



Ohio SHRM State Council

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Connect with Us

Kate Murawa, PHR

As your State Council, we are dedicated to leading, educating, and inspiring you to have a positive impact your business, your communities, and your profession. Within the last five years, the HR profession has seen dramatic changes in the way our companies need to do business – with more compliance requirements, working to achieve better results with fewer resources, and elevating performance among your current pool of talent. One thing that hasn't changed is the need to have a network of colleagues with whom to connect. That's where your State Council comes in. The Ohio SHRM State Council provides you with many ways to access tools and resources about the HR profession.

So ... Like us, Follow us, Link with us, Visit us. Put simply: Connect with Us.



Facebook: Ohio SHRM State Council



Twitter: @OHSHRM



LinkedIn: http://www.linkedin.com/groups?gid=2724073&trk=hb_side_g

Ohio SHRM: www.ohioshrm.org

From our Chapters

Lake/Geauga Area Chapter SHRM (LGA SHRM)

We are excited to announce that we are developing a scholarship program for undergraduate and graduate students seeking a career in the HR field. Applicants over the age of 24 must be a chapter member and a resident of Lake or Geauga Counties. We will also offer a scholarship for chapter members seeking their PHR, SPHR, or GPHR certification. We expect to have everything in place for the fall school year and the winter exam window.

Lake/Geauga SHRM is also being recognized as a 2012 SHRM Foundation Champion for our fund raising efforts in 2012 and we have achieved Membership Star status for 2012 by increasing our membership. We will continue to work on these efforts to improve our chapter in 2013.

Treasurer Talk

Karen Brandenburg

Bank Balances as of March 8:

Checking	\$26,918.96
Savings	\$234,906.99
CD	\$50,638.04

We will see an increase in checking balance in the next 30 days as registrations for State Conference were strong during the last week of February. We are expecting the February registrations any day. In addition, we are still working on streamlining the ACH process, so stay tuned.

Keep the requests for Strategic Speaker, Chapter Support and Professional Development coming and let's keep the profession moving forward!

USCIS Releases the New Employment Eligibility Verification Form I-9

Information provided by Dave Basham, Department of Homeland Security

U.S. Citizenship and Immigration Services (USCIS) announced that a revised Employment Eligibility Verification Form I-9 is now available for use. The revision provides additional instructions to employees and employers for completing the form. USCIS has also reformat- ted the form to reduce errors and has added some new fields.

Employers may begin using the new Form I-9 “(Rev. 03/08/13) N” as of 03/08/13. Employers will see the new OMB expiration date on the revised Form I-9. Only the new Form I-9 (Rev.03/08/13) is available for download on the USCIS website.

DHS will publish a Notice in the *Federal Register* that informs employers that all other previously accepted revisions of Form I-9, including revisions “(Rev.02/02/09)N” and “(Rev. 08/07/09)Y” will be invalid in 60-days (05/07/13). While employers are encouraged to begin using the new Form I-9 as soon as possible, the 60-day period allows employers time to make any necessary administrative transitions. The revision date of the Form I-9 is printed on the lower left corner of the form.

There are many format and content changes to the revised Form I-9. The new design and revised instructions will better assist employers and employees.

- Form I-9 has gone from one to two pages.
- Expanded instructions more clearly describe the information employees and employers must provide in each Section.
- Added e-mail address and phone number as optional fields to Section 1.
- Added foreign passport and country of issuance fields to Section 1.

For more information, please call 888-464-4218. Representatives are available Monday through Friday, from 8 a.m. to 5 p.m. USCIS maintains a web site, [I-9 Central](#) to support Form I-9 users. USCIS has also scheduled [free webinars](#) to help employers learn about the new form.

Legal Update

Anthonio C. Fiore

Save the Date

Ohio SHRM State Council's Legislative Conference is scheduled for Tuesday, April 23. The event will take place at the Sheraton Columbus Hotel at Capitol Square. Morning sessions will include a National SHRM A-team presentation on developing effective relationships in hometown congressional districts, an update on state legislative issues and effective HR advocacy at the Ohio Statehouse, a member of Governor Kasich's administration discussing HR issues and why advocacy is important to state administrative leaders, a trip to the Ohio Statehouse to see the Ohio House of Representatives and Senate sessions to see how HR laws are enacted as well as meetings with legislators throughout the afternoon. Information and registration will be up soon on www.ohioshrm.org website.

State & National Unemployment Numbers

On Friday, March 8, the U.S. Bureau of Labor Statistics announced that the national unemployment rate for February dropped to 7.7 percent as the U.S. added 236,000 jobs. That same day, the Ohio Department of Job and Family Services announced that Ohio's unemployment rate rose to 7 percent in January, up from 6.7 percent in December. Ohio's unemployment continued to trend lower than the national unemployment rate, which was 7.9 percent in January.

Health Care Freedom Act (HB91)

Currently, the Patient Protection and Affordable Care Act (PPACA), also known as 'Obamacare' requires employers and individuals to purchase government-defined health insurance plans. Individuals and businesses who do not comply with those requirements are subject to certain tax penalties. On March 5, State Representatives Ron Young and Andy Thompson introduced House Bill 91, also known as the "Health Care Freedom Act", with the intention of protecting Ohio employers and residents from penalty provisions included in the PPACA. The Health Care Freedom Act attempts to use the powers granted by the PPACA to individual states to prohibit insurance carriers operating in Ohio from receiving the payments that trigger penalties against employers and Ohio taxpayers. It is anticipated that the proposed act will face much criticism and support in the next few weeks, as it moves through the legislature with committee hearings, debate, and opportunities for both opponents and proponents to weigh in on potential impacts to Ohio businesses and individuals.

Governor's Tax Plan

Governor John Kasich's FY14-15 Executive Budget was officially introduced as [HB 59](#) on February 12, 2013. The plan includes changes to the sales and income tax structure for Ohio businesses and individuals. According to the governor's office, the vision behind the tax reform proposal is to provide a tax system that will make Ohio more competitive in attracting investment and jobs, while also spreading the tax burden more fairly across industries. According to the governor's office, part of the income tax cut would be targeted at small business owners in order to foster greater hiring. The tax reform proposal in the Governor's Executive Budget cuts income tax rates by 20 percent, cuts small business income taxes by 50 percent, and cuts the state sales tax rate by 9 percent. It broadens the sales tax base and modernizes the severance tax structure, and provides a net tax cut to Ohioans of \$1.4 billion over three fiscal years: \$240 million in FY 2014, \$644 million in FY 2015, and \$487 million in FY 2016. Historically, small businesses in the U.S. are responsible for 65 percent to 90 percent of new job creation. Owners of pass-through entities or PTEs – which are mostly small businesses – pay the federal and Ohio personal income tax (recall that Ohio no longer has a corporate income tax). Opposition to Kasich's proposal to expand the state sales tax has continued to grow over the past few weeks. A number of business owners and associations have come out publicly to voice their opposition and concerns with the proposal. Notable opponents include State Treasurer Josh Mandel, the Ohio State Bar Association, the Ohio Society of CPAs, the Ohio Automobile Dealers Association, and the Ohio Association of Realtors. Additionally, a number of county officials across Ohio have voiced their concern that the plan would cap local sales-tax revenue, lower voter-approval rates and prevent any new sales tax for the next three years. All human resource professionals will need to evaluate how such tax changes will impact your workplace along with your internal and external financial advisors. New services that will be subject to the lower state sales tax of 5.0 percent include: intrastate courier service, refuse collection, insurance services, investment counseling, property sales agents, real estate management fees, banking service charges, broker fees, accountant and attorney fees, mailbox rentals, travel agent services, advertising agency fees, call center, check and debt collection, commercial art and graphic design, credit information, interior design and decorating, lobbying and consulting, magazine subscriptions, marketing, telemarketing services, just to name a few.

Certification Corner

Dianna Sayre, SPHR

Virtual Certification Courses

Did you know SHRM offers Virtual PHR & SPHR Certification Preparation courses? These seven week programs are delivered by a "live" instructor in an on-line learning environment, allowing for maximum interaction and real time Q&A chats between participants. Miss a session? No worries, all classes are recorded in their entirety so participants can view them at their own convenience. In addition, participants will receive [the 2013 SHRM Learning System](#) upon course registration and access to a wealth of on-line resources, including pre and post-tests, quizzes and flashcards. Session II for 2013 will run April 18th – June 4th, with registration closing April 4th. This course is ideal for those who wish to earn a professional designation but cannot commit to traditional study groups or preparation classes. For course times, system requirements and pricing information, visit www.shrm.org/education for details.

Chapter Programming

Chapters, be sure to utilize the updated HRCI "Earning Business Management and Strategy Credits" flyer for tips on submitting chapter programming throughout the year. This flyer also provides a table with great examples of how certain topics can qualify for either general or strategic business management credit based on their link to organizational strategy. Referencing this table will assist in determining whether to submit chapter programs for general or strategic consideration. http://www.hrci.org/uploadedfiles/Content/70_Resources/Case_Studies/2010StrategicBusinessManagementFlyer.pdf

Low-Cost Recertification Activities

For low cost ways to find eligible recertification activities, a step by step explanation of the recertification process, and a quick and easy-to-use Recertification Planning tool, encourage all certified members in your chapter to check out the Recertification Resource section on the HRCI website. This one stop location provides valuable information that will assist certified members in maintaining their professional designation from the moment they become certified. Visit <http://www.hrci.org/ResourceLibrary.aspx?fid=6442450943> for the items listed above and much more!

Diversity

Bob Rakoci, SPHR

The Toledo Area Human Resource Association (TAHRA) is holding their eighth annual Diversity Symposium on Friday, April 26 from 7 a.m. – 12:30 p.m. at the Hilton Garden Inn – Levis Commons. If you register by April 19, you'll receive the early bird rates of \$70 for TAHRA Members and \$85 for Non-Members.

(NOTE: The TAHRA Member rate may be extended to SHRM Members from other chapters—check when registering.) The Symposium may provide up to 4.5 HRCI General credit hours (application for credit is pending). Register on-line at www.toledoshrm.org

Featured speakers include:

Marsha Drees – *Helping Employees when their loved one is deployed by the military*

Kendall Lee and Demia Kandi – *Diversity: Inclusion & Empowerment*

Attorney Fadi V. Nahhas – *Overview of Immigration Laws*

Mimi Donaldson – (keynote speaker) *Beyond Mars & Venus: Bridging the Diversity Gap*

Earlier this month, a significant event took place in Columbus, Ohio. It was the Disability Awareness Day at the Statehouse. The day was intended to be a combination of a rally as well as a chance to advocate the State legislators.

The turnout was phenomenal! The crowd was a mix of those with disabilities as well as concerned citizens, parents, siblings and caregivers. It was very moving to hear the stories of those who have faced incredible challenges and have been successful.

One key point that will affect employers in a positive way was legislation that is being considered to have people considered “able” by employers versus being considered disabled and having to prove their capabilities. If Ohio passes this into law, it will set a true national precedent. It is an incredible step in removing obstacles of potential employment for this community.

As employers and HR professionals, we should take the theme of the Awareness Day to heart. It's time for all of us to “Look Beyond” as we continue to evolve into a more open workplace!