

The Butler/Warren County Buzz



October 1 Monthly Meeting

BWSHRM PRESENTS:

Speakers: Deborah S. Brenneman
Cost: \$13.00 for members, \$15.00 for non-members
Date: Thursday, October 1, 2009
Time: 7:15 AM – Registration/Networking
7:30 AM – Breakfast
8:00 AM - 9:00 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.

Lilly Ledbetter Fair Pay Act of 2009: What's Next for Employers?

As a result of the Lilly Ledbetter Fair Pay Act, employers must review their HR, benefits and compensation practices to ensure that they are consistently applied, both at the time of hire and during tenure, in order to reduce the risk of potential liability resulting from the Act. This presentation will assist employers in both assessing their level of risk under the Act, and in identifying and remedying areas of concern. It will also look ahead to preview other expected legislative and regulatory actions on related labor and employment matters.

Deborah S. Brenneman is a partner in the Thompson Hines's Labor and Employment and Business Litigation practice groups. A graduate of Ohio University and University of Cincinnati College of Law, Debbie focuses her practice on representing management in all areas of employment law with an emphasis on preventive counseling and litigation. Her practice includes employment discrimination and wrongful discharge litigation; restrictive covenants; fair labor standards; employment and termination agreements; and commercial litigation. Debbie is admitted to practice before the Ohio Supreme Court, United States District Court for the Southern District of Ohio and Sixth Circuit Court of Appeals. She has practiced before state and federal courts in Kentucky, Idaho, Illinois, Kansas, Missouri and Wisconsin. Debbie currently acts as national employment counsel for a publicly traded company with subsidiaries in 48 states.

This program has been approved for (1) "General" re-certification credit hour toward PHR, SPHR and GPHR re-certification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for re-certification credit.

Please reserve your seat by **Monday, September 28th** by emailing Angela Sherrick at asherrick@generalrevenue.com or by calling 513-605-7402.

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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!



Commitment Counts. Ask Kathryn.

“Earning my certifications from the HR Certification Institute has brought my resume to the top of the pile and helped me become more established in the HR profession. My credentials are an external measure of my HR knowledge and allow my organization to trust that I have the information I need to make important decisions.”

Kathryn Johnson
GPHR, 2005 | SPHR, 2006

Start your commitment now.

Go to www.hrci.org and register for the certification exams to achieve your HR credentials.



WORKFORCE READINESS: How to Get Involved as an HR Professional

Activities You Can Do

- Coordinate Career Talks/Career Days/Career Fairs
Career Talks - students have employers and employees visit them in the classroom to explain the work in their industry, company, or job; Career Days/
Career Fairs- special events held to allow students opportunities to meet face-to-face with post-secondary educators, employers and employees, or human resource professionals to learn about education and work opportunities and to help students think about their interest /abilities in relation to potential careers.
- Set Up Workplace Tours
Workplace Tours provide students with structured and meaningful visits to worksites to talk with employees

and to observe the workplace and workplace skills in action.

- Participate in Job Shadowing At Your Company
Job Shadowing offers students with an up-close look at the world of work, providing them with the ability to spend time during the workday with an employee of a certain trade, craft or profession and/or offering the opportunity to observe the employee's application of specific worksite behaviors and skills.
- Student Internships
As part of a worksite learning experience for a specified period of time, students work for an employer on a specific task or project in order to become familiar with and learn about a particular industry or occupation, worksite skills and behaviors and their application to academics (or vice versa).
- Teacher/Guidance Counselor Externships
Externships provide educators with an avenue to experience and learn more about business environments to develop their knowledge of career opportunities and workplace skill requirements that can then be applied to reshape curricula, incorporate workplace competencies in the classroom setting and to better link classroom learning to the world of work.
- Mentoring
Mentors provide students with a trusted coach, guide, or confidant, either in or outside of the workplace, who supports the students in mastering systems, processes, behaviors and skills, instructs and challenges students to perform well and critiques their performance, working in consultation with teachers or youth organizations and the employer of the student.

LEGISLATIVE UPDATE

Greetings fellow HR Professionals!

As I'm certain you're aware, the CDC, in September this year, declared the Swine Flu (H1N1 virus) a pandemic covering all 50 states. As the season progresses, it is possible that your organization's workforce could be depleted by 40% or more at any given time, and the impact and recovery could last 18 to 24 months (depending on the amount of time the disease takes to run its course).

Current assumptions about a pandemic's duration push the boundaries of most existing attendance policies, therefore, organizations must thoroughly examine their HR practices and policies, refining and/or implementing policies that address the long timeline of the pandemic. This article, with excerpts taken from Reference Guide for HR Pandemic preparedness, addresses issues surrounding attendance and time off policies. Please send any and all requests for the guide in its entirety to BWSHRMLegislativeAdvocate@yahoo.com.

Be well, and enjoy the fall season!

Jackie Cordell, PHR
Legislative Advocate, B/WSHRM Chapter

Attendance Policies

During a medical crisis, you don't want sick or infected employees reporting to work. Additionally, you may not have the luxury of terminating employees who are absent, even for an extended period. Your attendance policies need to be examined as people may be asked to stay at home, or may choose to do so to care for sick relatives or because of fear of being exposed themselves.

Questions for Consideration: Keeping Employees Away From the Workplace

- If an employee exhibits signs of the flu, can the employer order him/her to leave work or work from home? If so, will the employee be paid during the absence?
- If the employer orders an employee to leave work, will the employee be placed on administrative leave, or be required to use his/ her annual or sick leave? If the employee refuses, will the employee be terminated?
- If the employer suspects an employee is ill or contagious, may the employer prohibit the employee from reporting for work or returning to work?
- May the employer require an employee to have a medical exam or physical, or prevent an employee from returning to work until the results of an exam or physical show the employee is not contagious?

Requiring Employees to Work

- If emergency preparedness plans are activated and a designated employee is sent to an alternative worksite, may a designated employee refuse to go?
- Will an employee who has direct contact with the public be required to report for work and perform the normal duties of his or her position? If an employee refuses, will the employee be fired?
- May an employee leave work or refuse to report for work because he or she is afraid of contracting the flu from co-workers?
- May an employee refuse to use required safety equipment (e.g. masks)?
- May an employee refuse to report for work if he or she believes it is unsafe, even though the threat of contracting the flu has subsided?

- How will attendance policies be enforced?
- May an employee work a flexible work schedule in the event of a pandemic?
- Can management mandate an alternative work schedule?

Sick / Vacation/ Paid Time Off

Employers must now consider either modifying their existing policies or extending time lines to address longer absences. In the wake of a pandemic, an employee may use any or all accrued sick leave when he or she is unable to perform his or her duties due to illness or when he or she would, as determined by the health authorities or a health care provider, jeopardize the health of others because of his or her exposure to a communicable disease. Many companies plan for fixed periods of planned leave (e.g., vacation, personal days), time off for illness, and unexpected time off for special circumstances (family medical leave, bereavement leave). A pandemic has the potential to test the limits of each. With each wave, a family may have one or more individuals who become ill, requiring a parent to use leave for his or her own illness plus that of children. **Requirements for doctor approval to return to work may be impractical**, and leave days may be quickly exhausted. Many employees may be afraid to come to work or they may have a sick family member, creating a higher absentee rate. **With a potentially higher mortality rate than seasonal flu, bereavement leave benefits may also become exhausted or create conflicts for employers dealing with severe absenteeism.**

Questions for Consideration:

- What are an employee's leave options if diagnosed with a communicable illness?
- May an employee take sick leave if he/she has been exposed to a communicable illness? If an employee is afraid of catching the flu and doesn't want to come to work, what are his/her leave options?
- A family member has the flu, or complications from the flu and an employee must care for him or her. What are the leave options?
- If an employee exhausts all of their annual and sick leave, what are his/her options?
- An employee's child's school has been closed because of the flu pandemic. The child is not sick, but your employee cannot find a babysitter. What are his/her leave options?
- A family member died due to complications from the flu. An employee has to make arrangements for and attend his/her funeral. What leave options are available?
- May an employee who is not sick call in sick because he or she is afraid of contracting the flu?
- May an employee call in sick after the employer has canceled annual leave and ordered the employee to report for work?
- If a "use or lose" annual leave policy exists and all scheduled annual leave is cancelled until further notice due to a pandemic influenza, will the employee be forced to forfeit "use or lose" annual leave?
- May an employee receive donated annual leave from coworkers to care for a sick family member?
- Must all annual and sick leave be used before requesting donated leave from coworkers?

GET INVOLVED- HRVOICE YOUR LINK TO POLITICAL ACTION



SHRM understands how vital member participation is to advancing the profession. The SHRM Member Advocacy program is designed for HR professionals to participate and influence federal/state public policy and regulatory efforts. As a member advocate for the HR community, it is important that you keep your elected officials informed on how public policy issues can affect employees, employers, and the HR profession as a whole.

SHRM provides its members with several avenues that let their voices be heard. Our Relationship Building Activities with public policymakers include:

- [**HRVoice - Write Your Elected Official**](#)
- [**Day Inside the Beltway \(DITB\)**](#)
- [**Day Inside the District \(DITD\)**](#)

BWSHRM encourages members to let your elected officials know where they stand by taking advantage of letter writing opportunities. If you have questions about letter writing you can follow the link above our contact our BWSHRM Legislative Advocate Jackie Cordell at bwshrmlegislativeadvocate@yahoo.com.