

JANUARY 2008

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

JANUARY 3rd – MONTHLY MEETING

This program has been approved for 1 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

SPEAKER: Bob Pawlowski, TriHealth Corporate Health Services
COST: \$13.00 Members, \$15.00 Non-Members
DATE: Thursday, January 3, 2008
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: *Creating a Healthy Workplace Culture Effecting your Financial Statement*

How does a healthy culture show up on your company financial statement? What can we do to help create workplaces that are healthier and more productive? We know that supportive work environments are perhaps the most effective strategy to encourage and sustain healthy lifestyle behaviors in employees. Healthy workplaces provide big pay-offs to the bottom line for employers, such as lower accident rates, reduced absenteeism and turnover, lower health benefit costs and higher productivity. In this program we will explore approaches and simple strategies to help take your health & productivity program to the next level by creating a healthy workplace culture and environment.

Bob Pawlowski, MS, BS, Manager, GE Aircraft Engines Wellness & Fitness Center, Manager, TriHealth Corporate Health Services Program Development, Manager, TriHealth Lifestyles Program.

Bob has been in the health & wellness field for more than 20 years. He has spent much of that time managing one of the larger corporate fitness centers in the country at GE Aircraft Engines in Cincinnati. More recently, Bob has focused on program development in the areas of population health management, health and productivity, and the impact of Consumer Directed Health Care on employee health and wellness. Bob has a Masters Degree in Exercise Science and undergraduate degrees in Psychology and Physical Education/Wellness. He has also acquired certifications in the health and wellness field including Health Cost Management, Personal Training, Co-Active Health Coaching and Sports Yoga. Bob is an active member of the National Wellness Institute, the Healthy Ohioans Business Council and on the Ohio on the Move Steering Committee.

Please reserve your seat by **Friday, December 28th** by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling (937) 293-6526.

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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President's Message

The B/WSHRM board would like to wish everyone a safe and Happy Holiday Season. We are looking forward to seeing everyone in January and we are working hard to bring speakers and topics to our meetings to help advance the profession of Human Resources.

We hope to see everyone at the January 3rd meeting.

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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1-866-901-HIRE.

HRCI's Question of the Week:

Q. I submitted my recertification application and received an email from HRCI stating that I needed to provide additional information. When I submit that information will I need to pay an additional fee?

A. No. Generally, when certificants are notified that we need additional information to complete the recertification application process, it is due to two scenarios: Either we need additional information on one or more activities to award credit or we need the certificant to provide additional activities because some of the activities on the original application were not approved. In either case, the email will give instructions on how to provide this information and no additional fees are required to do so.

OCRC - Pregnancy Leave Update

The Ohio Civil Right Commission's ("OCRC") Proposed Pregnancy Leave Regulations, which would have mandated up to 12 weeks of leave for pregnant employees, has not passed its initial review and will not take effect at this time. The Joint Committee on Agency Rule Review ("JCARR") by a vote of 9 to 1 on December 3, 2007 found that the Ohio Civil Right Commission's ("OCRC") rule summary and fiscal analysis for the Proposed Pregnancy Leave Regulations was incomplete and inadequate. JCARR ordered that the OCRC revise the rule summary and fiscal analysis and re-file the analysis after March 2, 2008. After the OCRC files the revised rule summary, JCARR will review the proposed regulations to determine if they exceed the scope of the OCRC's statutory authority or conflict with the intent of the legislature in enacting the Ohio Civil Rights Act. The proposed regulations cannot become effective unless and until the proposed regulations successfully make it through this process.

Summary provided by:

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New Form I-9 Issued by USCIS November 7, 2007

The U.S. Citizenship and Immigration Services (USCIS) issued a revised Form I-9. Employers must begin using it immediately.

The revision seeks to achieve full compliance with the document reduction requirements of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA), which reduced the number of documents employers may accept from newly hired employees during the employment eligibility verification process. The revised Form I-9 is a further step in USCIS' ongoing work toward reducing the number of documents used to confirm identity and work eligibility.

Key to the revision is the removal of five documents for proof of both identity and employment eligibility. They include: Certificate of U.S. Citizenship (Form N-560 or N-570); Certificate of Naturalization (Form N-550 or N-570); Alien Registration Receipt Card (Form I-151); the unexpired Reentry Permit (Form I-327); and the unexpired Refugee Travel Document (Form I-571). The forms were removed because they lack sufficient features to help deter counterfeiting, tampering, and fraud.

Additionally, the most recent version of the Employment Authorization Document (Form I-766) was added to List A of the List of Acceptable Documents on the revised form. The revised list now includes: a U.S. passport (unexpired or expired); a Permanent Resident Card (Form I-551); an unexpired foreign passport with a temporary I-551 stamp; an unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A, or I-688B); and an unexpired foreign passport with an unexpired Arrival-Departure Record (Form I-94) for nonimmigrant aliens authorized to work for a specific employer.

As of **November 7, 2007**, the Form I-9 with a revision date of June 5, 2007 is the only version of the form that is valid for use. However, DHS will publish a Notice in the Federal Register that provides employers with a 30-day period, beginning on date of publication of the Notice, to transition to the new Form I-9. The revision date of the Form I-9 is printed on the lower right corner of the form and states "(Rev. 06/05/07)N". Both the revised form and the "Handbook for Employers, Instructions for Completing the Form I-9" are available online at www.uscis.gov.

The revised Form I-9 is available at www.uscis.gov/files/form/I-9.pdf.

M-274, Handbook for Employers, Instructions for Completing the Form I-9, is available at www.uscis.gov/files/nativedocuments/m-274.pdf.

FEBRUARY 7th 2008 MEETING

LEGAL UPDATE

THE 2007 EMPLOYMENT YEAR: A LOOK BACK AND A LOOK AHEAD

With

Peter K. Newman

You won't want to miss this!