

Inside this Issue:

Letter from the President
Pg.1

BHRA New Members P. 2

PHR/SPHR Certification
Scholarship P.3

BHRA Annual Financial
Statement P. 4

PHR/SPHR Certification
Study Group P.5

BHRA Membership
Directory Pg. 5

Community Events Pg. 6

Workforce Development
Pg. 7

Associate Degree in HR at
Blackhawk Tech Pg. 7

SHRM Foundation Pg. 8

Legislative Corner P. 9

Legal Update Pg. 10

Diversity Directive Pg. 11

WI SHRM State
Conference Pg. 12

UPCOMING EVENTS

September 8, 2009:

**Workplace Violence - Shots
Fired: Recognizing and
Preventing Violence in the
Workplace**

La Casa Grande
618 - 4th St., Beloit,
11:30 am

Register online at
www.bhraonline.org or
contact jduarte@prent.com

Letter From the President

Dear BHRA Members:

It sure has a feel of fall in the air! I'm secretly hoping we didn't skip September for October weather, but we will have to wait and see. As you are all busy wrapping up summer vacations, getting kids off to school, and balancing your busy workloads. I hope you find time to mark your calendar for some of the great events the BHRA Board has planned for the upcoming programming year.

We will kick off the programming year with lunch on September 8 at LaCasa Grande. Our program will focus on workplace violence with Christina Kramer and Dr. Vikrey as our speakers. This program has been approved for 1.0 HRCI credits. Please visit our website at www.bhraonline.org to register today.

We are also in the process of planning an exciting student event with UW Whitewater in partnership with Jefferson and Walworth Co. SHRM Chapters. Mark your calendars for November 10. We will visit UW Whitewater, see their new college of business, and have a great networking event.

Special Thanks to Kim Woeltz, who has done a wonderful job with our Summer Membership Drive. If you have not had a chance to visit our website, please take a moment to insure your membership profile is up to date.

I look forward to serving you this upcoming year as BHRA President. If you have any suggestions please drop myself an e-mail or give me a call.

See you on the 8th.

Sincerely,

Elaine Schultz, SPHR
President BHRA

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

2009/2010 BHRA Board Members:

President:

Elaine Schultz, SPHR
(608) 608.373-6147

Elaine.schultz@micorp.com

President Elect & Programming Director:

Nicole Bushey, PHR
(608) 754-2710

nbushey@northamericanpipe.com

Vice President, Diversity & Legislative Director:

Colleen Koerth, PHR
(608) 743-4421

ckoerth@blackhawk.edu

Past President & SHRM Foundation Director:

Melissa Benson, SPHR
(608) 373-2389

Melissa.benson@bourns.com

Treasurer & Special Events Director:

Cynthia Harrington
(608) 754-8148

cindy.harrington@na.manpower.com

Membership Director:

Kim Woletz, PHR
(608) 756-4930

kwoletz@vnecorp.com

Member Relations Director:

Jennifer Duarte, PHR
(608) 373-7131

jduarte@prent.com

Welcome new BHRA Members

Welcome to the following members who joined BHRA during our 2009-2010 membership campaign.

Jami Becker	Hufcor
Alyx Brandenburg	Hufcor
Christie Conway	Mansur Trucking
Denise DeRemer	Bliss Communications
Kelly Eisele	Aerotek
Andrea Ellison	Data Dimensions
Ryan Geier	Aerotek
Eric Kuznacic	Southwest WI Workforce Development Board
Julie Lewis	Prent/Goex Corporation
Gayle Lunder	Boyd Consulting Group
Kerry Osmond	Spacesaver Corporation
Beth Pierce	Mercy Health Systems
Laura Sage	Ecolab, Inc.
Jan Soltys	ABC Supply
Rachel Sterk	ABC Supply
Pat Vago	
Heather Warne	Prent/Goex Corporation
Darcy Wilson	Sanford Business to Business
Kathy Winkelman	Onvoy, Division of Badger Plug Co.

We're glad you joined!!



Ryan Geier, Account Manager at Aerotek, winner of the 2009 WI State SHRM Conference free registration awarded by BHRA for renewing his membership early!

Board Members cont.

Member Relations & Website

Director:

Heather McLean, PHR

(608)608-363-2628

mcleanh@beloit.edu

Professional Development

Director:

Marsha Bingham, PHR

(608) 361-4512

Marsha.bingham@staples.com

Workforce Readiness Director:

Shannon Moe

(608) 368-5623

smoe@cotta.com

Communications Director:

Thelma Busker, PHR

(608) 362-6896

thelmab@patchproducts.com

Certification Scholarship

As we gear up for another great programming year with BHRA, now is the time to think about HR Certification. If you are not certified, or are certified as a PHR and would like to go for your SPHR the opportunity is now here!

This year, due to the economic struggles of our state and county, BHRA has decided to award a scholarship to someone in our membership who may otherwise not be able to test due to financial hardship.

This scholarship will be offered only once per testing window; one scholarship Fall 2009 and one scholarship Spring 2010. The scholarship recipient will awarded funds to assist in covering the registration and testing fees based on the National SHRM Member rate.

Here are the details:

To apply for a scholarship, a Member will;

1. Be an active member with BHRA.
2. Write an essay to the BHRA Board of Directors describing why they should be awarded the scholarship; how it will affect their job/career and explain the financial need.
3. Volunteer for a sub-committee formed by one of the Core Leadership Areas in order to become more involved with BHRA and to give back to the organization and ultimately to the community.

Apply only once per each type of Certification (PHR or SPHR).

Applications will be judged on:

1. Body (content) of essay – How will this opportunity benefit you and your current or prospective employer? – 35%
2. Financial need – 35%
3. Volunteer projects (within the last 5 years) – 15%
4. Whether or not the Applicant is a National SHRM Member – 15%

Applications will be available on our website by August 31st, 2009 and must be returned by September 17th, 2009 to Marsha Bingham at marsha.bingham@staples.com.

Very important: The deadline for registration is October 9th!! The testing window is December 1st, 2009 – January 31st 2010.

If you have any questions at all, please reach out to Marsha Bingham at 608-361-4512 or marsha.bingham@staples.com.

BHRA - Income & Expenses 7/31/2008-8/1/2009

**WI STATE
CONFERENCE SILENT
AUCTION ITEMS
REQUESTED**

Each year, BHRA donates an item to be silent auctioned during the WI State SHRM Conference. This year, back by popular demand, we will be donating a "Gift Card Tree." We are looking for individual or business donations of gift cards of any denomination to "grow" our tree. If you are not able to pick up a gift card, but are still interested in contributing, cash donations will be accepted and utilized to purchase gift cards. Please deliver these donations to Melissa Benson, Foundation Director, at the September or October BHRA meetings, or contact her at melissa.benson@bourns.com to set up other arrangements. Our support of this work is critical to the success of the SHRM Foundation and every little bit helps. Please consider making this tax-deductible gift today!

Income

Advertising	\$250.00
Dividends - Money Market Acct	\$156.73
Membership Dues	\$4,800.00
Meeting Meals	\$3,351.00
Workforce Dev. Resource Bk	\$2,071.86
Wage Surveys	\$2,550.00
SHRM Income	\$5,666.35
Annual BHRA Seminar	\$2,260.00
Total Income	\$21,105.94

Expenses

Office Supplies	\$70.00
Website	\$4,765.00
Bank Fees	\$887.05
Membership	\$67.43
Programs/Speakers	\$230.04
BHRA Seminar	\$2,684.76
Meeting Meals	\$4,655.56
Certifications/Program Gifts	\$661.72
Board Expense	\$3,627.72
Professional Development	\$663.10
Scholarships	\$500.00
SHRM Donation	\$500.00
Wage Survey	\$3,430.00
SHRM Dues	\$400.00
Total Expenses	\$23,142.38

Net Income/Loss **-\$2,036.44**

8/1/2009

M&I Money Market Account Balance	\$24,690.40
M&I Checking Account Balance	\$4,077.93

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

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 have your online member profile updated by September 14th. For questions contact Kim Woletz, at kwoletz@vncorp.com or 608-756-4930.

Certification Study Group

BHRA will be starting a study group on September 8th for anyone interested in PHR/SPHR certification during this testing window.

Bernice York, BHRA member and past board member will once again be leading the group discussions. The first session will be at ABC Supply's Learning Center from 5:30PM – 7:00PM on Tuesday, September 8. Participants will decide if this is the best day and time for the group as they begin their studies.

Very important: The deadline for testing registration is October 9th!! The testing window is December 1st, 2009 – January 31st 2010.

If you have any questions, contact Marsha Bingham at 608-361-4512 or marsha.bingham@staples.com.

Community Events

FREE LEGAL UPDATE

Looking Back and Looking Ahead: An Update on Key Changes in Employment Law

Presented by Stephen A. DiTullio and Bradley Fulton of DeWitt, Ross & Stevens Law Firm

The recent political landscape has resulted in significant changes to state and federal employment laws and regulations. Looking ahead, is your company prepared for the impact of these changes? Speakers will present updates on the new and upcoming changes in employment laws, including:

- FMLA
- WI Fair Employment Act
- COBRA
- Changes to the Military Leave (USERRA)
- Lilly Ledbetter Fair Pay Act
- Restrictive Covenants
- Employee Free Choice Act
- And more

Tuesday, September 15, 2009
8:00 am - Registration & Continental Breakfast
8:30 am - Presentation
Pontiac Convention Center
2809 Pontiac Drive
Janesville, WI

To register go to www.dewitt.com, choose Events ; send an email to hroundtable@dewittross.com; or call 608-252-9330 by Friday , September 11, 2009.

CAREER DAY

Deaf, Hard of Hearing & Deafblind High School Students

You are invited to participate in the first "Statewide Career Day" for Deaf, Hard of Hearing and Deafblind high school students. This event will be held on Friday morning, **September 25, 2009** at the Wisconsin School for the Deaf in Delavan, Wisconsin.

For more information, please contact: Maryann Barnett
Transition Coordinator
WESP-DHH Outreach
Wisconsin Educational Services Program for the Deaf and Hard of Hearing
Wisconsin School for the Deaf
309 W. Walworth Avenue
Delavan, WI 53115
262-728-7194 (v/tty)
262-728-7102 (fax)
maryann.barnett@wsd.k12.wi.us





The **Hire a Neighbor** program is a cooperative venture between the Southwest Wisconsin Workforce Development Board (SWWDB) and Monster.com designed to assist both job-seekers and employers seeking qualified candidates. The service is available to both at no cost, and covers a region of a 100-mile radius from Janesville. The service allows employers to view resumes from job-seekers.

For job seekers, all they need to do is be sure their resume is complete and updated, and go to the Monster site (www.monster.com), where you can complete the requested information to become a member (remember—it's free!). There are three ways to get your resume posted—build one, upload, or copy and paste:

- **Build one**—type in your work history, experience, education, etc. into the format provided
- **Upload**—use the resume you have already created by “uploading” it as an attachment to Monster
- **Copy and Paste**—select all of the copy or text on your resume, right click copy and right click paste into the box provided

For a business to utilize the service, all they need to do is contact the Southwest Wisconsin Workforce Development Board (SWWDB) located at the Rock County Job Center, 1900 Center Ave., Janesville, WI 53546, phone (608) 741-3502, e-mail e.kuznacic@jobcenter.org.

New Associate Degree in Human Resources Approved for Fall 2009 at Blackhawk Technical College

A curriculum proposal submitted by Hal Zenisek, Dean of Business and Information Technology, for a new program addition to the Business and Technology Division at Blackhawk Technical College was approved by the Wisconsin Technical College System.

Blackhawk Technical College is pleased to announce that students may now register for fall 2009 classes leading to this new Applied Associate Specialist Degree in Human Resources. Those students already enrolled or having previously completed courses in this degree program may now apply earned credit toward completion of this degree.

The most current information about this Associate degree can be found at the Blackhawk Technical College website at www.blackhawk.edu/programs under Associate degree programs. For more information, please contact Margo Swan, Admissions Specialist, at (608) 743-4463 or by e-mail at m Swan@blackhawk.edu or contact the Business and Information Technology Office at (608) 757-7624.



The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The Foundation is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM.

The mission of the SHRM Foundation 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 SHRM Foundation's work includes:

Innovative academic research grants. The SHRM Foundation is a leading funder of HR research. In 2008, the SHRM Foundation awarded a record \$750,000 in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in education and certification scholarships to professional and student SHRM members, and doctoral students.

Educational resources. The SHRM Foundation's Effective Practice Guidelines series make research findings easily accessible to HR practitioners. The Foundation has also created a series of educational DVDs for SHRM chapter programming, staff trainings, and executive education sessions.

To support this work, the SHRM Foundation conducts an annual fundraising campaign. We are grateful for the generous support we receive from SHRM chapters and state councils, individuals, corporations and others. Your financial support is vital to ensure that the SHRM Foundation can continue this important work. BHRA will be leading a fundraising campaign this Fall to benefit the SHRM Foundation.

Generating Research-Based Knowledge

In the past twelve years, the SHRM Foundation has funded more than 107 rigorous academic research projects. More than 85% of completed projects have had significant impact on the HR profession, including presentations at national conferences and articles published in academic journals such as Human Resource Management, the Journal of Applied Psychology, and Personnel Psychology.

What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management, and being able to cite solid research to demonstrate the benefits of your proposed change.

Legislative Corner

**By Colleen Koerth
VP, Diversity &
Legislative Director**

Hello everyone and welcome to Blackhawk Human Resource Association Legislative Corner! With Legislation, regulations and government policies all frequently changing, we believe that it is important for human resources professionals and employers to stay informed about these updates as they will affect their workplace practices and employment relationships. The following are some recent legislative changes:

HHS issues rule regarding health information breaches

New regulations requiring health care providers, health plans, and other entities covered by the Health Insurance Portability and Accountability Act (HIPAA) to notify individuals when their health information is breached were issued by the U.S. Department of Health and Human Services (HHS).

These “breach notification” regulations implement provisions of the Health Information Technology for Economic and Clinical Health (HITECH) Act, passed as part of American Recovery and Reinvestment Act of 2009 (ARRA).

The regulations, developed by the HHS Office for Civil Rights (OCR), require health care providers and other HIPAA covered entities to promptly notify affected individuals of a breach, as well as the HHS Secretary and the media in cases where a breach affects more than 500 individuals. Breaches affecting fewer than 500 individuals will be reported to the HHS Secretary on an annual basis. The regulations also require business associates of covered entities to notify the covered entity of breaches at or by the business associate.

The HHS interim final regulations are effective 30 days after publication in the Federal Register and include a 60-day public comment period.

E-Verify Effective Date Delayed

On the heels of that Spotlight, USCIS announced that they were delaying the deadline again, with the new effective date for federal contractors to begin using E-Verify delayed until September 8, 2009. The rule was originally scheduled to become effective on January 15, 2009 but has been delayed several times.

E-Verify is a free internet-based system operated by the Department of Homeland Security (DHS) and the Social Security Administration (SSA). It allows employers to verify the employment eligibility of newly hired employees. E-Verify is the result of Executive Order 13465 by President George W. Bush in June 2008 requiring federal contractors to use the system to verify the work eligibility of:

- All persons hired during the contract term by the contractor to perform employment duties within the United States, and
- All persons assigned by the contractor to perform work within the United States on the federal contract.

Once effective, the rule will require federal contractors to use E-Verify to check the employment eligibility of all employees hired after the receipt of a federal government contract. The rule would also require contractors to re-verify the employment eligibility of current employees assigned to perform work on the contract, which is different from the current program which only allows employers to verify the eligibility of newly hired employees.



Legal Update Provided By: Bob Gregg



Does the Current Supreme Court Help or Hurt Employers?

The term “activist judge” seems to be applied to any judge who makes a decision one does not like, regardless of political leaning. A judge who slants the law in the direction one wishes is not “activist.” In recent years, though, the current “conservative” majority of the U.S. Supreme Court has seemed activist. Its employment case rulings have seemed to stretch and alter the law beyond the original Constitutional or Congressional intent, creating law rather than interpreting it. Examples are the several ADA decisions such as *Toyota Motor Mfg. v. Williams* which so radically restricted the definition of disability, that one of the most conservative members of Congress, Jim Sensenbrenner (Republican-Wisconsin), reacted by fathering the movement which resulted in the ADA Amendments Act of 2008 to “correct” the Supreme Court’s rulings. *Gross v. FBL Financial Services* eliminated the “mixed motive” cause of action in age discrimination cases. The recent *Ricci, et al. v. DeStefano, et al.* significantly altered the long established burden of proof precedents in Title VII disparate impact cases, and Justice Suter’s concurring opinion signaled an overt intent to actually judicially overrule Congress and eliminate disparate impact cases altogether. That seems to be a radically activist judicial stance.

Overwhelmingly, these decisions have been in favor of employers and have initially been applauded by employers. They have eased the burden of proof for employment defense attorneys, such as this writer. However, this may be a short-lived affect. “Activist” judicial decisions invite reaction. Whenever the court swings the pendulum too far, one way or another, Congress reacts. The current seemingly activist majority swung the pendulum so far that the ADA reaction was lead by a staunchly conservative congressman. We now have several new laws and a number of proposed laws which appear to be in reaction to the court. All of these do, or will, increase complaint time limits, burdens of proof and liabilities for employers. There will be more to defend, more at stake and more cases!

Moderate courts, with a “centrist” approach, do not usually generate strong Congressional reaction; laws change incrementally, if at all. Employers and HR professionals can rely on precedent and reasonable stability in employment law. An activist court, however, will generate confusion and reaction such as we are presently watching. If the current Supreme Court majority continues its course, will seemingly strongly “favorable” decisions for employers quickly backfire and place employers more and more in an ultimately worse situation?

**For the complete legal update visit Boardman Law Firm at
www.boardmanlawfirm.com**

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



Diversity Directives

By Colleen Koerth
VP, Diversity & Legislative Director

Recruiting a diverse workforce is one of the great adventures facing organizations today. I say “adventures,” because developing a diverse workforce requires courage, creativity, and a willingness to explore new and unexplored alternatives. Perhaps it is because courage is required that so many organizations back off and find excuses not to proceed. All-too-often, for example, we hear complaints like: “There are no black engineers,” “Women don’t get computer degrees,” or “It’s just too hard to find Latino physicians.” Of course it is true that there are times when a particular category of professional is almost impossible to find. Locating, for example, a female Taiwanese neurosurgeon with a specialty in motor functions who happens also to be disabled would be downright silly. Most of the time, however, the person you are looking for does exist and can be recruited without having to lower your standards and without having to spend exorbitant amounts of money or time tracking him or her down.

What it does take, however, is creativity and a willingness to try something new. One of the strategies, for example, that has proven successful for many organizations is to cultivate relationships within the desired communities. If, for example, you are seeking Latino professionals, make the effort to get to know newspaper editors, church officials, political leaders, educators, and business leaders within the Latino community. This is a particularly worthwhile strategy in the Latino community because in general – we must be careful not to stereotype -- Latino communities are close knit. Relationships within the community are well formed which means that referrals and recommendations are readily available. Not only are your efforts to network valuable in that they can produce referrals to potential employees, they are also important in terms of building the kind of trust that will make the very finest applicants receptive to working for your organization.

Advertising for applicants in foreign-language newspapers is an approach to recruiting diverse employees that is often overlooked. The reason it is overlooked is that people make the error of assuming that those who read foreign-language papers are not bi-lingual. Nothing could be further from the truth.

In fact, many fully English-speaking professionals access media in their own language both because it is familiar, but also because it keeps them in touch with their original culture. Not only are you able to hire a topnotch bi-lingual professional, but also one who has the knowledge and ability to relate to the nation’s largest growing marketplace.

One of the most creative strategies for recruiting a diverse workforce is to utilize the resources within your organization – your current staff and managers. Put the word out that you are seeking high quality employees of all backgrounds. Invite current employees to approach friends and acquaintances and to keep an eye out at professional and personal associations for potential applicants. Motivate this effort by promising a bonus to the employee if one of their recommendations is hired and retained. On average, organizations that are using this approach set up a six month probationary period after which the referring employee receives a bonus. One word of caution regarding this recruitment strategy: Make it very clear to all concerned that you are not lowering job requirements or any other standard just to hire someone of a particular race, ethnicity, gender, or age. Diversity does not nor should not require the lowering of standards and, should that impression be created, not only have you placed your diversity program in jeopardy, but you have placed your newly-hired staff at a disadvantage as well.

Sondra Thiederman, Ph.D.
Cross-Cultural Communications
4585 48th Street
San Diego, CA 92115



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>



REGISTRATION IS NOW OPEN FOR ...

The 23rd Annual Wisconsin SHRM State Conference will take place at the Kalahari Resort in Wisconsin Dells on October 14 – 16, 2009. Due to teachers' conventions during this week, you are encouraged to book your hotel stay as soon as possible.

Keynote Speakers:

Phil Keoghan, No Opportunity Wasted, The Amazing Race

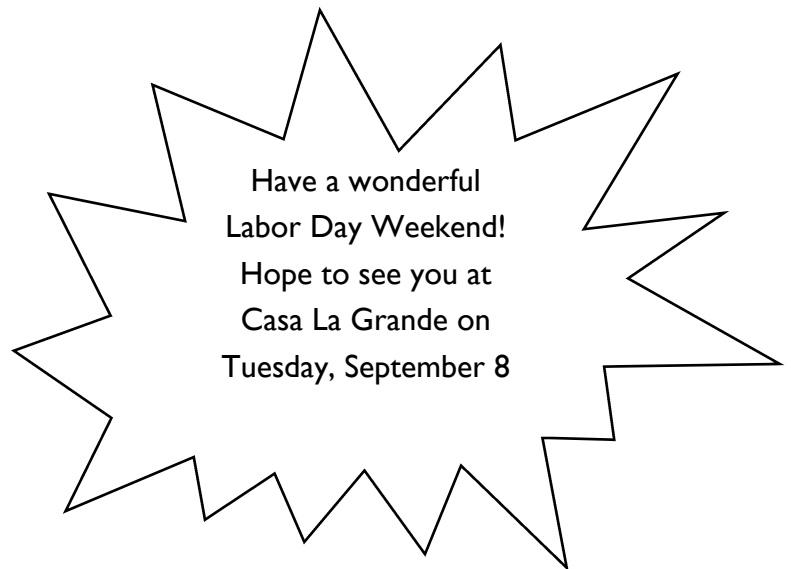
Michael Brandwein, The Real Truth About Sticks & Stones: The Leading Secret to Leadership

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.



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

