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## UPCOMING EVENTS

October 13, 2009:

Ever Changing World of  
FMLA presented by Robert  
Simandl

Pontiac Convention Center  
Janesville, WI  
7:30 AM

See Page 2 for details

Register online at

[www.bhraonline.org](http://www.bhraonline.org) or  
contact [jduarte@prent.com](mailto:jduarte@prent.com)

## Letter From the President

Dear Fellow BHRA Members:

Wow!! Time is just flying by these days, hard to believe we are looking at the month of October on the calendar. It seems that we are all being stretched in a number of different directions from a professional and personal standpoint. I hope you take some time to visit our website and pencil in some of the great programming we've scheduled for this year. Our next meeting will be held on October 13, a Breakfast at the Pontiac Convention Center. Bob Simandl will be giving all of us an update on FMLA. October of course is a great month of HR Networking, with several members attending the State Conference in Wisconsin Dells. Hope to see a great BHRA turnout for this conference.

Have you been looking for an opportunity to help develop young HR talent? On November 10, we have partnered with the Walworth and Jefferson SHRM Chapters to sponsor a student event at UW Whitewater. We are looking at this being a professional networking and HR knowledge event. The event will be held at the UW Whitewater Campus in their new college of business building. Mark your calendars, we will be treating members to a free dinner!

During the coming month, several of our functional areas from Member Relations to Workforce Readiness will be organizing committees. If you are interested in becoming more involved with BHRA and actively participating on a committee, please let me know.

Kind Regards -

Elaine Schultz, SPHR  
BHRA President

**Blackhawk Human Resources Association**  
*Serving HR professionals, Advancing the HR profession.*  
[www.bhraonline.org](http://www.bhraonline.org)

## 2009/2010 BHRA Board Members:

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## OCTOBER BHRA MEETING

As we welcome in the autumn season we would also like to welcome you to join us for breakfast on **October 13, 2009 at 7:30 am** at the Pontiac Convention Center in Janesville. We will hear an update from Robert Simandl on the ever changing world of FMLA Leave.

It is easy to register online at [www.bhraonline.org](http://www.bhraonline.org). Just click on the "Events" tab and select the link for the October meeting. If you are having trouble or are running short on time simply return the RSVP via fax or send a quick email to [jduarte@prent.com](mailto:jduarte@prent.com) for assistance with the registration process.

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**Robert J. Simandl** has over 20 years of experience advising clients on a wide range of employee benefit, labor and employment law issues. This scope of practice enables Mr. Simandl to advise clients on HR law issues taking into consideration all areas of opportunity and vulnerability, including the litigation of HR Law based claims. He has extensive experience in advising employers in employee benefit plan design and in addressing issues associated with ill and injured workers.

Mr. Simandl served as an advisor to several of the legislators who drafted the federal Family and Medical Leave Act. He has also advised legislators from several states in the drafting and amendment of state Family and Medical Leave laws. While serving on the Wisconsin's Family and Medical Leave Task Force, Mr. Simandl used his experiences with employers attempting to comply with the intertwined laws to develop policy statements and forms for legal compliance for Wisconsin employers. He has worked with clients to develop standard procedures and forms for FMLA compliance, factoring in the disability and worker's compensation vulnerabilities. He also counsels employers on disability discrimination and accommodation concerns.

Mr. Simandl's expertise has led him to lead numerous labor contract negotiations. He has assisted employers in addressing benefits for retirees and in rationalizing benefits for employees. He also has counseled employers during organizing campaigns and strikes, and represented them in grievance arbitrations and before the National Labor Relations Board.

Mr. Simandl is a member of the State Bar of Wisconsin and is also a certified public accountant. He is the author of the Family and Medical Leave Law Compliance Manual (1993) and co-author of The COBRA Guide: COBRA Compliance for Wisconsin Employers (2000). He is a frequent speaker on the FMLA, ADA, ERISA and benefits for older workers, and has also authored a variety of publications on these topics.

Mr. Simandl earned his undergraduate degree, with honors, from the University of Wisconsin-Milwaukee and graduated, cum laude, from Marquette University Law School.

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



### Board Members cont.

#### Member Relations & Website

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## BHRA is LinkedIn

Come join our BHRA Chapter group on LinkedIn! What is LinkedIn? It's 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](http://www.linkedin.com) and keyword search BHRA.

## Membership Directory

BHRA is working hard to make our online membership directory a useful tool for our members and we need your help to do that. We will no longer be printing a formal membership directory to distribute so it is essential that each member updates their member record. It will only take few minutes and you can follow these easy steps...

Log in to [www.bhraonline.org](http://www.bhraonline.org)

Select the "Members Only" tab

Scroll down and select "Update Your Member Record"

Please review the following links and ensure your record is complete and accurate:

- Addresses
- Contact Methods
- Directory Properties – This is where all of your employer information is stored.
- Make sure to hit the save button after each screen is updated.

Members do have the option to search the online directory by employer. Once you are in the directory select "Advanced Search" and all available search fields pop up. To search by employer you would fill in the "Business" field that is about half way down the list. Again, members must update their records in order for this search tool to be useful.

Please update your online member profile. For questions contact Kim Woletz, at [kwoletz@vncorp.com](mailto:kwoletz@vncorp.com) or 608-756-4930.

## Welcome new BHRA Members

Lynne Sumpter  
*State Collection Service*

Marilyn Lovejoy  
*Blain Supply*

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## Certification Scholarship Winner

Last month we told you about the PHR/SPHR Certification Scholarship BHRA was offering. A winner has been selected. Due to the pressure of the exam, the winner will be announce after the exam has been completed.

## AREA JOB OPENINGS

### Temporary Benefits Administrative Assistant

ABC Supply Company, winner of Gallup's 2007 & 2008 Great Workplace Award, is currently seeking a qualified individual to become part of our Benefit Services team to provide administrative functions to more than 5,500 associates nationwide. Based at ABC's National Support Center in Beloit, WI, this person will act as a liaison between associates and various insurance and other third party administrative agencies; process claims and payroll deductions; open enrollments, associate questions and handle other administrative functions as needed.

Qualified candidates will have excellent communication and interpersonal skills as well as proficient computer skills including: Excel, Word, Outlook and Access. Although not required, having experience with benefits, the duties listed above and the ability to speak Spanish may hold priority consideration.

Please send resume and cover letter including salary history in confidence to:

ABC Supply Company, Inc.  
Attn: Benefits Manager  
One ABC Parkway  
Beloit, WI 53511

Fax: 608-361-1098  
Email: [hr@abcsupply.com](mailto:hr@abcsupply.com)

Equal Opportunity Employer / Drug Free Workplace



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