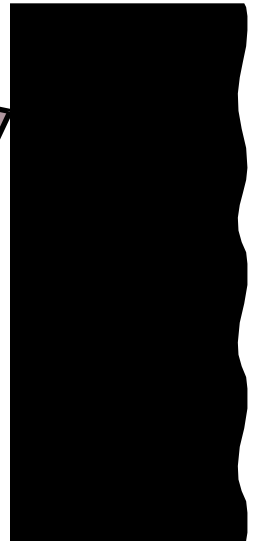
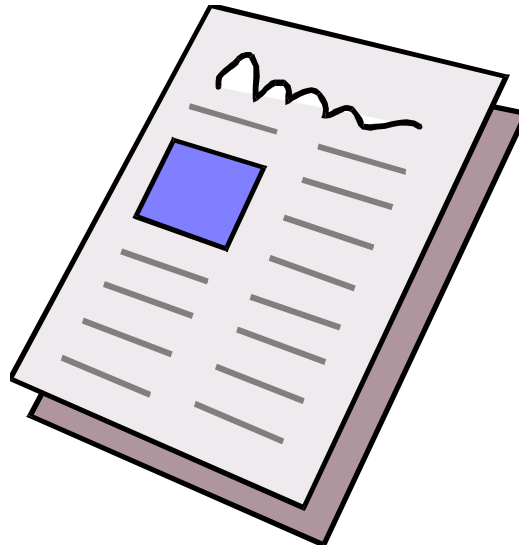
Other Contact information:

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:

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