

JUNE 2008

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

JUNE 5th – MONTHLY MEETING

SPEAKER: Marc Fleischauer, Porter Wright Morris & Arthur, LLP

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

DATE: Thursday, June 5, 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.

Are you pulling your hair out over leave regulations and policies?

Our June meeting will give you some answers.

Do you have employees on medical leaves? Can you distinguish between leaves of absence under the ADA and FMLA? How do "internal" leave policies for short- and long-term disability come into play? Attorney and BWSHRM member Marc Fleischauer will be speaking on employee leaves of absence, including the new federally-mandated leaves for military families and proposed changes to the Family and Medical Leave Act. Come with your toughest leave questions.

Marc L. Fleischauer is a partner in the firm's Labor and Employment Law department. His practice focuses on advocating for employers in wrongful discharge and discrimination litigation, labor arbitrations, and representation before administrative agencies. Mr. Fleischauer has diverse litigation experience in Florida and Ohio, where he has defended claims brought under discrimination laws, the Family and Medical Leave Act, unfair competition law, and traditional labor law. He has been an Adjunct Instructor and Professional Fellow at Ashland University, teaching employment law to business students. Mr. Fleischauer has been recognized as an "Ohio Rising Star" by the publishers of *Ohio Super Lawyers* magazine. He has earned a "Senior Professional in Human Resources" (SPHR) designation from the Human Resource Certification Institute.

Please reserve your seat by Monday, June 2nd by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling (937) 293-6526 x.246.

President's Message

David Peck from Taft, Stettinius & Hollister gave a great presentation at our May meeting on EEOC requirements. We went over the need for EEOC and Anti-Harassment policies and language to include in both. We discussed the need to train all employees. David explained details of preparing for and conducting thorough investigations. David concluded with the "Top Ten":

1. Obtain executive management "buy in".
2. Adopt effective EEO and Anti-Harassment policies.
3. Train your supervisors in principles of EEO and harassment prevention.
4. Train your HR and LR managers on how to respond to concerns.
5. Make all employees and regular vendors aware of your policies.
6. Promptly investigate any reports under the policies.
7. Take prompt remedial action if any improper conduct is found "Nip it in the Bud" before small issues become big issues.
8. Warn all involved in an investigation of the absolute prohibition against retaliation.
9. Don't promise absolute confidentiality, but be discreet with information uncovered in the investigation.
10. Update the complainant on the results of the investigation.

David Peck with TAFT can be reached at 513-357-9606 or peck@taftlaw.com

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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SHRM Foundation News: Your Financial Support Makes A Difference!

This is an exciting time to be an HR professional. The opportunities to provide leadership in your organization have never been greater, but you must continually increase your professional knowledge and stay one step ahead of the rapid changes taking place all around you. The SHRM Foundation helps you to meet these challenges through its support of innovative academic research, educational programs, practitioner resources, and scholarships. Founded in 1966, the SHRM Foundation has been advancing the HR profession for over 40 years. The SHRM Foundation is a 501(c)(3) nonprofit organizational affiliate of SHRM—however, the Foundation's work is not funded by SHRM membership dues. The Foundation relies on the generous donations of HR professionals like you. Your tax-deductible donation helps the Foundation advance the entire HR profession. You may send a contribution to: SHRM Foundation, P.O. Box 79116, Baltimore, MD 21279-0116 or donate online [here](#). Thank you in advance for your support!

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New Member Contest Back by Popular Demand!

If you missed participating in the New Member's Contest from years past, you are in luck! Back by popular demand, the **winner of the 2008 New Members Contest will have their 2008 State Conference fee paid by Butler/Warren SHRM.** That's a value of \$375.00!

While some contests are a drawing based purely on luck, this contest is one where you have control of the results. The winner is determined not by putting your name in a hat but by you reaching out to other HR professionals and helping them see the benefit of joining the Butler/Warren SHRM Chapter. By helping people join SHRM, you accumulate points toward the prize, The 2008 State Conference.

We are proud to announce that we have increased our membership by 25% over the past year and want to encourage each member to reach out to other HR professionals this New Year!

Applications are on our website or you may 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.

Strategic Diversity - Mistakes to Avoid

It is becoming increasingly more important to make diversity part of our overall business strategy. Not only is it “the right thing to do” but it's directly tied to the bottom line. A quick Google search on this topic brings up over 3 million hits. In an archived article on the SHRM website, according to Peter Bye, president of [MBD Group](#), organizations make a variety of diversity strategy-related mistakes and a few examples are as follows:

- Failing to align the diversity strategy with business goals.
- Delaying the engagement of the CEO and senior leadership team.
- Handing off diversity responsibility to a team of diverse people who don't have a direct connection to business goals.
- Treating diversity as another HR project.

Bye does not discount the role of HR in the diversity strategy, however. “Diversity and inclusion affects every aspect of HR and many aspects of the business; it's really all-encompassing,” he says.

SHRM Foundation Regional Scholarship Program

The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. We would like to acknowledge the generous support of the J. J. Keller Foundation in underwriting this program for 2008.

Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at speyton@shrm.org.

The awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded.

Application Deadline: July 15, 2008

Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification are eligible to apply. SHRM student members and local-only members are not eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification training programs.

Awards: 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply: Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.



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