

The Butler/Warren County Buzz

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PORTER WRIGHT MORRIS & ARTHUR LLP



Butler-Warren Society for Human Resource Management Legislative Update Meeting

June 3, 2010

Where:

Wetherington Golf & Country Club
7337 Country Club Lane
West Chester, Ohio 45069

When:

Thursday, June 3, 2010
Breakfast: 7:30 – 8:00 a.m.
Meeting: 8:00 – 11:00 a.m.

Cost:

\$20.00 for members, \$35 for non-members, payable to BWSHRM

Please RSVP by:

Monday, May 31, 2010 to Brittany McIntyre at BMcIntyre@amtexna.com

Directions:

Take I-75 to Tylersville Rd. exit and turn west. Go to the entrance of Wetherington Homes, just past Shell station and Encore Café. Turn right onto Wetherington Drive and follow to stop sign. Turn right, then a quick left on Country Club Lane. Follow road to Club parking lot.

This meeting has been pre-approved for 3.0 hours of general recertification credit through HRCI.

Topics:

2009 HIRE Act

- Learn more about the new tax credit for hiring unemployed workers

EEO Trends

- The latest EEO trends, including new, tougher enforcement efforts by the EEOC
- Age discrimination in hiring
- Spike in retaliation claims
- Title VII and ADA updates
- Employment Non-discrimination Act (ENDA) gender identity legislation and its impact on your gay, lesbian and transgender employees
- Genetic Information Non-discrimination Act (GINA) and what your organization needs to do to comply.

Reductions in Force

- Worker Adjustment and Retraining Notification Act (WARN)
- How to manage through high unemployment and underemployment, and the growing use of contingent workers

Social Networking, Texting & Blogging

- Trends and Impact on the Workplace
- Title VII and collective bargaining implications
- Information protection
- Workplace policies

Presenters:

Marc L. Fleischauer, Esq., SPHR, Partner, Porter Wright
Rachel E. Burke, Esq., Of Counsel, Porter Wright
David T. Croall, Esq., Partner, Porter Wright

MESSAGE FROM THE PRESIDENT

As HR professionals, an important part of our jobs are to develop and deploy Performance Management systems and programs. Even as we strive to do the right thing for both the employees and the business, it seems that sometimes we cannot win. Here is a controversial article that I found in the NY Times that may be of interest.

Linda P. Stryker, PHR
President

<http://well.blogs.nytimes.com/2010/05/17/time-to-review-workplace-reviews/>



*Psychologically Healthy
Workplace Award*

**APPLICATIONS NOW BEING ACCEPTED FOR STATEWIDE
PSYCHOLOGICALLY HEALTHY WORKPLACE AWARD**

Do you know or work for an organization that has great policies in place regarding employee growth, recognition, work life balance and health and safety? They could be the Ohio Psychological Association's (OPA) next Psychologically Healthy Workplace Award winner!

OPA is now accepting applications for its eighth annual Psychologically Healthy Workplace Awards. This award recognizes businesses and organizations that demonstrate a commitment to the psychological health and well-being of its employees.

"There are many benefits to having a psychologically healthy workplace including financial savings, greater job satisfaction and recruiting advantages for companies," said Robin Graff-Reed, Ph.D., chair, OPA Psychologically Healthy Workplace Committee. "We are proud to honor those workplaces that make its employees' lives less stressful and hope other organizations take note."

Twenty Ohio organizations have been honored as past recipients.

Awards will be given to up to six companies, one each in the categories of large, medium and small for-profit companies, and large, medium and small not-for-profit companies. Companies statewide are encouraged to apply. Each applicant will be judged on criteria including:

- Work-Life Balance: Family support options, including opportunities for child care and elder care assistance, flexible work arrangements, options for leave beyond the Family and Medical Leave Act and family problem resolution
- Employee Recognition: Organization awards employees for hard work through bonuses, awards or verbal acknowledgement
- Employee Involvement: Level of employee involvement in regard to decision-making, feedback, tasks, problem solving and the work environment
- Employee Growth and Development: Employee growth and development opportunities, such as tuition reimbursement or in house training, and efforts develop supportive supervisors who are responsive to work/family needs, diversity and performance appraisals
- Health and Safety: Provision of a work environment that is physically safe, and promotion of employees' physical health and wellness

Employers may go to www.ohpsych.org/workplace.aspx to apply for the award, call (800) 783-1983 or e-mail kcrabtree@ohpsych.org for more information. Deadline for entries is Sept. 1, 2010. Winners will be honored at a special awards luncheon on Nov. 10, 2010 at the Crowne Plaza North, Columbus.

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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!

FOUNDATION UPDATE

SHRM Foundation News: Research on Human Capital Challenges

As a SHRM member one sometimes wonders what the SHRM Foundation does with the money they collect. One of the many things they do is support relevant HR research.

The SHRM Foundation recently released a study that concluded that “finding and retaining the best talent” is the most critical challenge facing America’s chief executives and their organizations. The results of this study are being used by the SHRM Foundation to design tools and resources to help organizations address many of the future challenges that research participants identified. The research revealed that the five most significant future challenges facing companies (regardless of size, location, or industry) were:

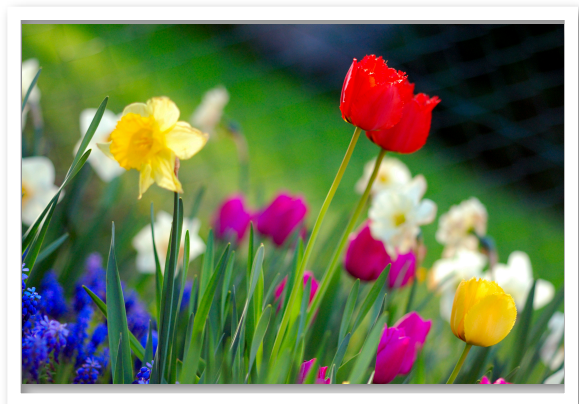
- 1) succession planning;
- 2) recruiting and selecting talented employees;
- 3) engaging and retaining talented employees;
- 4) providing leaders with skills to be successful; and
- 5) rising health care costs.

Some may argue that these really cannot be the most important issues facing companies in these tough economic times, but you have to keep in mind that this is what successful companies are truly doing. For more information on this topic I encourage you to visit the SHRM Foundation website to read the full report (www.shrm.org/foundation/07chro.pdf).

Thomas Mobley, SPHR
Foundation Director

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.



MAY 2010 DIVERSITY MEETING RECAP

Our May meeting, The Competitive Advantage of Being Inclusive, was presented by Eric Ellis, President/CEO of [Integrity Development Corporation](#). The presentation highlighted that an organization's success cannot come from only having a diverse workforce. The organization must take it one step further by valuing and engaging individuals with unique talents, skills and backgrounds. Eric identified how we can all be diversity and inclusion (D&I) critical thinkers through being thoughtful versus reactionary; understanding the validity in opposing views; recognizing the complexity of D&I; recognizing your own biases and how they can potentially negatively impact others; and improving the quality of solutions. We are pleased this was approved for HRCI strategic credit!

We hope to see everyone at our June 3rd meeting.

Michelle Smith
Diversity Advocate



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.

HRCI UPDATE

Certification Matters

[Tips for Using Our New Web Site](#)



We are excited about the new hrci.org and what it has to offer. Along with our new look, we have provided several useful features to assist you in finding the information you need in a timely and effective manner.

No need to search for where to login. The new login box will be located on the bottom right margin of every page. You can't miss it. Whether you are logging in to apply for an exam, adding recertification activities, submitting continuing education activities for pre-approval or commenting on our new blog, Certification Matters, you may do so from any page on the site.

Remember, once you are logged in, you will need to return to the login box where you will find a personal welcome message and select "CLICK HERE" to enter your Online Profile, Organization Account and/or the Directory of Certified HR Professionals.

Use the site map located at the bottom of every page to guide you to the information you are looking for. Within the site map, you will find a "bread crumb trail" that will confirm your current site location.

Pages that contain essential information will also have a related links area located above the site map. These links will provide you easy access to other relevant content areas and give you a bigger picture view without requiring any further searching.

If you are coming to hrci.org to download forms, handbooks or any other materials, skip the search and go directly to "Resources," our library of all downloadable materials available on the web site.

Eliminate the search at our new hrci.org. You will discover that there is more than one way to find what you need. Choose the method that works best for you.

Let us know what you think about our new web site at website@hrci.org. We look forward to hearing from you.

Nona A. Chigewe
Marketing Coordinator

SAN DIEGO

A New Time for Growth,
A New Focus on HR

SHRM® 62nd Annual Conference and Exposition

June 27–30, 2010

San Diego Convention Center
San Diego, Calif.



“I don’t know how you
make it better each year,
but you do. San Diego is
an excellent venue.”

2009 SHRM Annual Conference
attendee

“You do an AMAZING
job with this conference.”

2009 SHRM Annual Conference
attendee

FULL- CONFERENCE PRICING	SHRM MEMBER	NON- MEMBER
1/16/2010 – 4/16/2010	\$1,250	\$1,665
4/17/2010 – 5/28/2010	\$1,360	\$1,775
After 5/28/2010	\$1,475	\$1,890

Register Now!

Gather with some of the greatest minds in human resources, academia, business, globalization and leadership. Learn real strategies and techniques for improving your work and your workplace. This conference provides an exceptional array of benefits to you and your career.

World Class Education

More than 150 concurrent sessions. More than any other HR conference. The educational program planned for San Diego has something for everyone, at every stage of their career. We have developed a vast array of exceptional educational opportunities, which are designed to maximize your potential—certificate programs, business focused and executive education programs.

Exceptional Networking

Share best practices with peers facing the same HR challenges. Interact with prominent business leaders. Networking at the annual conference is sure to play a key role in building your career.

The SHRM Exposition

With more than 650 companies, the SHRM Exposition is one of the largest forums in the world for HR professionals to interact with leading-edge product and solutions providers. But the Exposition Hall is much more than an exhibit space; it’s a place to mingle with your colleagues and to hear, see and experience new ideas in a fun and dynamic environment.

Keynote Speakers



Steve Forbes, *Editor-in-Chief, Forbes*

Editor-in-chief of business magazine *Forbes* as well as president and chief executive officer of its publisher, Forbes Inc.



Al Gore, *Former Vice President*

Former Vice President Al Gore was inaugurated as the forty-fifth vice president of the United States on January 20, 1993, and served eight years. During the Administration, Al Gore was a central member of President Clinton’s economic team. Al Gore has been a fixture in American life for a generation. He inspired the world as a recipient of the Nobel Peace Prize. His Academy Award-winning documentary, “An Inconvenient Truth,” probed the issue of climate change and motivated followers worldwide. At the dawn of a green decade, Vice President Gore will craft a vision for a more vibrant, energy-efficient future at this year’s SHRM Annual Conference.



Marcus Buckingham, *Motivational Speaker*

Hailed as a visionary by corporations such as Toyota, Coca-Cola, Wells Fargo, Microsoft and Disney, Buckingham has helped to usher in the “strengths revolution,” persuasively arguing that people are dramatically more effective, fulfilled and successful when they are able to focus on the best of themselves.



Angelia Herrin, *Moderator*

Herrin will be moderating a deeply informative panel of high-profile C-suite level executives from a variety of industries in a discussion that will highlight their challenges, victories and strategies as they crafted the role that HR plays within their organization and industry.

Panelists

Shannon Deegan, *Google, Inc.*

Michele Toth, *Northrop Grumman*

Conrad Ventz, *Deutsche Bank AG*