
The Butler/Warren County Buzz

March 23 Student Chapter Meeting



BWSHRM and Miami University SHRM PRESENT:



Speaker: Steve Browne, SPHR

Cost: TBD

Date: Tuesday, March 23, 2010

Time: 6:15 PM – Registration/Networking

7:00 PM – 8:00 PM Dinner and Presentation

Location: [Miami University Shriver Center](#), Oxford Campus

“HR Unplugged”

“ Does the profession of HR seem layered, convoluted and a giant maze? How do we make sense of it while trying to lead or manage all of it?”

Come to the joint meeting of the Butler/Warren SHRM and the Miami University Student SHRM chapter to hear Steve Browne, SPHR and Executive Director of HR for LaRosa’s, Inc., strip things down in “HR Unplugged.” This will be a candid look at the field of Human Resources from a practitioner’s point of view.

Steve is one of the most connected, passionate HR professionals you’ll ever come across. You should make sure to be a part of this program to hear this “reality check” about the current and future state of HR !! It will be sure to be lively, fun and interactive !! You don’t want to miss this !!

Additional details regarding the meeting will be communicated via email as they become available. We hope you can join us on Tuesday, March 23rd, 2010 at Miami University Shriver Center. Please reserve your seat by Friday, March 19th by emailing Angela Sherrick at asherrick@generalrevenue.com or by calling 513-605-7402.

MESSAGE FROM THE PRESIDENT

March has been the month we have traditionally put the spotlight on our SHRM Student Chapter – we are affiliated with Miami University. We have found that these students are very interested in gaining experience and insight to the business community, both to enhance their educational experience and to research professional opportunities upon graduation. On top of the growth opportunities, this can be a fun and exciting part of life.

Both of our chapters have attained Superior Merit Awards in past years; we have co-hosted monthly meetings, provided internships and had student teams come in to address selected business problems and present solution results to top management. All of these activities help both parties to meeting achievement goals, but there is much more we could partner on, to achieve both business and personal goals.

Things B/WSHRM could help the students with are: find raising activities, succession planning, website content and development, support for scholarships, job opportunities and attendance at the SHRM student games. The SHRM website has a section solely devoted to support of Student chapters where all parties can better understand the goals for the student chapter; [click here](#) to view.

We need your ideas & involvement. If you have an interest in helping to develop the next generation of HR business partners, let us know. We can expedite the connection between our two chapters.

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President

President

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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!



State Council Update Lobby Day 2010



State Council Member s,

On behalf of the Governmental Affairs Committee, I am proud to report that planning is well underway for Lobby Day 2010. Please mark your calendars for **Tuesday, April 20, 2010**.

Lobby Day will once again be held at the Riffe Center in Columbus. More details and registration information will be sent out in a couple weeks.

In the meantime, we're also taking this opportunity to have an open call for speakers. Attorneys and legal experts who might have an interest in presenting at Lobby Day are encouraged to contact me and secure a time slot. Those interested in presenting, must have experience presenting in front of large groups, have references and – as all of you know – must be able to educate our HR Community through invigorating means.

Topics are being developed, but we're also open to suggestions based on speakers and their areas of expertise.

Speakers and/or topic recommendations can be sent to ckwasniewski@windstream.net for consideration.

Chapter Presidents, please be sure to share this message with your membership.

Thanks,
Craig Kwasniewski
Governmental Affairs Director

HRCI UPDATE

Spring 2010 Testing Window: May 1 - June 30, 2010.
Application Registration Now open!

HR Certification Benefits

Want to learn more about the benefits of achieving your HR certification? View the video below to hear your fellow HR peers speak to the value of certification and how they have benefited from their credentials. You may also download our [certification flier](#) for detailed information on the HR Certification Institute's certification exams. Commit to a higher standard [Watch Video Now](#).

Please note, there has been a date change to the GPHR and California certification exams. Instead of May 1 – May 31, 2010, it is now **May 1 – June 2, 2010.*

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 TWO 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

HR Certification Institute
1800 Duke Street
Alexandria, Virginia, USA 22314
US Toll Free 1.866.898.4724
Phone +1.703.535.6000
Email: info@hrci.org
Web site: www.hrci.org



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DIVERSITY BEST PRACTICES: BUILT TO LAST

Greetings fellow Chapter Members!

Wow! What a roller coaster of a political year it's been thus far, and we're still in the first quarter! Unfortunately, or fortunately, depending on your point of view, not a whole lot has been accomplished beyond the usual gridlock in Washington. Let's hope the tide turns to one of more bi-partisanship and progress in the coming months leading up to November.

New for 2010, check out the [SHRM Advocacy Action Center](#). It contains Legislative Alerts and all the tools you need for letter writer, personalized to you, right at your finger tip (see the screen shot and a link to the site at the end of this article).

Mark your calendars for June 3, 2010. That's the date for the annual Legislative Meeting at the Wetherington Country Club. Keep an eye on the Newsletter, my LinkedIn page, and Tweets (BWSHRMLegAd) for details.

Following is a very brief rundown on the status of some of the more prominent pending legislation affecting HR and the business community.

Have a great March, Everyone!

Jackie Cordell
Legislative Advocate

Jobs Bill

40 Billion package passed in House. Up for vote in the senate last week in February. Contains a tax credit for new hires.

- 20 percent tax credit for companies with fewer than 100 employees that hire a new employee;
- 15 percent tax credit for larger companies.
- Capped at \$350,000

Also contained in the bill are proposals to:

- Waive the Social Security payroll tax for any employer that hires a new employee in 2010; and
- Offer an additional \$1,000 tax credit in 2011 if the employee is kept on the payroll for 52 continuous weeks.

Please note that proposal would apply to private sector employees only, and any employer that had a lower total payroll in 2010 than in 2009 would have to forfeit the tax benefit. There is no unemployment extension contained in the bill.

Paycheck Fairness Act

Scheduled for hearing in the Senate on 11 March 2010



For more information, click here:
<http://jobsearch.coxohio.com/>

Healthcare Reform Debate

Likely to see smaller bill with stand alone measures

Employment Nondiscrimination Act

Enjoys bi-partisan support. Widely expected to pass in 2010

EFCA

Latest reports from Capitol Hill indicate a compromise has been reached which would drop the card-check provision to make the bill more palatable to moderate Democrats and employers. This is not necessarily a victory for business leaders, however. In place of the card-check provision, the revised bill may require shortening the union election period to 5 to 10 days after only 30 percent of workers sign cards stating they favor having a union. The election period has traditionally been between 6 to 8 weeks. This would limit the time available for employers to educate employees about the risks and rewards of unionizing. Labor's concern over the union election process has also resulted in a proposed revision requiring employers to give union organizers increased access to company property. Additionally, senators are considering measures which would bar employers from requiring workers to attend information sessions that are seemingly "anti-union."

[New SHRM Advocacy Action Center](#). Take action on featured Legislative Alerts. Please note that your member log-in information is required to access this page.

VOLUNTEERS NEEDED

For the North Central Regional Student Conference and HR Games Academic Competition
Saturday, April 24, 2010
Purdue University - West Lafayette, IN
Volunteer Training: 9 a.m. - 11 a.m.
Preliminary Rounds(1 - 5): 11 a.m. - 3 p.m.

It is time to begin recruiting for the HRGames academic competition! We will need approximately 75-100 volunteers to help during the HRGames competition. We need certified professionals and non-certified professionals to help us during this event.

The HRGames is a fun way for students to share their HR knowledge. It is structured in a game show style match, with competition between teams of up to three undergraduate students from various colleges and universities in the region. The questions for the matches are divided into categories by HR competencies (i.e., Management Practices; Selection & Recruitment; Training & Development; Compensation & Benefits; Employee/Labor Relations; and Health, Safety & Security).

In each round, students select points and a category of questions. The question is read twice and the teams have 15 seconds to supply the correct answer. After a series of initial matches, teams with the best records participate in the championship rounds for first and second place.

We encourage you to volunteer. You can attend all programming, will have an opportunity to network with students and other volunteers, and will have lots of fun! To register for volunteering visit <http://www.i-volunteeronline.com/SHRMRegionalStudentConferences.asp>.

Steps to Register for Volunteers:

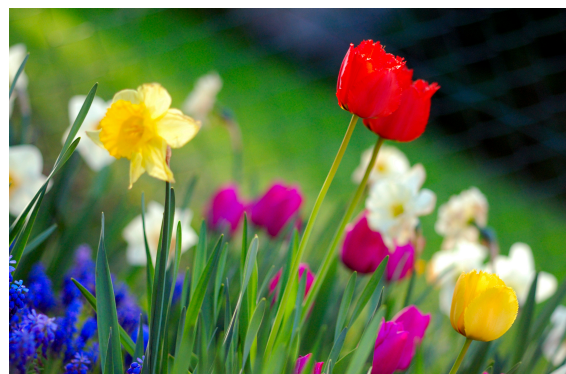
1. Select the North Central Region from the drop down menu, click Go.
2. Select your desired volunteer role (Judge, Presenter, Matrix Manager, Time Keeper, or Score Keeper).
3. Enter your name and contact information in the selected volunteer role and room.
4. Once your information is entered scroll down to the bottom of the screen and click "volunteer".
5. After you have registered you will receive a confirmation e-mail in your inbox. Click the link to confirm your registration. Please note: You may need to check your spam filters, the e-mail will come from "Maureen Flaherty-confirm@i-volunteeronline.com".

** If after you register you are unable to participate and need to cancel your volunteer registration please visit <http://www.i-volunteeronline.com/SHRMRegionalStudentConferences.asp>. Scroll to the bottom of the page, enter your e-mail address used to register and then click the Volunteer toggle. You will need to confirm the link sent to your inbox.*

As additional plans are made for the 2010 North Central Regional Student Conference information can be found online at <http://www.shrm.org/Conferences/StudentConferences/Pages/NorthCentralRSC.aspx>. This page includes the tentative conference schedule. Be a part of the North Central Regional Student Conference SHRM Connect group, <http://community.shrm.org/index.php?q=node/628>.

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.





**44th Annual Northern Ohio
Human Resource Conference
March 12, 2010
I-X Center**



Northern Ohio Human Resource Conference

Welcome to the 2010 Northern Ohio Human Resource Conference (NOHRC) LinkedIn Group. Held annually, NOHRC is the premier HR conference in Northeast Ohio.

“Release Your Brilliance” – Join us for the 44th Annual Northern Ohio Human Resource Conference (NOHRC) on March 12, 2010 at the International Exposition Center in Cleveland, OH. NOHRC is held annually and is sponsored by Cleveland SHRM.

We'll start the day with a power session featuring Dr Raul Saballos from the Cleveland Clinic. Dr Saballos will speak on “The Health of America depends on the Health of the Employee” – a terrific way to start off the conference!

We've expanded the number of speakers this year. Our late morning and our two afternoon sessions will have five speakers each - with topic tracks on Strategic HR, Talent Attraction, Compliance, Diversity, and Employee Engagement.

At lunch, you'll enjoy meeting Simon T Bailey – author of Release Your Brilliance - and the theme of our conference!

You'll certainly want to stay to the end of the conference as we'll end the day with two additional power sessions from Steve Browne and Ryan Estes.

Join us on March 12, 2010 to network, earn recertification credits, interact with a variety of exhibitors showcasing leading-edge products and services, visit our bookstore and more!

This program has been approved for 6.25 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

When

Friday, March 12, 2010 7:30 AM - 5:00 PM
Eastern Time Zone

Where

I-X Center
6200 Riverside Dr.
Cleveland, OH 44135
USA

Attire

Business Casual