



FEBRUARY 2007

<http://www.ohioshrm.org/butler>

February 1st – MONTHLY MEETING

SPEAKER: Shane Blair, Regional Representative - Department of Stakeholder Relations, BWC
COST: \$13.00 members, \$15.00 non-members
DATE: Thursday, February 1, 2007
TIME: 7:15 AM – Registration/Networking
 7:30 AM – Breakfast
 8:00 AM – Program
LOCATION: Wetherington Country Club

Directions: Take 75 to Tylersville & 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 and follow road to left. It takes you into Country Club parking lot.

Topic: Workers' Compensation Senate Bill 7 and Cost Containment

Join us to discuss Ohio Workers' Compensation legislation and how it affects employers. Recent rule changes will reduce wage loss requirements and length of claim jurisdiction. These are just two of the many changes made by recent rulings. We will also discuss other cost containment strategies. Don't miss this important topic which affects Ohio businesses.

Shane received a B.S. in Management/ Accounting in 1992 from Park College. Shane started as an Auditor with BWC in 1994. In June of 1997, he moved to the Employer Management Department as an Employer Services Specialist where he worked educating employers in offering cost containment strategies. In May of 2006, he moved to the Department of Stakeholder Relations becoming a Regional Representative where he now works with the various trade associations and labor groups from Toledo to Cincinnati.

Please reserve your seat by **Monday, January 29th** by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

President's Message

Our January 4th meeting was a great way to start the New Year. Bob Palowski from TriHealth presented on the Return on Investment of Wellness Programs. A discussion took place on program effectiveness and bottom line numbers.

We look forward to seeing you on February 1st. Shane Blair from Ohio Bureau of Workers' Compensation will discuss the new Ohio legislation.

Kristi Cain, SPHR
President B/WSHRM

Take Pride in how far you have come and have faith in how far you can go

Next Meeting: March, 2007 - Student Meeting at Miami University

2006 / 2007 OFFICERS

President

Kristi Cain, SPHR – HR Generalist
 Amtex, Inc.
 1500 Kingsview Drive
 513-933-6205
kcain@amtex-lh.com

Secretary

David Beckett - Vice President
 Willis of Ohio, Inc.
 1600 Scripps Ctr., 312 Walnut St.
 Cincinnati, OH 45202
 513-762-7661
dave.beckett@willis.com

Membership Advocate

Emily Harris
 513-571-5203
csny44@yahoo.com

Legislative Advocate

Joyce Deeter, SPHR – Benefits/Employee Relations Mgr.
 Deceuninck North America, LLC
 351 N. Garver Road
 Monroe, OH 45050
 513-539-5425
joyce.deeter@decna.biz

School-To-Work Advocate & Past President

Jeff Harvey, PHR
 Hamilton, OH 45011
 513-844-8118
jharvey@fuse.net

Foundation Advocate

Rich Lencyk - Director of HR & Safety
 Crane America, Inc.
 3440 Office Park Drive
 Dayton, OH 45439
 937-293-6526
rich.lencyk@craneamerica.com

Vice President

Barb Blanchard, PHR – Director of HR
 Life Span, Inc.
 1900 Fairgrove Avenue
 Hamilton, OH 45011
 513-868-3210
humanresources@lifespansohio.org

Treasurer

Karen Smith, PHR – Director of HR
 Abilities First Foundation
 4710 Timber Trail Drive
 Middletown, OH 45044
 513-423-9496
Karen.smith@abilitiesfirst.org

Certification Advocate

Sandy Stude, PHR – HR Manager
 Amtex, Inc.
 1500 Kingsview Drive
 Lebanon, OH 45036
 513-933-6215
sstude@amtex-lh.com

College Relations Advocate

Linda Stryker, PHR – HR Manager
 Square D/Schneider Electric
 5735 College Corner Road
 Oxford, OH 45056
 513-523-4176
Linda.stryker@us.schneider-electric.com

Diversity Advocate

Michael Kristian - HR Director
 Greater Miami Valley YMCA
 105 N. 2nd Street
 Hamilton, OH 45013
 513-887-0001
mkristian@gmvyymca.org

Public Relations Advocate

Angela Sherrick - HR Generalist
 General Revenue Corporation
 11501 Northlake Drive
 Cincinnati, OH 45249
 513-605-7402
asherrick@generalrevenue.com

Membership Committee

The Board of Directors would like to thank everyone who participated in the new members contest last program year. Due to your participation, your Butler/Warren SHRM Chapter grew by 25%. The vitality of any organization depends on fresh ideas and new growth.

We want to once again challenge you 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!



Are you preparing for the generational shift in the workplace?

The Generation Mix:

| | |
|--------------|-----------|
| Swartzkopf | 1925-1945 |
| Baby Boomers | 1946-1964 |
| Gen X-ers | 1965-1977 |
| Gen Y-ers | 1978-1989 |

Over the next few months we will cover each generation's attributes, expectations, and strategies for leaders in managing this diverse group of workers.

Providing customized Staffing Solutions for more than 35 years!



Wilmington (937) 383-0111
 Middletown (513) 420-9600
 Springboro (937) 746-9122

We go to great lengths to understand your unique staffing-related needs.

Legislative Update

Issues before the Ohio Legislative Body

WORK ENVIRONMENT:

SB 349: Prohibits an employer from requiring an employee of the employer to insert into the employee's body a radio frequency identification tag.

EMPLOYMENT DISCRIMINATION:

HB 28/SB 331: Prohibits discrimination on the basis of sexual orientation.

EMPLOYER FINANCED HEALTH CARE:

SB 258: Creates the Fair Share Health Care Fund. Requires that beginning January 1, 2007, every employer, including every nonprofit employer, located in this state that, as of the first day of a calendar year, employs one thousand or more employees in this state and that, in the preceding calendar year, did not incur total health insurance costs equal to at least eight per cent of the total amount of wages paid to employees in this state during that preceding calendar year, shall remit to the director of job and family services an amount equal to the difference between: (A) Eight per cent of the total amount of wages paid by the employer to employees in this state during the preceding calendar year; and (B) The amount the employer expended on health insurance costs during the preceding calendar year. Requires that any amount required to be paid by an employer under this section shall be paid by the employer and shall not be deducted from the wages or other remuneration paid by that employer to its employees. It provides that an employer that fails to remit the payment required under this section on or before the first day of February of the following calendar year shall pay a fine of two hundred fifty thousand dollars. Payments and fines received by the director under this section shall be credited to the fair share health care fund created in section 5101.915 of the Revised Code.

Check SHRM's website (www.shrm.org) for additional legislative information.

Save this date...

Ohio SHRM Legislative Conference - April 24, 2007

B/W and GCHRA are chartering a bus for the day.

The bus has a capacity of 25, so you will want to reserve your spot ASAP, as we expect the spaces to fill quickly. Although we are still working through final details, we hope there will be a total of 6 – 7 HRCI credits provided throughout the day, including a couple of hours on the bus...HRCI on wheels! You will also have an opportunity to meet with your state legislators, in their offices. More details will be available soon. If you have immediate questions, please contact Dave Beckett, Legislative Affairs Chair, at (513) 762-7661, or dave.beckett@willis.com.

Strategic Management FAQs – HRCI Recertification

If you hold the SPHR designation, you must include at least 15 strategic management hours in your recertification application. To be considered strategic, an activity must link directly to the [“Strategic Management” section of the PHR/SPHR Body of Knowledge](#).

- Generally, activities that help formulate HR objectives, practices and policies to meet short- and long-range organizational needs are considered strategic.
- Strategic activities do not necessarily need to have an HR component. If you have contributed to organizational initiatives or attended training that increased your overall knowledge of finance, marketing or technology, the activity may be deemed strategic.
- Strategic management credits may be earned in the Continuing Education, Instruction, On-the-Job Experience and Research/Publishing categories.

While each SPHR recertification application will have its own combination of strategic management activities, some questions seem to pop up over and over again. Review the following to see if the answers help resolve your queries.

Also be sure to check the links to additional resources at the end of the article.

Q: How do I know if _____ will count for strategic management credit?

A: Here are steps to follow.

1. Review the [“Strategic Management Pointers.”](#)
2. Review the [“Strategic Management” section of the HR Body of Knowledge](#). Try to identify the specific responsibility area under which your activity falls. (If you can do so confidently, the activity is almost certainly strategic.)
3. Review the [“Sample Strategic Management Activities”](#) for continuing education and on-the-job.
4. If you still are unsure whether the activity would qualify for strategic credit, please call HRCI at (866) 898-4724 to discuss your specific activity.

Q: How can I make sure my continuing education activities will qualify for strategic management credit?

A: Activities pre-approved for strategic management credit are noted as such in marketing materials along with the approved-for-credit or approved provider logo. SHRM, an affiliate of HRCI and an Approved Provider, offers e-learning courses (specifically, under its “Strategic Contribution” section) that have been pre-approved for strategic credit. SHRM webcasts that qualify for strategic management credits are noted with a special logo.

Q: When submitting strategic hours from an on-the-job project, is there a specific format to follow in describing the planning and actions?

A: Please describe the first-time work experience and how it added to your HR body of knowledge. If you feel an activity qualifies for strategic credit, you must provide details demonstrating your strategic involvement including how it ties to your organization’s strategic plan. It is important to include specific examples of how the activity added value to your company and ties to the strategic management section of the PHR/SPHR Body of Knowledge. Consider whether your summary tells us:

What was your contribution? How was what you did going above and beyond general HR responsibility? Why was it implemented? What is the company plan? What was the ROI? How did it add value to your company?

Everything You Want to Know About Strategic Management Credits

Check these links for further information.

- [“Strategic Management Pointers”](#)
- [“Strategic Management” Section of the HR Body of Knowledge](#)
- [“Sample Strategic Management Activities”](#)
- [Recertification Webcast](#)
- [Past Online Chats](#) (especially February 24 and December 30, 2006)
- Monthly Online Chats, held the last Wednesday of each month at 12:00 pm eastern time. Check HRCI.org for information.
- HRCI staff, (866) 898-4724