

The Butler/Warren County Buzz

April 2 Monthly Meeting



BWSHRM and OEC Present:

Speaker: Marc L. Fleischauer, SPHR
Cost: \$13.00 for members, \$15.00 for non-members
Date: Thursday, April 2, 2009
Time: 7:15 AM – Registration/Networking
7:30 AM – Breakfast
8:00 AM - Presentation



Location: Wetherington Country Club

Directions: Take I-75 to Tylersville and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Encore Café, turn right and follow to the stop at corner of Country Club Lane. Turn right at stop sign and follow road to left. It takes you into Country Club parking lot.

Change is Coming: Strategies for Management Under the Employee Free Choice Act

This program will be designed not only to discuss anticipated changes in the law that will come with the Employee Free Choice Act, but also to enhance to attendees' management skills by exploring HR strategies for (a) avoiding being targeted by union campaigns in the first place, and (b) defending against authorization card campaigns in light of the changes under the Act.

Marc L. Fleischauer, SPHR, is a partner in the Labor and Employment Law department for Porter Wright Morris & Arthur, LLP. A graduate of the College of Wooster and The Florida State University College of Law, he give practical preventative advice on HR and advocates for employers in wrongful discharge and discrimination litigation, labor arbitrations, and before administrative agencies. Marc has been an Adjunct Instructor and Professional Fellow at Ashland University, teaching employment law to business students. He has been recognized as an "Ohio Rising Star" by the publishers of Ohio Super Lawyers magazine and is currently listed in The Best Lawyers in America for labor and employment law for 2009. He currently serves as Membership Advocate for BWSHRM.

Please reserve your seat by Friday, March 27th by emailing Angela Sherrick at asherrick@generalrevenue.com or by calling 513-605-7402.

A MESSAGE FROM THE PRESIDENT

With a Democratic lead Legislature and Executive once again in Washington, employers can expect to see a ramp up in activities related to employment matters. Our April Chapter Meeting program will touch on a portion of this expected activity in the discussion of the Employee Free Choice Act, and provide some perspective on how we might deal with the ramifications.

Indeed, SHRM has also provided us with a heads-up in another area of vital interest for HR professionals to be alert to.

The Office of Federal Contract Compliance Programs (OFCCP) has sent out a new wave of Corporate Scheduling Announcement Letters (CSAL) to the corporate office of employers with at least two establishments listed for possible compliance review during the fiscal year (Oct. 1 to Sept. 30). Because this is the second-round release of this scheduling cycle, the list of establishments included with the CSAL will include at least one newly identified establishment. As in the past, this letter does not immediately initiate a compliance review. Instead, it provides employers with advance notice of those establishments that are scheduled for likely audits.

During the week of March 9, 2009, the OFCCP made available to its regional offices a list of approximately 5,000 facilities eligible for compliance review. An actual audit will be initiated by the employers' receipt of a scheduling letter. An employer will have 30 days from the receipt of the letter to submit its affirmative action plan to the OFCCP. The OFCCP has indicated that depending on the workload of individual OFCCP offices, not all of the establishments listed on an individual company's CSAL may actually be reviewed. But it is best to be prepared and ensure that all of your documentation is in order and ready to go. It is not a successful strategy to wait for the letter to make sure you are ready.

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BWSHRM LOCAL MEMBERSHIP DRIVE



Once again, we want to challenge our members to participate in another year of growth by inviting a new member to join our chapter. In return for a new member application, you are invited to join us at the next breakfast meeting at no cost to you. Together, we can make it happen!

To request a membership application, please contact our Membership Advocate:
Marc Fleischauer, SPHR – Partner, Porter Wright Morris & Arthur, LLP
1 S. Main St., Suite 1600, Dayton, OH 45402
937-449-6720 or mfleischauer@porterwright.com

Or visit our website at www.ohioshrm.org/butler and click on the membership link for more information. If you are a SHRM National Member, your local dues are only \$45 per year. If you want to join our local organization only, your local dues are only \$90 per year.

We hope to see you soon!

HR PROFESSIONAL VOLUNTEER OPPORTUNITY

We have an opportunity for you to utilize your leadership abilities in working with Hamilton and Badin High School students!

The Hamilton Business Education Collaborative invites you to interact with students and facilitate groups in “**Character Building and Leadership Experience**”(Low ropes and group team building activities). We are looking for 6-8 leaders to join us on the 21st as we work with these students – our leaders of tomorrow.

Contact Jeff Harvey, PHR at GMVYMCA to express your interest.

jharvey@gmvymca.org or (513)887-0001 ext. 24

Tuesday, April 21, 2009
8:30 a.m. to 1:30 p.m.
Great Miami Valley YMCA
Camp Campbell Guard
4803 Augspurger Road



BUTLER-WARREN SHRM SUPERIOR MERIT 2008

We are pleased to announce that, after submitting our 2008 Chapter Achievement Plans, Butler-Warren SHRM has once again earned a Superior Merit Award for 2008. Thank you to all of our members who made it possible.
Congrats!

YAHOO! hotjobs
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IT TAKES TWO
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YAHOO! hotjobs

Place your ad online or
call 1-866-901-HIRE.

For more information, click here:
<http://jobsearch.coxohio.com/>
or call 1-866-901-HIRE.

HR CERTIFICATION ASSISTANCE

On Wed., Apr. 25 (12 Noon ET), participate in the HR Certification Institute's Virtual Recertification Counselor session, where your general recertification questions will be answered.

Spring Testing Dates:

PHR/SPHR is May 1, 2009-June 30, 2009.

GPHR/CA is May 1-May 30, 2009.

Application late deadline Apr. 17, 2009. *Fees apply.

Are you in need of financial assistance to help you with earning your credentials? Click [here](#) to learn more.

TIPS FOR EARNING STRATEGIC MANAGEMENT RECERTIFICATION CREDIT

Year after year we are asked by both certificants and SHRM volunteers how to explain and earn strategic management credits.

Many SPHR credential holders believe that the only way to earn their required 15 hours of strategic management recertification credit is by attending conferences and seminars. But those are only two of many ways in which these credits can be earned. There are many other ways SPHR certificants can earn strategic management credit hours, and most require little to no cost!

Many projects that you or your SPHR chapter members are already doing may qualify for strategic management credit in the on-the-job category. The following offers examples of how other SPHRs have earned their strategic management credit hours. Please share these ideas with your members.

Four times a year, the HR Certification Institute offers a Virtual Strategic Management Counselor session in which we answer questions about earning strategic management credit. Here are some examples of activities that earned strategic management credit that were mentioned during these sessions:

- Developed a compensation philosophy to align with the strategic goal of the company.
- Attended a meeting titled “The State of Business in Indiana,” which reviewed and discussed the findings of a CEO survey on the state of business from the perspective of more than 200 CEOs.
- Created a leadership development program for employees from the college recruiting program that was aligned with the corporate succession planning program.

For a schedule of upcoming Virtual Strategic Management Counselor sessions or to review past sessions, [click here](#). Please share this schedule with your members at your next meeting.

In late 2007, the HR Certification Institute ran a Strategic Management Best Practices Essay Contest in which SPHR certificants were asked to submit essays illustrating strategic management activities they had performed. In each case, the certificant was able to tie his or her activity back to a specific responsibility statement in the strategic management section of the PHR and SPHR Body of Knowledge. [Click here](#) to review the winning entries on the HR Certification Institute’s website.

The HR Certification Institute also offers a searchable Online Directory of pre-approved strategic management activities. Certificants can search for activities by date, provider’s name, type of activity or location. Best of all: There are currently hundreds of activities from which to choose that have been pre-approved for strategic management credit. To review the Online Directory, [click here](#).

We hope you share these tips and resources with your certified members at your next chapter meeting.

Gayle Dahlman is Project Manager for the HR Certification Institute.

UPCOMING EVENTS

GCHRA Day at the Races

RSVP is required by Wednesday, April 1st so we can confirm the final total with the bus company.

Join GCHRA for a day of fun at Keeneland Race Track in Lexington, KY. You will have the opportunity to network and enjoy a day away from the office in the heart of the Bluegrass state. For more information on Keeneland, please click www.keeneland.com

When: Thursday, April 23, 2009

Time: Bus will depart a central meeting location in the Greater Cincinnati area at approximately 9:30 a.m., and return by approximately 6:30 p.m.

Cost:

- \$60.00 GCHRA Members
- \$60.00 EHCA Members
- \$60.00 NKY SHRM Members
- \$60.00 GCCBA Members
- \$60.00 Butler/Warren SHRM Members
- \$60.00 ERA Members
- \$60.00 CEBS Members
- \$60.00 NHRA Members
- \$60.00 HR Group 100 Members
- \$75.00 Non-Members



What's Included: Transportation via custom motor coach to and from Keeneland, reserved grandstand seating, race program, breakfast snack, box lunch and drinks and tons of fun! Please RSVP by Wednesday, April 1st

Please RSVP by copy and pasting the entire address listed below into your web browser:

<http://quest.cvent.com/i.aspx?1Q.P1.909EB038-3609-4A11-9837-F094EF985E>