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Message from the President – MARCH 9th SEMINAR

Our March 9th Seminar Meeting is Open to Businesses in Butler/Warren Counties and surrounding areas in addition to Human Resource Professionals. This Seminar covering the Effective Management, Understanding and Control of Leave of Absence Issues under the FMLA, ADA and State Law should be of interest to all area Employers.

WHO SHOULD ATTEND?

MANAGERS, SUPERVISORS & HUMAN RESOURCE PROFESSIONALS WHO WISH TO AVOID THE PITFALLS OF THESE COMPLEX ISSUES SHOULD ATTEND SPECIFIC TOPICS TO BE COVERED IN THIS SEMINAR INCLUDE:

- 10 STEPS EMPLOYERS CAN TAKE TO MORE EFFECTIVELY MANAGE LEAVE & RELATED ACCOMMODATIONS
- HOW TO IDENTIFY EMPLOYEES WHO ARE DISABLED UNDER FEDERAL & STATE LAW.
- A 3-STEP ANALYSIS FOR DETERMINING HOW MUCH LEAVE AN EMPLOYEE IS ENTITLED TO RECEIVE.
- ADDRESSING ADA REASONABLE ACCOMMODATION ISSUES POST-BARNETT
- THE INTERSECTION OF FMLA AND THE ADA

ABOUT THE SPEAKER: Attorney Peter K. Newman with the Cincinnati Law Firm of Greenbaum, Doll & McDonald, PLLC is a dynamic and interesting speaker who always takes the time to address questions & explain complex issues. Peter has extensive experience with the National Labor Relations Board in Washington, D.C. and as a Corporate Attorney for Kraft Foods in Chicago. An article about him was featured in the Sunday Business Section of the CINCINNATI ENQUIRER.

COST: Members \$50.00/person - Non-members \$55.00/person and \$30.00 for each additional person from the same company

TIME: 8:15 AM - Registration/Networking
 8:30 AM – Continental Breakfast
 9:00 AM – Noon SEMINAR

LOCATION: Beckett-Ridge Country Club

Directions to the Beckett-Ridge Country Club:

Take 75 to Union Center Blvd (exit 19), go west two miles to Beckett Road. Turn right and make another right to Beckett Ridge Blvd, course is on the right.

Please reserve your seat by Friday, March 4th by emailing Zoe McCain at premiumzoemccain@netzero.net or by calling (513) 829-7764.

DIVERSITY

What is the Proper Etiquette? How to Address Religious Leaders

The Tanenbaum Center for Interreligious Understanding has created a Religious Etiquette Guide to help navigate this sometimes difficult terrain. The guide covers a wide range of faiths and denominations. It provides information on how to address religious leaders in a conversation, in a letter, and on an envelope. Also, the guide lays out distinctions that exist between denominations and between male and female leaders.

For more details visit: <http://www.shrm.org/diversity/>

Upcoming Meetings for 2005

Date	Time	Topic
Mar. 9	8:15 AM	registration, 8:30 AM breakfast
	9:00 AM – 12 noon	Workshop – Peter Newman - Handling disability claims, combating abusive intermittent leave, etc. Location- Beckett Ridge Country Club
Apr. 14 (Thursday)	7:30 AM	Diversity – Linda Gravett, SPHR Location- Beckett Ridge Country Club
May 11	7:30 AM	Angela Kraft Diver - "Stress in the Workplace" Location Beckett Ridge Country Club

PHR/SPHR/GPHR**Online Application Now Available**

[Apply today](#) to take an exam during the Spring testing windows:

May 1 - June 30 for the PHR/SPHR
and

May 1 - May 31 for the GPHR
<http://www.hrci.org/certification/>

April Meeting Information

BWSHRM is pleased to host Dr. Linda Gravett for our April 14, 2005 meeting. The meeting will be held at the Beckett-Ridge Country Club.

Linda Gravett, Ph.D., SPHR is the founder and Senior Partner of Gravett and Associates, an organizational development consulting firm headquartered in Cincinnati, Ohio. Since 1991, Linda has worked with organizations such as TriHealth, The Greater Cincinnati International Airport, Dole, and Williams-Sonoma to assist in developing and energizing a diverse workforce to maximize productivity.

Linda is the author of HRM Ethics: Perspectives for a New Millennium (published in 2001) and co-author of Crossing the Great Divide: Building a Bridge Across Generations (scheduled release date April 2005). She is a frequent speaker for professional associations and conferences on the topics of Building a Bridge Across Generations, Building an Ethical Decision-Making Framework, and Enhancing Employee Motivation and Productivity.

Linda is a member of the adjunct faculty at Xavier University, where she developed and teaches in the Senior HR Management Certificate Program. She has taught graduate-level courses in Business Ethics, Strategic Planning, and Measuring and Marketing Human Resources Effectiveness.

Linda has a Ph.D. in Human Resource Development, a Master's in Labor and Employment Relations, and a Bachelor's in Accounting. She is also certified by the Human Resource Certification Institute as a Senior Professional in Human Resources (SPHR). As a result of her experiences living and working in Japan, Mexico and Canada, Linda brings an international perspective to her consulting and speaking engagements.

Please reserve your seat by emailing Zoe McCain at premiumzoemccain@netzero.net or by calling (513) 829-7764.



At Adecco, we believe the world of work should be a win-win situation – for employer and employee alike. That's why we've built one of the most comprehensive benefits packages in the industry, to help us attract and retain the best people. Our benefits include: medical, dental, and vision care, paid vacations, direct deposit, tuition reimbursement, and free skills training.

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Your Foundation at Work:**Regional Scholarships**

Did you know...The SHRM Foundation provides \$30,000 annually to fund The Regional Scholarship Program? The scholarships support SHRM members working full-time and pursuing HR degrees or professional certification. Each of the five SHRM regions receives \$6,000 to award to applicants in their part of the country. SHRM members, chapters and state councils may submit an application to SHRM by May 1 for consideration. Scholarship applications and complete details are available online at www.shrm.org/foundation <<http://www.shrm.org/foundation>> under "Education Grants and Scholarships."

The SHRM Foundation: Investing in Your Future as an HR Leader

Recognition Concepts

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Legislative Update

HEALTH CARE:

PLEA TO MODIFY "USE-IT-OR-LOSE-IT" RULE REJECTED BY TREASURY DEPARTMENT: Legislation to modify the rule passed the House of Representatives during the last Congress, but stalled in the Senate. In the absence of administrative action by the Treasury Department, SHRM and other supporters of allowing a portion of unused FSA funds to rollover to the following plan year continue to urge the 109th Congress to address the issue.

LABOR:

Agencies Seek Comment on Proposed HIPPA Regulations: On 12/30/04, the Centers for Medicare and Medicaid Services (CMS), the IRS and the DOL's Employee Benefits Security Administration issued a notice of proposed rulemaking in the *Federal Register*. SHRM will submit comments on the proposed regulation and seeks our input. The agencies seek information on five discreet issues before they issue a final rule. Check the SHRM website, to check out the five issues and send your comments by March 30, 2005.

LEGISLATION:

Senate Legislation Introduced to Amend New White Collar Rules (S. 14 The Fair Wage, Competition, and Investment Act of 2005): Amendments include increasing "minimum salary level" for executive, administrative and managerial occupations to \$591/week or \$30,732 annually, an amount equal to the increase in the Employment Cost Index between 1975 and 2005. Also, the legislation directs the Sec. of Labor to increase the minimum salary level by December 31 of each subsequent year, following the Employment Cost Index for the year involved. Also, S. 14 provides a two year increase to the Federal minimum wage. The first increase would take effect 60 days after enactment to \$5.85 per hour. The second increase would take effect 12 months after the 60th day to \$6.55 per hour. The third increase would take effect after 24 months after the 60th day to \$7.25 per hour.

FMLA Update: Since the 2002 decision in *Ragsdale v. Wolverine Worldwide Inc.* several courts of appeal have invalidated other sections of the FMLA regulations. SHRM continues to underscore to the DOL and Congress that a need exists for clarification of the *Ragsdale* decision and the definitions of "serious health condition" and intermittent leave."

It is important that members of Congress hear from human resource professionals who support technical corrections; it is important to make the case prior to the issuance of regulations so that there is an awareness regarding the many challenges that HR professionals currently have with the administration of FMLA. A grassroots alert was sent through HRVoice on January 27th, today more than 3,000 SHRM members have written to Congress since that time. SHRM appreciates the response from the membership on this important issue. If you haven't written your letter, you may still do so by following these directions:

1. Log onto SHRM Online and go to the HRVoice homepage.
2. Sign in using your member number and last name
3. Click on the "Governmental Affairs" tab on the left side of your screen.
4. Chose the "HRVoice" option under the tab.
5. Click on "Write Your Elected Officials!"
6. Click on "Medical Leave Clarifications to the FMLA" below the "Take Immediate Action on these Hot Issues" bar.

Check out the monthly legislative update on the SHRM website. Also, via the website, HR professionals are given the opportunity to write our elected officials regarding legislation affecting our profession.