



MARCH 2008

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

March 6th – MONTHLY MEETING

**Evening
Meeting @
Miami
Oxford**

SPEAKER: Dr. Joshua Schwarz, Professor of Management, Miami University
COST: \$20.00
DATE: Thursday, March 6, 2008
TIME: 6:00 PM – Registration / Networking
6:30 PM – Presentation / Dinner

SPONSOR: Adecco

LOCATION: Miami University - Oxford, OH - Shriver Center, in the Multi-Purpose Room

FROM THE SOUTH: I-275 to State Route 27 north, from SR 27, continue straight on Patterson Ave., left on Spring St. and the Shriver Center is on the left.

FROM THE NORTH: I-75 to State Route 73 West, from SR 73, turn left on Patterson Ave., right on Spring St. and the Shriver Center is on the left.

TOPIC: Human Capital Metrics

Professor Schwarz received his Ph D in Industrial and Labor Relations from Cornell University in 1985, with areas of specialization in collective bargaining/labor-management, labor economics and human resource studies. From 1985 through 1988 he taught graduate and undergraduate courses at the Industrial Relations Center of the University of Minnesota. These courses included research methods in industrial relations, collective bargaining and human resource management. In 1989, Dr. Schwarz moved to Oxford, Ohio and began teaching in the Management Department of the Richard T. Farmer School of Business of Miami University. There he teaches courses in human resource management, human capital metrics, labor-management relations, negotiations and conflict management, and employment law to undergraduates and MBA students. Recently, he has developed and then significantly redesigned his course in human capital metrics. From 1996 until 2000, Dr. Schwarz served as Chair of the Department of Management. Dr. Schwarz has also provided consulting services for a variety of organizations in Cincinnati and Hamilton, Ohio, New York, Washington, D.C., and Minneapolis

Dr. Schwarz's research interests and publications include articles on the effects of public policy on firm human resource practices and how human resource practices influence organizational effectiveness. He has also co-authored a textbook entitled Collective Bargaining and Labor Management Relations with Edward Herman of the University of Cincinnati.

The newly designed human capital metrics (HCM) course teaches students how to quantify managerial policies and determine if they can be causally connected to changes in organizational performance. To help make the learning more concrete for students, the course now involves students working on actual HCM projects for local and not so local organizations. These organizations provide projects and data to the students who analyze those data and provide their analyses and recommendations back to the firms.

Please reserve your seat by Monday, March 3rd by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling (937) 293-6526.

President's Message

Our legal update with Peter Newman at our February meeting was very educational. Peter reviewed legislative developments from 2007 and then went through cases and legislation to watch for in 2008. Among those discussed is the *expansion of employee rights under the FMLA, the employee free choice act (EFCA), and the employment non-discrimination act (ENDA)*. Stay tuned.

The March meeting is our annual joint meeting with Miami University Oxford student SHRM chapter. I hope to see you there.

Kristi Cain, SPHR - President B/WSHRM

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

2008 BWSHRM CHAPTER OFFICERS

President

Kristi Cain, SPHR – Director of HR & Safety
Crane America Services, Inc.
3440 Office Park Drive
Dayton, OH 45439
937-293-6526
kristi.cain@craneamerica.com

Secretary

Lisa Wray, HR Administrator
Miami Conservancy District
38 East Monument Avenue
Dayton, OH 45402
937-223-1278
lwray@miamiconservancy.org

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

Brittany McIntyre – HR Assistant
Amtex, Inc.
1500 Kingsview Drive
Lebanon, OH 45036
513-933-6267
bmcintyre@amtexna.com

Vice President

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

Katie Frey – Human Resource Consultant
Mercy Health Partners
4600 McAuley Place
Cincinnati, OH 45242
513-981-6201
kafrey@health-partners.org

Public Relations Advocate

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



SHRM Raffle

To benefit the SHRM foundation we will be raffling off a new book at our March 6th meeting.

While much has been written about how to attract, retain, and engage the up-and-coming Gen X and Gen Y crowd, Igniting Gen B and Gen V follows the lessons of success from leading Employers of Choice--Google to Wal-Mart--that show how to release full engagement, capture knowledge, train skills, and create a new culture that leverages the talents and experiences of Boomer and Veteran employees. **Tickets will be \$1.00/each or \$5.00/6 tickets.**

IT TAKES TWO
to Find
the Right One

Journal-News.com

YAHOO! hotjobs

Place your ad online or
call 1-866-901-HIRE.

YAHOO! hotjobs

Journal-News

For more information, click here

<http://jobsearch.coxohio.com/> or call
1-866-901-HIRE.

Your Foundation at Work: Promoting Ethics in the Workplace

In this age of accounting scandals and corporate wrongdoing, progressive organizations are seeking ways to foster a more ethical corporate culture. The SHRM Foundation demonstrates how one organization is meeting this challenge in its new DVD, *Ethics: The Fabric of Business*. The video profiles Lockheed Martin, Inc. and explores their work in promoting ethics in the workplace. Thanks to your generous donations, the Foundation is able to distribute this DVD free of charge to chapters, educators and businesses. All SHRM chapter presidents received a complimentary DVD in November 2006 for use in chapter programs. A companion discussion guide and slide presentation are available on the [Foundation website](#) for use in educational presentations.

*The SHRM Foundation: 40 Years of Advancing
the HR Profession*

New Members 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!

We have attached an application to the email 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.

DOL proposes FMLA rule changes

Proposed amendments to Family and Medical Leave Act (FMLA) regulations reflect some changes sought by employers. Notably, employees taking non-emergency intermittent leave would have to follow their employer's call-in policy. The lengthy proposal also would redefine "serious health condition"; revise notice and medical certification requirements; and make other substantive changes, clarifications and clerical fixes. Comments on the proposal -- and issues relating to the new military family leave rights -- are due to the Labor Department within 60 days after the proposal appears in the Federal Register (slated for Feb. 11).

President Presents His Budget for Education and Workforce

Last week President Bush put forth his budget requests for Fiscal Year 2009. Below are highlights of the administration's proposed funding levels in education and workforce development:

U.S. Department of Labor's Employment and Training Administration

- Total Budget = \$8.87 billion
 - Training and Employment Services (including WIA) = \$3.11 billion
 - Trade Adjustment Assistance = \$965 million
 - Job Corps = 1.64 billion

U.S. Department of Education

- No Child Left Behind Act Total Budget = \$24.5 billion
 - Title 1 Program = \$14.3 billion
 - Title 2 School Improvement Grants = \$491 million
 - State Assessment Grants = \$409 million
 - Statewide Data Systems = \$100 million
 - Teacher Incentive Fund = \$200 million
- Reading First Program = \$1 Billion
- Striving Readers = \$100 million
- Math Now = \$95 million
- Expand AP Programs = \$10 million
- Pell Grants = \$18.9 billion

Want more details? [Visit the White House's online budget management page](#) which gives a complete overview of the FY '09 Budget for each agency and a state-by-state overview.

Continued from February

Are you in danger of committing embarrassing or offensive cultural faux pas?

Answers to our February quiz:

1. B: Bringing one token of appreciation for a Chinese family. This is a cultural faux pas because it is considered unlucky to provide things in single or odd numbers. Across Chinese cultures it is very important to present gifts in pairs so as not to release energy and impressions of separation or loneliness. It is customary in the United States to bring food, beverages or small gifts to a housewarming party and Japanese businesspeople traditionally provide presents for one another. It is considered a faux pas to give Saudi Arabian men any gifts made of silk or gold, but high quality silver tokens are acceptable.
2. E: All of the above. In the United States the OK hand symbol is commonly used as a form of praise or affirmation, but in many other countries the gesture is considered to be highly offensive. In France, the circle made with the thumb and forefinger is degrading, meaning "worthless" or "zero." Germans, Brazilians and Russians read the symbol to be a vulgar representation of particular body parts. Conversely, in Japan, the OK gesture has positive connotations of money and wealth.
3. False: When traveling through Korea strong eye contact is not considered to be a sign of attentive listening and respect. Although in the United States looking someone directly in the eye helps to avoid impressions of nervousness or lying, in Korea intense eye contact makes you appear overly bold, impolite or aggressive.
4. B. With your right hand. In the Middle East eating is conducted with only one hand. The left hand is reserved for hygienic purposes and therefore only the right hand touches food items.
5. C. Europe. For European adult men, visibly wearing white or athletic socks is considered to be a humorous faux pas, particularly when worn with sandals. The only exception to this is the display of socks during tennis matches or other sporting events. While not socially offensive, visible socks are sure to solicit public snickering and ridicule.

Sources: Perceptive Protocol: Top 10 Cultural Faux Pas <http://www.af.mil> ; Kwintessential Cross Cultural Solutions <http://www.kwintessential.com/UK> ; Worldwide Etiquette <http://www.wikepedia.org> ; Etiquette in Europe <http://www.wikepedia.org> ; Quiz taken from Diversity Central www.diversitycentral.com (by Lisa Anderson)



How you bring different generations together is what will set you apart.

These days, Baby Boomers and Gen-Xers are working together — and for each other — more than ever before. And, as the labor pool continues to shrink, it is essential for your organization to recruit, manage and retain a multigenerational workforce.

Adecco, the global leader in workforce solutions, can help you better understand each generation's needs, and create a more positive and productive work environment.

Our latest white paper, *Managing Today's Multigenerational Workforce*, provides you with practical advice and current insights on:

- Understanding what motivates each generation — the key to your success.
- Building and executing an effective plan to manage each generation.
- Retention strategies you can use across generations.

To learn more about managing today's multigenerational workforce, and receive your complimentary copy of our white paper, contact me today.



Wayne Bradshaw, Area Manager
4520 Cooper Rd, Suite 100
Cincinnati, OH 45242
513-769-9844
wayne.bradshaw@adeccona.com



better work, better life

adeccousa.com

©2007 Adecco

FMLA Watch: New Regulations Largely Disappointing for Employers

The Department of Labor (DOL) issued new proposed regulations governing enforcement of the Family and Medical Leave Act (FMLA). Although there are some useful new provisions, the changes are largely disappointing for employers who were hoping that the new regulations would offer much-needed clarification and relief from administrative burdens. Despite the disappointment, employers must still take the time to understand the differences between the “old” 1995 regulations and these “new” 2008 proposed regulations. Some of the most significant changes affecting employers are listed below.

Joint Employer Definition –

Both the old and new regulations recognize that some employees may have “joint employers,” both of whom have responsibilities under the FMLA. The new regulations clarify that a joint employer relationship generally does not arise from “Professional Employment Organizations” or “HR Outsourcing Vendor” contracts, where the PEO or vendor “merely performs . . . administrative duties.” However, in the rare circumstance where a PEO or vendor actually has the right to hire, fire, and assign work, a joint employer relationship is still likely to exist.

Employee Eligibility –

To be eligible for FMLA protection, an employee must have worked with an employer for at least 12 months and for at least 1,250 hours in the last 12 months. According to the new regulations, when measuring the 12-month requirement, employers are no longer required to count work performed before a break in service of 5 years or more. An exception is made for breaks in service that were required by military service or pursuant to a written agreement.

The 1,250-hour requirement is similarly changed so that credit is given for military service, time away from the job that would otherwise prevent employees from meeting this requirement.

Placement of Adopted Child –

FMLA leave is available for the placement of adopted children. The new regulations specify that FMLA leave may include time to “travel to another country to complete an adoption.” FMLA eligibility is not affected by the “source of the adopted child.”

Attendance Bonus –

The old regulations specifically required that employee bonuses based solely on attendance not be denied employees solely because of absences related to FMLA leave. The new regulations clarify that bonuses can be properly “based on the achievement of a specified goal such as hours worked, products sold or perfect attendance” and therefore can be denied employees taking FMLA leave. However, FMLA leave and similar non-FMLA leaves must be treated the same for purposes of such bonuses.

Waiver of Rights –

The FMLA prohibits employees from waiving their rights under the statute. The old regulations were ambiguous as to whether this prohibition applied retrospectively or only prospectively. The new regulations clarify that employers cannot induce employees to waive their FMLA rights prospectively, but employees can lawfully waive their FMLA rights after the fact, even without court or DOL approval. Importantly, the new regulations expressly permit employees to waive any hypothetical FMLA violations in settlement agreements without special oversight.

Employer’s Usual and Customary Procedures –

The new regulations permit employers, absent unusual circumstances, to require employees to follow established call-in procedures (except ones that impose more stringent timing requirements than the regulations provide), and provide that failure to properly notify employers of absences may cause a delay or denial of FMLA protections. Specifically, employers may require employees seeking FMLA leave to call a “designated number or a specific individual to request leave.” Under the old regulations, an employer could not delay or deny FMLA leave if an employee failed to follow such procedures.

The DOL’s request for comments on the proposed regulations by April 11, 2008 leaves open the slim hope that additional and necessary revisions will be added to the final version. The new regulations do little or nothing to alleviate concerns about the ambiguous definition for “serious health condition,” and they provide no new insight or relief for calculating and tracking intermittent FMLA leave. Employers interested in commenting can file submissions with Richard M. Brennan, Senior Regulatory Officer, Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Room S-3502, 200 Constitution Avenue, N.W., Washington, DC 20210. Comments should reference “Regulatory Information Number 1215-AB35.”

For questions, you may contact Marc Fleischauer, J.D., SPHR – Partner. Marc is a BWSHRM member and an employment lawyer with:

Porter Wright Morris & Arthur, LLP
1 S. Main St., Suite 1600
Dayton, OH 45402
937-449-6720
mfleischauer@porterwright.com