

## September 2010



The BHRA Board of Directors would like to extend a sincere appreciation to Elaine Schultz, whose term as chapter President ended in May. Thank you for all you have done and the countless hours of your time spent volunteering for our SHRM Chapter. You have provided extensive knowledge to BHRA ultimately moving us forward as an organization.

### UPCOMING EVENTS

#### **Legislative Update**

with Attorney Bob Gregg

- Tuesday, Sept. 14
- 7:30am Registration
- Pontiac Convention Center, Janesville
- See Page 3 for details

#### **WI State SHRM Conference**

- October 6 - 8
- Radisson Paper Valley Hotel, Appleton
- See Page 8 for details

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## 2010/2011 BHRA Board Members:

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## LETTER FROM THE PRESIDENT

Dear BHRA Members,

It is with both honor and excitement that I begin my term as President of the Blackhawk Human Resource Association! I want to send out my appreciation to our fantastic Board who has been hard at work over the summer planning details for the coming year! A few of us attended the WI State SHRM Leadership Conference the beginning of August. It provided us with a great opportunity to gain leadership strategies that will benefit BHRA. We look forward to bringing this insight to our membership this coming year. I am confident you will find the schedule of meetings and events to be informative and a great opportunity to network with other Human Resource professionals.

We are excited to kick off our first meeting of the year with attorney Bob Gregg from Boardman Law Firm. Bob will be providing a legal update on the latest litigation taking place around the state/country as it relates to us in Human Resources. The breakfast meeting will be held on Tuesday, September 14th at the Pontiac Convention Center (breakfast/check-in begins at 7:30 with Bob presenting from 8:00-9:00 am).

Another BHRA project currently underway is our biannual Wage and Benefits Survey. Please watch your e-mail for further communication on this project. As Human Resource professionals, you know how critical it is to have accurate local wage and benefit data. This is an opportunity for us to have this valuable information at our fingertips.

Finally, if you have any comments or questions about our upcoming BHRA activities, please feel free to contact me at [ckoerth@blackhawk.edu](mailto:ckoerth@blackhawk.edu) – (608) 743-4421. I look forward to seeing you at our kickoff meeting in September!

Sincerely,

Colleen Koerth, PHR  
President

# SEPTEMBER MEETING NOTICE

## BHRA Board Members

(cont'd from Page 2)

Workforce Readiness Director:  
 Jessica Zimbelman  
 (608) 752-7558  
[zimbeje@kellyservices.com](mailto:zimbeje@kellyservices.com)

Meeting & Reservations  
 Director:  
 Nancy Mayhew  
 (608) 362-6970  
[nlmayhew@charter.net](mailto:nlmayhew@charter.net)

Member Relations Director:  
 Chad Mayfield  
 (608) 290-3733  
[cmayfield@mpc-inc.com](mailto:cmayfield@mpc-inc.com)

## 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!**

## LEGAL UPDATE

### **New Developments in Employment Law \*\* (and Other Hair-Raising Cases from the Bald Guy)**

**by Bob Gregg**

**Tuesday, September 14  
 7:30 am Registration and Networking  
 8:00 am Breakfast  
 Pontiac Convention Center, Janesville**

Learn about the new laws, trends and recent cases which may affect Human Resources. Featured issues include:

- Wisconsin's New Employee Misclassification Act;
- New requirements for electronic records retention;
- How supervisor's can undermine your written policies;
- New developments on harassment and the Wisconsin Abusive Workplace Act; and
- Anticipated legislative and judicial developments.

Bob Gregg, a partner at the Boardman Law Firm in Madison, Wisconsin, has been involved in Employment Relations for more than 30 years. He litigates employment cases. His main emphasis is helping employers achieve enhanced productivity, creating positive work environments, and resolving employment problems before they generate lawsuits. Bob has conducted over 2,000 seminars throughout the United States and authored numerous articles on practical employment issues. Bob is a member of the Society for Human Resource Management and the National Speakers Association.

Please register online at [www.bhraonline.org](http://www.bhraonline.org) or contact Nancy Mayhew at (608) 362-6970 or email [nlmayhew@charter.net](mailto:nlmayhew@charter.net)

\*\* HRCI Credits Applied For

## 2010 Wage and Benefit Survey

**Congratulations to Lisa Henke, who recently accepted the position of VP of Human Resources at Data Dimensions!**

### LINKED IN UPDATE:

Did you know we have 43 BHRA Chapter Members on our Linked In network? Not a member yet? Visit [www.linkedin.com](http://www.linkedin.com) to create an account and join BHRA.

The Blackhawk Human Resource Association (BHRA) and Rock County 5.0 are Co-Sponsoring a 2010 Wage & Benefit Survey. This survey project, which takes place every other year, is a means to benchmark current pay rate information on a wide variety of jobs and the fringe benefit practices of employers throughout the greater Rock County area. Your invitation to participate will be coming to you soon.

Astron Solutions, a New York firm providing human resources consulting services, has been contracted to administer the survey. The survey will be delivered in convenient web-based format allowing you to work on it as your time permits.

Your participation is important! Member organizations of all co-sponsors are encouraged to participate. Participants in the survey will receive the survey report at no cost.

We look forward to your cooperation in completing the 2010 Wage and Benefit Survey. The final survey report will be distributed to you on-line in Adobe Acrobat format.

Questions about the survey can be directed to Heather McLean, Beloit College, 608-363-2628.

## SHRM Diversity Conference and Exposition

***"Striking the Right Chord for Success"***

- October 11–13, 2010
- New Orleans, Louisiana
- Sheraton New Orleans
- EARLY BIRD REGISTRATION
- SHRM Members: \$1,080
- Nonmembers: \$1,325



Register today at [www.shrm.org/conferences/diversity](http://www.shrm.org/conferences/diversity)

## Welcome New BHRA Members

Welcome to the following members who joined BHRA during our 2010-2011 membership campaign:

<i>Chris Collier</i>	<i>Prent/Goex Corporation</i>
<i>Afton Maass</i>	<i>ABC Supply</i>
<i>Robert Borremans</i>	<i>Southwest Wisconsin Workforce Development Board</i>
<i>Rhonda Suda</i>	<i>Southwest Wisconsin Workforce Development Board</i>
<i>Ryan Schomber</i>	<i>Southwest Wisconsin Workforce Development Board</i>
<i>Jenny Swales</i>	<i>Bliss Communications</i>
<i>Amanda Pellizzi</i>	<i>Spacesaver Corporation</i>
<i>Andrew Coogan</i>	<i>Marling Lumber Company</i>
<i>David O'Connell</i>	<i>Rock County Human Resources</i>
<i>Allison Richards</i>	<i>AMTEC Corporation</i>
<i>Tricia McMillan</i>	<i>Cannonball: HNP</i>
<i>Traci Scherck</i>	<i>Community Action</i>
<i>Diane Loram</i>	<i>The Alliance</i>
<i>Lindsay Mani</i>	<i>NEX Performance Films, Inc</i>

### ARE YOU A NATIONAL SHRM MEMBER?

SHRM is pleased to continue to offer a first time SHRM Member Discount. An individual can join at the rate of \$145 for the first year... that's a savings of \$15. Visit <http://www.shrm.org/join>, click "Join SHRM" and complete the online enrollment form. Be sure to enter the promotional code of: **CHNCD**. You can also join by calling SHRM's Member Care Center at (800) 283-SHRM. This discount is valid thru 12/31/2010.

As a SHRM member, you will have access to exclusive member benefits, some with free and discounted rates — a value far greater than the cost of membership.

Be sure to indicate which chapter you belong to!

# BHRA - Income & Expenses 8/1/2009-7/31/2010

Financial Statement	
Program Year 2009-2010	
August 1, 2009 through July 31, 2010	
<b>Checking Account</b>	
Beginning Balance	\$ 4,077.93
<b>Income</b>	
Member Dues	\$ 3,100.00
Seminar	\$ 3,235.00
Member Meals	\$ 2,663.00
SHRM	\$ 810.00
Transfer from Money Market	\$ 1,000.00
<b>TOTAL</b>	<b>\$ 10,808.00</b>
<b>Expenses</b>	
Office Supplies	\$ (266.85)
Website	\$ (2,249.00)
Bank Fees	\$ (1,173.50)
Membership	\$ (278.00)
Seminar	\$ (2,741.46)
Meals	\$ (3,922.28)
Gifts	\$ (220.98)
Board Expense	\$ (437.31)
Professional Development	\$ (1,253.50)
Scholarships	\$ (1,250.00)
SHRM	\$ (550.00)
SHRM Dues	\$ (640.00)
<b>TOTAL</b>	<b>\$ (14,982.88)</b>
<b>Ending Balance</b>	<b>\$ (96.95)</b>
<b>Money Market</b>	
Beginning Balance	\$ 24,690.40
Interest	\$ 57.20
Transfer to Checking	\$ (1,000.00)
SHRM State Conv. Share	\$ 11,279.65
<b>Ending Balance</b>	<b>\$ 35,027.25</b>



## 2011 Certification Requirements

The time is now to think about certification! There is one more testing window before the new rules go into play next spring.

Registration will begin soon for the December/January testing window.

Think about how you would like to position yourself for your future – where would you like to go?

Certification can help you to achieve your goals. It demonstrates your commitment to your career, to your personal growth, and can open doors for you.

Please reach out to Marsha Bingham at [marsha.bingham@staples.com](mailto:marsha.bingham@staples.com) or 608-361-4512 for more information!

### NEWLY CERTIFIED

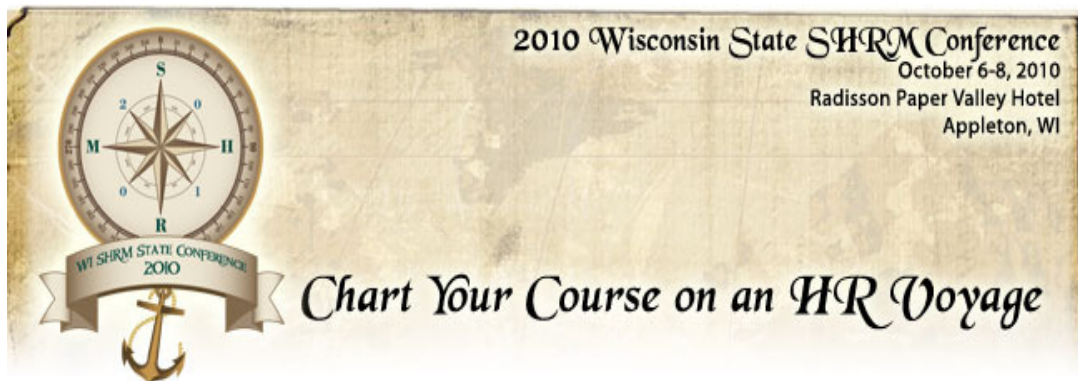
Congratulations to Karin Hallett from Data Dimensions and Chad Mayfield from MPC on achieving their PHR certification!

Way to Go!!

The application for the last exam period under current eligibility requirements is now open. Interested exam applicants have till October 8, 2010, to apply. After that date, each application will incur a \$50 late fee.

The 2011 new exam eligibility changes include:

- **PHR eligibility requirements**—minimum of four years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree; minimum of two years of demonstrated professional (exempt-level) HR experience with a bachelor's degree; or one year of demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- **SPHR eligibility requirements**—minimum of seven years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree; minimum of five years of demonstrated professional (exempt-level) HR experience with a bachelor's degree; or minimum of four years of demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- **GPHR eligibility requirements**—minimum of four years of demonstrated professional (exempt-level) HR experience (two of the four years must be in global HR) with less than a bachelor's degree; minimum of three years of demonstrated professional (exempt-level) HR experience (with two of the three years in global HR) with a bachelor's degree; or minimum of two years of demonstrated global professional (exempt-level) HR experience with a master's degree or higher.
- **Students**—will not be eligible to sit for the certification exams until they have the required level of professional work experience for their education level.
- **Current certified HR professionals**—who would like to recertify by exam in 2011 or after must meet the new eligibility requirements in order to take the exam, even if they are eligible for the exam under current standards.



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)



John Emmart, Employee Relations Manager at Mercy Health System, winner of the 2010 WI State SHRM Conference free registration awarded by BHRA for renewing his membership early!



## Wisconsin New Hire Reporting

In 1996, Congress enacted a law called the Personal Responsibility and Work Opportunity Reconciliation Act (or PRWORA) as part of Welfare Reform. This legislation created the requirement for employers in all 50 states to report their new hires and rehires to a state directory.

New hire reporting speeds up the child support income withholding order process, expedites collection of child support from parents who change jobs frequently, and quickly locates non-custodial parents to help in establishing paternity and child support orders. New hire reporting helps children receive the support they deserve. Employers serve as key partners in ensuring financial stability for many children and families and should take pride in their role.

Employers and/or labor organizations doing business in the State of Wisconsin must report the following employees:

**New employees:** Employers must report all employees who reside or work in the State of Wisconsin to whom the employer anticipates paying earnings. Employees must be reported even if they work only one day and are terminated (prior to the employer fulfilling the new hire reporting requirement).

**Re-hires or Re-called employees:** Employers must report re-hires, or employees who, after 90 days, return to work after being laid off, furloughed, separated, granted a leave without pay, or terminated from employment. Employers must also report any employee who remains on the payroll during a break in service or gap in pay, and then returns to work after 90 days. This includes teachers, substitutes, seasonal workers, etc. Substitute teachers do not need to be reported more than once per school year, as long as the earliest rehire date of the school year is reported.

**Temporary employees:** Temporary agencies are responsible for reporting any employee whom they hire to report for an assignment. Employees need to be reported only once; they do not need to be re-reported each time they report to a new client. They do need to be reported as a re-hire if the worker has a break in service or gap in wages.

If you have additional questions, please contact our Customer Service Center at 888-300-4473 or visit our website at [www.WI-newhire.com](http://www.WI-newhire.com).



**What is E-Hub?**

The Entrepreneurial Hub (E-Hub) is a short-term training program for those who wish to own/operate their own small business, as well as those who already are in business for themselves (full- or part-time) and are looking for formal training and education. The course covers numerous topics dealing with business startups and the day-to-day operation of a small business.

The E-Hub program, formerly known as Urban Hope, was founded more than a decade ago in Green Bay, Wisconsin. E-Hub was first offered in Rock County in Spring 2010, and so far has produced 31 graduates — many of whom have launched or rebooted their businesses!

**Program Objectives:**

E-Hub’s signature series, “Stepping up to New Opportunities,” serves as a compass in guiding those interested in entrepreneurship in the right direction. It is a starting point for exploring opportunities in entrepreneurship, as well as those already in business who need to reboot or re-launch their business. The series includes a multitude of resources, opportunities to network with other entrepreneurs, events that expose them to various entrepreneurial activities, learning through mentorship and continued counseling.

The “Stepping up to New Opportunities” program aims to help participants:

- Determine the feasibility of his/her concept to the marketplace.
- Develop the foundation of a business plan.
- Understand strategic planning.
- Discuss and analyze hundreds of small-business issues and challenges.
- Learn about innovation and leadership principles.

Each week, program facilitators (called Lead Mentors) assemble a dedicated group of local business leaders, CEOs, attorneys and accountants – many of whom are E-Hub alumni

**Class Schedule:**

**BELOIT\***

5:30 p.m. to 7:30 p.m. Wednesdays Sept. 15 through Dec. 8  
 Vision Beloit Center, 500 Public Ave.

**JANESVILLE\***

9:30 a.m. to 1 p.m. Thursdays Sept. 30 through Nov. 18 Forward Janesville, 14 S. Jackson St.

To register or for more information, contact Eric Kuznacic at (608) 741-3502 or [e.kuznacic@swwdb.org](mailto:e.kuznacic@swwdb.org).

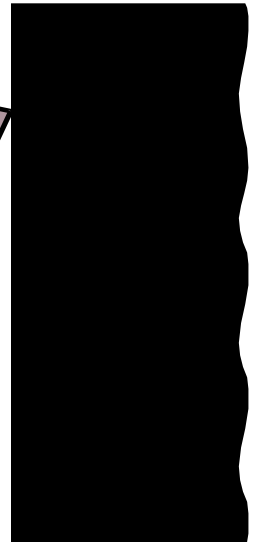
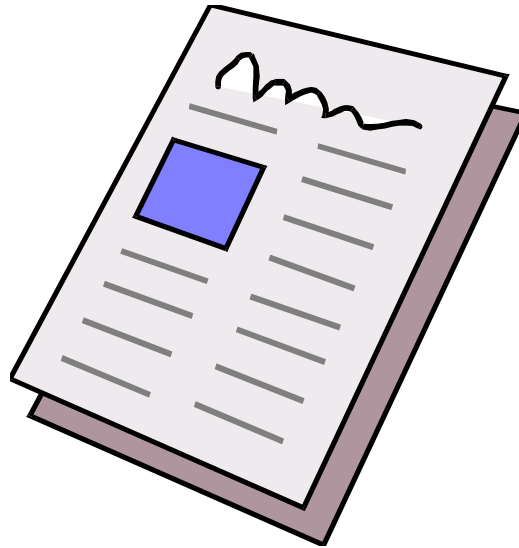
**Other Contact information:**

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>



*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](mailto:thelmab@patchproducts.com).*