

SEPTEMBER 2007

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

September 6th – MONTHLY MEETING

SPEAKERS: Mary Carol Parker, PHR & Sandy Stude, SPHR

COST: \$13.00 Members, \$15.00 Non-Members

DATE: Thursday, September 6, 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.

SHRM: Your Career Partner

This presentation will cover how you can use SHRM as a resource to help you do your job better every day using all the resources SHRM makes available to members.

Mary Carol Parker, PHR and Southern Ohio District Director is a human resources professional with over 25 years of experience. She has been very active in the local Greater Cincinnati Human Resources Association serving in many roles including Education Advocacy Chair, Secretary, Vice President, President-elect and President of GCHRA in 2002 to 2003. She has also served at a state level where she volunteered on the State HR Conference Committee for 7 years, culminating in Co-Chairing the State HR Conference in 1999 in Cincinnati.

HRCI Certification

For those of you who are thinking about getting your certification, this presentation will cover information regarding the importance of certification and how to go through the preparation and testing process. For those who are already certified, she will cover information regarding the recertification process.

Sandy Stude, SPHR has served as a Membership Chair, Vice President, President, Diversity Chair, Foundation Chair for BWSHRM. Currently, she serves as the Certification Director for Ohio State Council and Certification Chair for BWSHRM.

Please reserve your seat by **Tuesday, September 4th** by emailing Kristi Cain at kcain@amtexna.com or by calling (513) 933-6205.

President's Message

Amy Walsman from NAS opened our eyes about recruiting for today's workforce at our August meeting. Our company's website is key for recruiting top applicants. A website should be easy to navigate and an applicant should be able to find our employment page within a few clicks of a mouse. If it takes too long to get to the appropriate area on our websites we may be losing good candidates. NAS has good experience and great resources to help in this area.

Our September meeting will be full of information and resources for the HR professional. Sandy Stude and Mary Carol Parker will go over everything you ever wanted to know about HRCI certification and re-certification along with resources and benefits available to you from SHRM.

Kristi Cain, SPHR - President B/WSHRM

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

2007 BWSHRM CHAPTER OFFICERS

President

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

Secretary

Vacant

Membership Advocate

Marc Fleischauer, SPHR – Partner
 Porter Wright Morris & Arthur, LLP
 1 S. Main St., Suite 1600
 Dayton, OH 45402
 937-449-6720
mfleischauer@porterwright.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 – HR Specialist
 Greater Miami Valley YMCA
 105 N. 2nd Street
 Hamilton, OH 45011
 513-887-0001
jharvey@gmvymca.org

Foundation Advocate

Rich Lencyk - Director of HR & Safety
 Crane America Services, 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

David Beckett, CEBS
 Principal
 Mercer Health & Benefits, LLC
 525 Vine Street, Suite 1600
 Cincinnati, OH 45202
 513-632-2624
dave.beckett@mercer.com

Certification Advocate

Sandy Stude, SPHR – HR Manager
 Amtex, Inc.
 1500 Kingsview Drive
 Lebanon, OH 45036
 513-933-6215
sstude@amtexna.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 45011
 513-887-0001
mkristian@gmvymca.org

Public Relations Advocate

Angela Sherrick - HR Generalist
 General Revenue Corporation
 11501 Northlake Drive
 Cincinnati, OH 45249
 513-605-7402

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!

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Carol Mayhill

Lynn Iori

Jodi Thomas

Rick Martz

Michael Hunt

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1-866-901-HIRE.

SHRM Ohio State Council Positions Posted

The state council is in the process of filling the following 3 Director positions:

College Relations
Certification
At-Large Membership

To apply, simply email your letter of interest, stating what position you are interested in, why you are interested in that position and your past experience/involvement with SHRM to:

Thomas Mobley, SPHR
Director of Human Resource Initiatives
Miami University
15 Roudebush Hall
Oxford, OH 45056
mobleytl@muohio.edu
Office 513.529.4745
Cell 513.703.9699

The position descriptions are on the State Council Website at www.ohioshrm.org or
http://www.ohioshrm.org/positions_available.php

Register Today!

Join us for the 35th Annual Ohio Human Resource Conference

September 19-21, 2007

Sawmill Creek Resort, Huron, Ohio

Looking for THE resource that can fine-tune your navigational skills?

Set the date on your calendar for
"Driving the Winds of Change"
- the 35th Annual Ohio Human Resource Conference.



[Register](#) today to join us from September 19-21, 2007.

We're confident that you'll enjoy the many opportunities to network with other human resource professionals, keep pace with the many sponsors at the Exhibitor Hall, and listen and learn from our session speakers - all in the beautiful setting of the Sawmill Creek Resort.

Click [HERE](#) to see full schedule of activities and the opportunity to earn up to 14 recertification credits; 5 of which are strategic!

Government Disability Site adds State, Local Resources Map

The federal government's one-stop web site for disability-related information and resources has unveiled a state and local resources map, designed to help visitors find disability-related information for states and localities.

The new feature of DisabilityInfo.gov enables users to search for disability service organizations at the state and local government levels as well as federal offices close to home in every state and U.S. territory.

www.DisabilityInfo.gov is a collaborative effort of 22 federal agencies.

"The U.S. Department of Labor and its partners in federal, state and local government are deeply committed to continue improving this award-winning tool in order to make disability-related information easily accessible to all Americans, especially in communities where they live and work," said Karen M. Czarnecki, acting assistant secretary of labor for disability employment policy, in a press release.

ERGONOMICS PLUS



Ray Albensi, MS, ATC
 Injury Prevention Specialist
 Ergonomics Plus, Inc.
 502-867-7126 office
 859-489-5716 mobile
 502-867-7126 fax
ralbensi@ergo-plus.com
www.ergo-plus.com



Our company name is Ergonomics Plus. Although our name includes the term "ergonomics", we prefer to focus on the "plus." Why? Because the "plus" means we do more than just ergonomics to help you become more profitable. We provide clients with unique, proven and effective injury prevention solutions that enhance the return on employees of a company.

We improve human performance by reducing costs associated with work/worker mismatch and improper self-care of the body. We educate everyone on the injury prevention process so that the work and the employee become more efficient and effective.

By eliminating those risk factors associated with increased costs, a more productive employee will result. Our customer benefits by having someone focus on the human capital of the company and reducing the administration and human burden of injury and illness.

E+ Methods

Early Intervention

- Respond to early reports of fatigue and discomfort
- Improves employee health status
- Enhances labor relations
- Focus on containing costs

Education

- Ensures awareness of risk factors
- Wellness Topics/Body Mechanics

Ergonomics

- Eliminate mismatch between work/worker
- Decrease worker fatigue
- Facilitate ergonomic teams
- Comprehensive analysis/reports

Exercise

- Improve worker's performance profile
- PPE Machine

Services Offered

- Ergonomics Team Training
- Supervisor Training
- Engineer Training
- Employee Training
- Ergonomics Analysis
- Ergonomics Recommendations
- Employee Exercise Programs
- Employee Self-care Programs

Sample Program Elements

- Define ergonomic program
- Roll-out to upper management
- Roll-out with Safety Team
- Review policies/procedures
- Review records/identify priority jobs
- Train ergo team, engineers, supervisors
- Train & survey employees in priority jobs
- Analyze priority jobs
- Begin implementing controls