



Ohio SHRM State Council

INSIDE THIS ISSUE

A Word from the Committee	1
2014 Gay Games	1
Shaping the Future of HR	2
Top Legislative and Administrative News in Ohio	3
Chapter Chatter	4
Human Resource Association of Central Ohio Events page	5
Certification Corner	5
Diversity in the News	5

A Word from the OHR Conference Committee

Katrina Plourde, SPHR

“The commitment to presenting a quality conference was reflected in all the details, large and small. Thank you for a great experience.” – Survey feedback from a 2012 OHRC Attendee

The **2013 Ohio Human Resource Conference Committee** is in the trenches working hard on making sure all these details ensure a great experience.

The Committee is a group of volunteers who serve on rotating sub-committees garnering experience in all phases of conference planning. Sixteen people serve in various capacities including programming, registration, resource partners, arrangements and more.

The collective experience of the group is what really makes the Committee special. Even though every year some people roll off the Committee and new members join (this year we added three new members), the rotating committee schedule ensures that we are never without experienced conference planners who have ‘been there, done that’.

This year we are deepening our conference planning skills by reaching out in different ways to learn from other SHRM state conferences. Steve Browne and Katrina Plourde participated in a SHRM Regional call with other State Councils talking specifically about their conferences. This effort to gather best practices and share ideas has been extended to a SHRM Connect group just for state conferences. Katrina will also be attending the Maine HR Convention in May to share best practices. The Maine conference is similar in size to the Ohio (about 800 attendees) but is structured completely different. Understanding differences and similarities can help identify our own strengths and opportunities.

So – stay tuned – and keep the feedback coming. We are always looking for great ideas.

The Ohio Human Resource Conference is September 18-20, 2013. http://www.ohioshrm.org/hr_conf/

2014 Gay Games

The 2014 Gay Games presented by the Cleveland Foundation...one of the biggest sports and cultural festivals in the world comes to the United States on August 9-16 2014.

Cleveland and Akron, Ohio, expect to welcome more than 10,000 participants from more than 65 countries. The 2014 Gay Games are about fun, games, and culture too. The founding principles of Participation, Inclusion and Personal Best™ mean the Games are open to everybody regardless of sexual orientation, gender, transgender status, religion, nationality, political convictions, age, physical condition or athletic ability. Register, volunteer, donate or simply sign up for the e-newsletter by visiting the website at <http://www.gg9cle.com/>.

On Your Mark...Get Set...the 2014 Gay Games presented by the Cleveland Foundation.

To view the events schedule, visit <http://www.gg9cle.com/documents/sports-timetable.pdf>

SHRM Foundation – Shaping the Future of HR

Desiree Cutright

I am excited to announce Ohio SHRM was contacted by Michael Ressegue, the Development Coordinator for the SHRM Foundation. As a result of our fund raising efforts in 2012, the Ohio State SHRM Council has been designated as a SHRM Foundation Champion. How great is that?! Our efforts have directly impacted our fellow HR professionals and business partners. We have been able to help provide opportunities to our fellow HR professionals and educational resources to hundreds of thousands of people!

If you can't tell, this really is a passion of mine. It is very important to our profession that we are continuously developing our skills, learning new things and mentoring our peers. We, as HR professionals, are the backbone of our organizations – we keep it all together and out of trouble. Yes, my friends, we are HR rock stars!

I know that most of you think and possibly feel that the SHRM Foundation is always requesting money, and, yes, that is somewhat true. But do you know what they do with the money that is donated to the Foundation? Let me give you a little background.

“We have been able to help provide opportunities to our fellow HR professionals and educational resources to hundreds of thousands of people!”

SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's work includes:

- **Innovative academic research grants.**
- **Scholarships.** The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.
- **Educational resources.**

In the past 3 years, the Foundation has given \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice. They annually award \$170,000 in education and certification scholarships to professional and student SHRM members, and doctoral students. The Foundation has created a series of educational DVDs for SHRM chapter programming, staff training, and executive education sessions. They also have the Effective Practice Guidelines series and makes research findings easily accessible to HR practitioners. All of this great work and information is because of all of you, from your donations and fundraisers. Thank you for all your time and effort to help make it possible.

Let's make Ohio one of the top SHRM Foundation Champions again in 2013! I know we can do it! After all we are rock stars and *we make it happen.*

Some Important things you want to remember:

SHRM Foundation Scholarships for SHRM Members

Application Deadline: July 15, 2013

[Susan R. Meisinger Fellowship for Graduate Study in HR](#) – *deadline: August 19, 2013*

[HRM Impact Awards](#) – *deadline: July 1, 2013*

[SHRM Foundation Student Scholarship Program](#) – *Application deadline: November 1, 2013.*

[Advisor of the Year Award](#) – *Application deadline: March 18, 2013*

[SHRM Foundation Dissertation Awards](#) – *Application deadline: May 1, 2013.*

For more information about scholarships please go to: <http://www.shrm.org/about/foundation/scholarships/Pages/default.aspx>

For more information or help, please contact me at dcutright@wcpil.info. I would love to hear how you raise funds for the SHRM Foundation.

Top Legislative and Administrative News in Ohio

Tony Fiore

State & National Unemployment Numbers for March-April 2013

According to an April 13 announcement by the Ohio Department of Job and Family Services (ODJFS), Ohio's unemployment rate has continued ticking up, going from 7 percent in February to 7.1 percent in March. ODJFS figures show that Ohio lost 20,400 jobs over the month, the largest in the nation, and the number of workers unemployed in the state rose to 406,000, up from 405,000 in February. Overall, the Ohio's non-farm wage and salary employment decreased from 5.197 million in February to 5.177 million in March.

On May 3, 2013, the U.S. Bureau of Labor Statistics reported that U.S. unemployment for April was 7.5 percent -- down from the 7.6 percent recorded for March. Unemployment has declined by 0.4 percentage points since January of this year.

Workers' Compensation

On Thursday, May 2, Governor John Kasich announced a new workers' compensation proposal that includes a \$1 billion cash rebate spread out among 210,000 employers that pay into the system. Other features of the proposal would include tripling the Safety and Wellness Grant program from \$5 million to \$15 million and a prospective payment system where employers would pay their bills in advance of the coverage periods instead of after them.

The Ohio Bureau of Workers' Compensation (BWC) is looking to cut private employers' base-rate by 2.1 percent in 2014. The proposal was made during an April 25 Actuarial Committee meeting, and could be up for a vote by the BWC Board of Directors next month. This would be the third year in a row that rates either stayed flat or dropped.

Bipartisan Bill Would Add Sexual Orientation/Gender Identity to Anti-Discrimination Law

On Friday, May 10, Reps. Nickie J. Antonio (D-Lakewood) and Ross McGregor (R-Springfield) unveiled a bill, titled Equal Housing and Employment Act, that would add "sexual orientation" and "gender identity" to Ohio's anti-discrimination law. A companion bill in the Senate is sponsored by Sens. Frank LaRose (R-Fairlawn) and Michael Skindell (D-Lakewood).

Ohio's anti-discrimination law currently prohibits discrimination on the basis of race, color, religion, age, sex, familial status, marital status, military status, national origin, ancestry, or disability. The proposed bill includes an exemption for employers with less than 15 employees and religious organizations.

There are currently 21 other states and the District of Columbia that have state laws that protect people from discrimination based on their sexual orientation and/or gender identity.

Future Uncertain for New RIGHT-TO-WORK Bills

Nearly half the states in the U.S. have a right-to-work law on the books that guarantees that no one can be compelled, as a condition of employment, to join a labor union. Michigan and Indiana became right work states in 2012. Two Ohio legislators have introduced legislation that would either address right-to-work through legislation or by ballot for the voters to decide.

On May 2, Rep. Kristina Roegner introduced [HB 151](#) that prohibits any requirement that employees of private employers join or pay dues to any employee organization and to establish civil and criminal penalties against employers who violate that prohibition. In addition, Rep. Ron Maag introduced [HB 152](#) that removes any requirement under the Public Employees Collective Bargaining Law that public employees join or pay dues to any employee organization and prohibits public employers from requiring public employees to join or pay dues to any employee organization. Both bills have 16 co-sponsors, all Republicans.

Reps. Roegner and Maag have also co-sponsored [HJR5](#), proposing to enact Section 22 of Article I of the Constitution of the State of Ohio to prohibit employees from being forced to participate in a labor organization as a condition of employment.

The future of all three pieces of legislation is uncertain because there is not a lot of political appetite in the GOP for taking on the issue heading into the 2014 election. GOP leaders, including Ohio House of Representatives Speaker Bill Batchelder, Ohio Senate President Keith Faber and Gov. John Kasich, have not embraced the idea.

For more information on other current administrative and legislative issues contact Tony Fiore at afiore@keglerbrown.com and be sure to read the Ohio SHRM State Council Monthly Legislative Report.

Chapter Chatter

Here are some upcoming events in our Chapters across the State. Not a member of a local chapter? Not sure you have one near your home or business? Check out the Ohio SHRM website to link to a [Chapter near you](#).

Lancaster Area SHRM

<http://www.lcahrm.org/>

Date	Topic	Speaker	Org/Employer
June 6th	Are You Ready for the Affordable Care Act?	Caroline Fraker	Medical Benefits Administrators
July 4th	No Meeting – Happy 4th of July	N/A	N/A
August 1st	What to do if someone brought a gun into your workplace	Officer Jim Marshall	Lancaster City Police Department

Cleveland Area SHRM

May Meeting

HR Public Policy: The 113th Congress and the Second-Term Obama Administration

The outcome of the 2012 election provides new energy to the HR issues that will be before the 113th Congress and to the focus of the second-term Obama Presidency. The workplace regulatory agenda and HR public policy initiatives by the President and Congress will have a real impact on the workplace. Key issues include proposals on deficit reduction, tax reform, and perhaps even immigration reform. The decisions that will be made to bring down the federal deficit and reform the tax code could have a direct impact on employer-sponsored health care, as well as on pension and fringe benefit plans. This presentation will discuss these and other related legislative issues and will provide an up-to-date analysis of current federal regulatory activity.

Retirement Symposium (FREE)

Please join us for our 3rd Retirement Plan Symposium which will include a variety of topics for Plan Sponsors and fiduciaries who are responsible for managing qualified retirement plans. You will be able to gain insight from industry experts, obtain CE, and build your knowledge of the laws and regulations that govern these programs.

June Meeting

Cultural Operating Systems

Similar to modern gadgets, organizations have operating systems – cultural operating systems. Both electronic and cultural operating systems (COS) provide a set of rules that guide behavior. However, while electronic intelligence is processed using written coded rules, a COS is also driven by unwritten rules.

Annual Charity Golf Outing – Benefitting Shoes and Clothes for Kids

Monday July 29th at Signature of Solon

Tee Off: 11:00 AM

- \$150.00 per Golfer (early bird rate); \$550.00/Foursome (early bird rate)- Before June 20th
- \$175.00 per Golfer; \$650.00/Foursome (After June 20th)
- Golfer rates include golf, cart, boxed lunch, served dinner
- Lunch Only – \$20.00/lunch
- Dinner Only – \$60.00/dinner

Lake Geauga Area SHRM

How HR Can Use Intellectual Property (IP) to Create Value for Business by Strategically Planning Training for Measurable Results

Presented by Carrie Van Daele
Van Daele & Associates, Inc.
www.vtrain.us

Event Details:

June 13, 2013

8:00 am – 4:30 pm

Lakeland Community College – Holden University Center
4242 State Route 306 Kirtland, Oh 44094

The Program is preapproved for 7.5 strategic credit hours through HRCI. In addition, there will be a 50/50 raffle and a chance to win an iPod shuffle! Seating is limited – register online at www.lgashrm.org

Findlay Area Human Resource Association – Half day seminar and luncheon

Wednesday, June 12, 2013 at Findlay Country Club
1500 Country Club Drive, Findlay, Ohio

Lunch presentation: Moving from Tactical to Strategic HR: Employment Law Update

Seminar: Developing Effective & Strategic Performance Appraisals

Visit <http://www.ohioshrm.org/shrmChapters/findlay/> to register.

Questions? Contact Cindy Osting: 419-423-6167 or Cynthia_Osting@whirlpool.com

Human Resource Association of Central Ohio Events

Member Orientation	Chip Ramsey	June 11th
Understanding the Science of Influence (Monthly meeting)	Brian Ahearn, CMCT	June 11th
The Science of Influence: Practical Application of HR Issues	Brian Ahearn, CMCT	June 11th
Labor Relations Special Interest Group (Members only)	Matt Austin, JD	June 18th
Wellness in the Workplace (Webinar)	Jennifer Kiernan	June 19th
Employee Relations Special Interest Group: Workplace Violence	Panel	June 26th
Leveraging LinkedIn for Maximum Results (In Transition)	Jeff Yound	June 27th
Labor Relations Special Interest Group (Members only)	Matt Austin, JD	July 16th
Littler Mendelson Legal Update	TBD	July 18th
Technology Management for the HR Job Seeker (In Transition)	Lori Hall, SPHR	July 25th

Certification Corner

Has your Chapter begun using the HRCI Collateral Management System? This system allows Chapters to order professionally printed marketing materials to promote certification and recertification, along with the ability to track and forecast chapter material needs, all with convenient 24/7 on-line access. Materials will be shipped directly to the address you provide and your chapter only pays for the shipping. Check out the new step by step guide for getting your group set-up to utilize this great new resource! www.shrm.org/communities/volunteerresources/documents/hrci_collateral_management_system.docx

Love to read? Why not earn recertification credit at the same time! The SHRMStore and HRCI have partnered to provide relevant books as a way to further develop HR professionals and assist them in gaining recertification credits. After reading a pre-approved book, participants must pass a test on the content to receive recertification credit. To learn more about this exciting new program, check out the FAQs (Frequently Asked Questions) in the Certification Core Leadership Area Page of the VLRC. If your question is not answered there, contact the SHRMStore at shrmstore@shrm.org for more help.

Diversity in the News

Yes, women make better leaders

(MoneyWatch) In decades of analyzing exceptional leadership, John Zenger and Joseph Folkman have identified 16 traits required for success. These include integrity, initiative, self-development, problem solving and a drive for results. Zenger and Folkman have made their names and their business by designing powerful tools to test for these qualities and to develop them in high potential executives. That's given them the data to analyze where the qualities are most likely to be found. With regards to the differences in effectiveness between male and female leaders, the results were striking: Women outscore men in leadership effectiveness.

Dr. Jack Zenger argues that this is due primarily to a change in leadership styles. Moving from a command-and-control style of leadership to a more collaborative model plays, he argues, to women's strengths. Women are better listeners, better at building relationships and more collaborative and that, he argues, makes them better adapted to the demands of modern leadership. For that reason, Zenger concludes, there is no good reason not to promote women.

Asked to explain, therefore, why women haven't fared better in the corporate hierarchy, he's at somewhat of a loss. Thirty six percent of men say they want to be CEO, where only 18 percent of women say they do. Women have two jobs -- the notorious second shift at home -- while men, well, don't do quite so much. And Zenger thinks also that boards simply lack confidence in women. Few have ever seen a female CEO and don't recognize that, as Zenger says, women perform better. His message to corporate boards around the world is: Don't worry. Not only can women cope; they'll do better.

None of this is really new. But Zenger/Folkman's diagnostic tools are widely used and respected. They are driven by statistics, not an agenda. And one can't help but feel that even Zenger is a little surprised by his own findings. So the data is useful and important. The explanation of the data, however, leaves room for reflection. The last time I spoke at a corporate event on this topic, the senior partner of the firm sat through a number of presentations. At the end of the day, he came up to thank me but seemed full of frustration. "The problem is," he sighed, "we just can't get the women to change." On Zenger/Folkman's data, he should not want to.

© 2013 CBS Interactive Inc.. All Rights Reserved.

By Margaret Heffernan / MoneyWatch/ March 26, 2013, 7:34 AM