
The Butler/Warren County Buzz



December 2 Monthly Meeting

BWSHRM & OEC PRESENTS:

Speakers: Dr. Dewett

Cost: \$35.00 for members, \$50.00 for non-members

Date: Thursday, December 2, 2010

Time: 7:15 AM – Registration/Networking

7:30 AM – Breakfast

8:00 AM - 12:00 AM - Presentation

Location: [Wetherington Country Club](#)



Strategic Leadership Ideas for World Class Results: A Few Essential Leadership Truths

Leadership has been studied and written about for thousands of years, yet we still seem to know little. The powerful idea has become too complex, often too esoteric, and has lost much of its impact in practice. Join Dr. Dewett for a lively discussion of leadership that will strip away the complexities and focus on the simple fundamental ideas that bring leadership to life. Learn why leadership starts with you (not "them"), discover the essence of motivating others and find out the truth about conflict at work. To build your leadership skills and deliver world class results, you have to nail these building blocks of leadership practice.

1. Participants will understand why leadership inevitably begins within the leader - not the follower. Above all else this requires knowledge of personal goal setting and individual values.
2. Participants will understand why motivating others requires letting go of traditional notions of power. Motivation is maximized when you see and interact with employees as individuals.
3. Participants will understand the role of positive conflict at work. In addition, they will learn why unproductive conflict cannot be tolerated at work and what to do about it.

This seminar features Dr. Dewett; he is a leadership expert – and professor, author, speaker, trainer, consultant, and Harley nut. He is a former big box consultant turned academician turned talking head. His job is to develop and inspire people in organizations. Dr. Dewett's credentials include a BBA from the University of Memphis, an MBA from the University of Tennessee, and a PhD in Management from Texas A&M University. He has trained or spoken to thousands of professionals and has been quoted in the *New York Times*, *BusinessWeek*, CNN, and hundreds of other outlets. Find him at his home on the web at www.drdebett.com.

This program has been approved for (4) "Strategic" recertification credit hour toward PHR, SPHR, GPHR recertification through HR Certification Institute.

We hope you can join us on Thursday, December 2nd, 2010 at Wetherington Country Club. Please reserve your seat by Monday, November 29th by emailing Angela Sherrick at angela.sherrick@pac.com or by calling 513-217-3208.

Message From the President

At the end of the year, we are naturally inclined to review our accomplishments of the past 12 months. Did we set attainable goals? Did we achieve our aims? Did we make a difference at home, at work, in the community? Where were we right on the mark and where did we miss by a mile? What have we learned from our experiences that we can use to go forward into the next year and take a step up? Where do we go next?

The end of this year marks an end – of my 2 years as President of Butler Warren SHRM. It has been a very challenging time, coinciding with my assignment to a global SAP implementation that took me on the road most of my time. The success of the chapter during this time rested heavily on the most excellent support team of our Board of Directors, whom I wish to thank most heartily. I especially want to recommend the efforts of Angela Sherrick, our Vice-President, who begins her term as President in January, 2011. Her support and that of Kristi Cain, our immediate Past President have been essential during this time, and have led us to remaining a very successful professional organization. You as members are fortunate to have a hard-working and dedicated Board.

With the assistance from my team, I believe we can arrive at many positive answers to the questions whirling around this year-end. And in looking to the next year, I believe we are well positioned to move B/W SHRM forward.

Many thanks to all of the members who have supported us. Have a very safe and happy holiday season. We are looking forward to an even more fulfilling year in 2011.

Linda Stryker, PHR
President

Interested in being a part of the 2011 BWSHRM Board of Directors?

The positions of College Relations Advocate and Certification Advocate are open. Please contact Angela Sherrick at angela.sherrick@pac.com or by calling 513-217-3208 for more information.



Did you know BWSHRM has a Linked-In group? To join our group visit <http://www.linkedin.com> and search for "Butler/Warren SHRM" under groups. We hope that we can use this tool to better connect our community of HR professionals.

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Open

Safe Harbor: Where GINA and the FMLA Intersect

By Marc L. Fleischauer, J.D., SPHR

The final rules under Title II of the Genetic Information Nondiscrimination Act of 2008 (“GINA”) were published by the EEOC on November 9, 2010. One issue these regulations attempt to resolve is the possible tension between (a) GINA’s prohibitions against employers acquiring their employees’ genetic information – which can include information as mundane as family histories of certain diseases – and (b) the FMLA’s affirmative requirement that covered employers request and respond to employee medical certifications for the purpose of determining whether workplace absences are protected. If you are a FMLA-covered employer, you should be particularly aware of how GINA affects your leave systems.

Physician responses to routine FMLA medical certification requests frequently include information about family medical histories and other genetic information, although such information is rarely if ever required for an employer to make an appropriate FMLA leave designation. The GINA regulations provide employers with needed guidance, including a “safe harbor” provision that should be appended to all FMLA medical certification requests starting January 10, 2011, at the latest, when the GINA regulations become effective.

GINA’s statutory prohibition on acquiring genetic information is subject to an exception for information that is “inadvertently” obtained. The final rules provide an avenue to bring within the definition of “inadvertent” any genetic information that is shared in response to an employer’s request for a medical certification of a potential serious health condition under the FMLA. However, in order for the protection to apply, the employer must first notify the employee and the employee’s health care provider that genetic information is not being requested. The EEOC provides “safe harbor” language that, if implemented, creates legal protection for employers who acquire genetic information inadvertently provided by health care providers.

The following language offered by the EEOC may be added to otherwise appropriate FMLA medical certification requests by attaching it as an addendum:

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. “Genetic Information” as defined by GINA includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

The regulations make clear that the “inadvertent disclosure” defense is available even to employers who fail to use this safe harbor language, if they can establish that the genetic information was provided by a physician in an “overly broad response ... to a tailored request for medical information.” However, we recommend that at least by January 10, 2011, employers append the EEOC’s exact safe harbor language to FMLA medical certification requests to avoid any costly misunderstandings.

Marc L. Fleischauer, J.D., SPHR, is a BWSHRM member and an employment lawyer with Porter Wright Morris & Arthur, LLP. Contact him with questions at 937-449-6720 or at mfleischauer@porterwright.com.

MEMBERS IN TRANSITION

BWSHRM would like to say thank to all of our members for their partnership with BWSHRM in serving and advancing the profession. We know that the current economy has been particularly difficult for our members in transition, with that in mind, BWSHRM meetings are free to members who are currently in transition. Please let us know when you rsvp if you are in transition and would like to take advantage of this special offer.



Miami Offering Human Capital Analytics Course at VOA starting in January 2011

Are you a professional wanting to bring a more analytical way of managing, leading, and decision-making to your organizations? If you want to know whether programs related to safety, work-week scheduling, pay for performance, training, wellness, performance enhancement, pre-hire selection, turn-over reduction or other efforts provide a positive financial return, this is the right program for you. In this course you will not only learn the techniques, you actually apply them to a project from your organization with the guidance and advice of an expert.

Having guided more than 70 Human Capital Analytics projects with over 40 organizations since 2005, Professor Joshua Schwarz (PhD Cornell University) is offering to the public his expertise and approach to financially evaluating human capital projects and programs.

Human Capital Analytics will be offered at Miami University's Voice of America Learning Center between Cincinnati and Dayton. Classes will be held Monday nights 6:30-9:30, from January 24, 2011 through April 4, 2011. For more information on the course and registration information [click here](#).

This program, has been approved for 27.5 (Specified-Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org."

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the pro-gram. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



HRCI Update- 2011 Test Schedule and Exam Fees

Our computer-based exams are administered twice a year at test centers throughout the world.

Testing centers fill up quickly (particularly at the end of each exam testing period) so apply and schedule your exam early. If you wait until the exam period starts, you might not even be able to schedule an exam appointment at all. This happens rarely, but if it happens to you, you may withdraw from the exam and apply for a 50 percent refund of your exam fee.

2010 Exam Application Submission Dates

| | Testing Dates | Applications Accepted | Late Applications Accepted* |
|--------------------------------|----------------------------|-------------------------------|-----------------------------|
| Spring | | | |
| PHR/SPHR | May 1-June 30, 2010 | Jan. 11, 2010 - Mar. 12, 2010 | Mar. 12 - April 16, 2010 |
| GPHR/CA | May 1 - June 2, 2010 | Jan. 11, 2010 - Mar. 12, 2010 | Mar. 12 - April 16, 2010 |
| CA -- Special Administration | June 30, 2010 | May 20, 2010 | N/A |
| GPHR -- Special Administration | July 1, 2010 | May 20, 2010 | N/A |
| Winter | | | |
| PHR/SPHR | Dec. 1, 2010-Jan. 31, 2011 | July 12, 2010 - Oct. 8, 2010 | Oct. 9 - Nov. 12, 2010 |
| GPHR/CA | Dec. 1-31, 2010 | July 12, 2010 - Oct. 8, 2010 | Oct. 9 - Nov. 12, 2010 |

*A US\$50.00 late fee is applied to all applications submitted during this time.

SHRM Member Rates

To receive the reduced national SHRM member rate, you must have a current SHRM membership and provide your SHRM membership number on the application when you submit it.

Optional Service Fees

- Exam Level Change (PHR to SPHR) U.S. \$125 (You may change exam levels only once in an exam period)
- Review Exam Scores U.S. \$50
- Duplicate Score Report/Replacement Certificates U.S. \$25
- Optional service fees are not refundable.

Fees

| | PHR | SPHR | GPHR | PHR-CA/SPHR-CA |
|-------------------|---------|---------|---------|----------------|
| Price | US\$300 | \$US425 | US\$425 | US\$325 |
| SHRM Member Price | US\$250 | US\$375 | US\$375 | US\$275 |

All prices include a US\$75 nonrefundable application fee.

A US\$50 late fee will be applied on applications received after the regular deadline.

Students/recent graduates pay a reduced fee. The balance of the PHR and/or GPHR exam fee is required upon meeting experience and graduation requirements.

HR CERTIFICATION EXAM ELIGIBILITY REQUIREMENTS IN 2011

PHR® SPHR® GPHR®

The eligibility requirements for the Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®) and Global Professional in Human Resources (GPHR®) exams are changing starting with the May/June 2011 exams.

The last PHR, SPHR and GPHR exams to be administered under current eligibility requirements are during December 2010–January 2011 exam administration.

| PHR EXAM ELIGIBILITY REQUIREMENTS IN 2011 | CURRENT PHR EXAM ELIGIBILITY REQUIREMENTS |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• Minimum of 1 year of demonstrated professional (exempt-level) HR experience with a master's degree or higher.• Minimum of 2 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree.• Minimum of 4 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree. | <ul style="list-style-type: none">• Minimum of two years of professional (exempt-level) HR experience.• At least 51% of your daily work activities are within the HR function. |
| SPHR EXAM ELIGIBILITY REQUIREMENTS IN 2011 | CURRENT SPHR EXAM ELIGIBILITY REQUIREMENTS |
| <ul style="list-style-type: none">• Minimum of 4 years of demonstrated professional (exempt-level) HR experience with a master's degree or higher.• Minimum of 5 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree.• Minimum of 7 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree. | <ul style="list-style-type: none">• Minimum of two years of professional (exempt-level) HR experience.• At least 51% of your daily work activities are within the HR function. |
| GPHR EXAM ELIGIBILITY REQUIREMENTS IN 2011 | CURRENT GPHR EXAM ELIGIBILITY REQUIREMENTS |
| <ul style="list-style-type: none">• Minimum of 2 years of demonstrated global professional (exempt-level) HR experience with a master's degree or higher.• Minimum of 3 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree. Two of the 3 years experience must be in global HR.• Minimum of 4 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree. Two of the 4 years experience must be in global HR. | <ul style="list-style-type: none">• Minimum of two years of professional (exempt-level) HR experience.• At least 51% of your daily work activities are within the HR function. |

ONLY ONE TESTING SESSIONS REMAIN BEFORE EXAM ELIGIBILITY REQUIREMENTS CHANGE!

The new exam eligibility requirements will begin with the spring 2011 testing window (May–June 2011). The last PHR, SPHR and GPHR exams to be administered under current eligibility requirements are in December 2010–January 2011.

FREQUENTLY ASKED QUESTIONS

Q: Why are the PHR, SPHR & GPHR exam eligibility requirements changing?

A: The exam eligibility requirements are changing to reflect changes and needs of the HR profession. The changes were made based on recommendations from over 14,000 HR professionals, business leaders, students and academicians. The new eligibility requirements will better align with the candidate profile which shows the level of practical experience and HR knowledge needed to perform successfully on the exam.

Q: How is “demonstrated HR experience” defined?

A: If a candidate's title is not on the approved position title list, a candidate must demonstrate that:

- Activities are at the professional (exempt-level), and
- At least 51% of his or her daily activities are with the HR function, OR
- An individual has direct supervision of those who deliver HR services.

Q: What is the definition of “professional level” work?

A: To be recognized as working at a “professional level” the experience must include:

- Independence of actions – relates to the amount of planning, self-direction, decision-making and autonomy involved in the work experience;
- A depth of work requirements – relates to the extent to which work experience requires data-gathering, analysis and interpretation;
- A level of interaction – the degree to which the individual interacts with a broad spectrum of contacts, including decision-makers; and
- Responsibility for work outcome – the accuracy and extent to which the individual is held accountable for his/her work and decisions.

Q: How is “global HR experience” defined?

A: Global HR experience is defined as having direct cross-border HR responsibilities for two or more countries or regions. An applicant who works for a company that operates in two or more countries but who does not have hands-on international HR responsibilities for at least two of those countries would not be eligible to sit for the exam.

Q: How will the new eligibility requirements impact students?

A: Students will not be eligible to sit for the exams unless they meet the exam's new eligibility requirements.

Q: My bachelor's (or master's) degree is not in HR. Does that matter?

A: No, the degree requirements do not stipulate a specific area of study. However, because the exams are both experienced- and knowledge-based, your specific area of study can make a difference in your exam performance.

Q: I am interested in taking the California certification exam. What are the eligibility requirements for that certification?

A: To be eligible for the California certification you must already be certified as a PHR or SPHR.

Q: If I want to recertify in 2011 (or later) by retaking the exam, do I need to meet the new eligibility requirements?

A: Yes. Current certificants who wish to recertify by taking the exam in 2011 or later will have to meet the new eligibility requirements that go into effect in 2011.

Q: Where can I go for more information?

A: Contact the HR Certification Institute:

The web: www.HRCI.org

Email: info@hrci.org

Call: 1-866-898-4724

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Email: info@hrci.org
Web site: www.hrci.org





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