



JUNE 2007

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

June 14th – MONTHLY MEETING

SPEAKER: Marc Fleischauer, Porter Wright Morris & Arthur, LLP
COST: \$13.00 Members, \$15.00 Non-Members
DATE: Thursday, June 14, 2007
TIME: 7:15 AM – Registration/Networking
 7:30 AM – Breakfast
 8:00 AM – Presentation

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: FMLA Updates

The U.S. Department of Labor recently invited proposals for changes to the regulations under the Family and Medical Leave Act. Attorney Marc Fleischauer, a BWSHRM member, and his law firm, Porter Wright Morris & Arthur, responded on behalf of their clients and other employers in the community. They have proposed a list of changes needed to make the current collection of confusing and inconsistent FMLA rules more reliable and HR-friendly. Marc will address the frustrations caused by the current FMLA regulations, take your toughest questions about FMLA headaches, and provide an explanation of Porter Wright's common sense proposals for reform.

About Marc: Marc has over 15 years of experience in labor and employment law and is a partner with the Dayton office of Porter Wright Morris & Arthur, LLP. He is a graduate of the College of Wooster and the Florida State University College of Law. In addition to providing preventative maintenance, litigation, and collective bargaining services to employers of all sizes, he is an author and a frequent speaker on employment law topics. He currently lives in Springboro.

Please reserve your seat by Thursday, June 7th by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

President's Message

Our May joint meeting with OEC was interesting. Chen Ferguson, an assistant professor at Miami University, shared some eye opening statistics, here are a few:

- There are 2.7 billion searches on Google per day.
- 47 million laptops were shipped last year.
- We are currently preparing students for jobs that do not exist yet.
- China is the fastest growing market in the world.
- Ohio is traditionally manufacturing; we lead the nation in the manufacturing of rubber, plastic and fabricated metals.

I look forward to seeing everyone at our June meeting discussing our favorite topic, FMLA, with attorney Marc Fleischauer.

Kristi Cain, SPHR - President B/WSHRM

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

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Summer Break!

The BWSHRM Board of Directors would like to wish everyone a safe and happy summer! We will be taking the month of July away from our programs but will be busy planning the meeting events for the rest of 2007. Look forward to future programs on topics such as HRCI and the Benefits of SHRM Membership, Recruiting, Managing email and Internet Use, Immigration Reform and information from the EEOC. You won't want to miss these important topics!



Are you preparing for the generational shift in the workplace?

Gen-Y-ers Born 1978-1989

Attributes/Expectations

- 21% of workforce and growing
- Entered workplace during economic boom
- Optimistic and full of self-esteem
- Comfortably independent and team-oriented
- High expectations of workplace and own abilities
- Flexible work arrangements and work/life balance
- Challenging, meaningful work that impacts the world
- Wants caring mentors

Y-er Strengths

- Thrive on a challenge, creativity, flexibility
- Enthusiastic, committed collaborative team players
- Lifelong learners who are wired to learn anywhere, anytime
- Most diverse generation in history
- Outside-the-box thinkers.

Are you prepared?

Regional Scholarship Funding Doubles to \$100,000

The **Regional Scholarship Program** supports working SHRM members seeking professional certification or pursuing a college degree. In 2007 the Foundation will award 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each.

Application deadline: **July 16, 2007.**

For additional information including an application and eligibility rules, please click the link below.

http://www.shrm.org/foundation/2002_scholguidelines.asp

Your SHRM Foundation at work!

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, Partner
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1 S. Main St., Suite 1600
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937-449-6720
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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!

The New EEO-1 Requirements Begin In September Are You Ready?

I. Introduction

Starting in September, employers with 100 or more employees and federal contractors with 50 or more employees must provide the EEOC and the Department of Labor with revised demographic information. To get ready, you need to familiarize yourself with the following key changes.

II. Key Changes

A. New Form

Employers must use a new report form (<http://www.eeoc.gov/eo1/eo1u2007-d.pdf>) starting with the September 30, 2007 reporting deadline.

B. New/Revised Ethnic and Racial Categories

The new report form contains new and revised ethnic and racial categories including "two or more races," "Asian," "Native Hawaiian or other Pacific Islander," "Black or African American," and "Hispanic or Latino."

C. Self Identification Versus Visual Inspection

The EEOC prefers an employee's self-identification of race and ethnicity. Employers may only provide race or ethnicity information from records or visual observation when an employee refuses to self-identify.

D. Resurveying Employees

Although not required for the September 2007 report, the EEOC encourages employers to resurvey current employees. Employers may resurvey their employees using any means that permits the employees to confidentially self-identify, including through use of a secure Intranet site.

E. Job Categories

Several job categories have been revised. For example, the former category "officials and managers" has been divided into two - "Executive/Senior Level Officials and Managers" and "First/Mid-Level Officials and Managers"- to more accurately reflect responsibility and influence within an organization.

III. Practical Advice

Covered employers and federal contractors should begin taking steps now to ensure compliance with these changes. You should make sure you use the new report form, assess how and when to resurvey your workforce, update your HRIS systems to reflect the new categories, and revise your process for routinely collecting the new required demographic information.

More information about the new EEO-1 form can be found at the EEOC's website: <http://www.eeoc.gov/eo1/index.html>

If you have any questions about this article or would like to suggest a topic for a future article, please contact me.

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HRCI's Question of the Week

Q. Please clarify what types of work projects can be used when applying for recertification credit.

A. Recertification credit under the On-the-Job category can be earned for a first-time work experience if that activity increases a certificant's HR knowledge. Examples of such activities could include the research and design of a benefit plan, implementing a diversity program, or a new performance management system.