

MAY 2008

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

MAY 1st – MONTHLY MEETING

SPEAKER: David Hamilton Peck, Partner – Taft, Stettinius & Hollister, LLP
COST: \$13.00 Members, \$15.00 Non-Members
DATE: Thursday, May 1, 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.

Does a visit from the EEOC have you running scared? Fear no more, this presentation will take your fears away.

One of the most important roadmaps that human resource professionals should possess is how to effectively manage the issue of discrimination and/or harassment in the workplace. From drafting effective policies, to training employees, to responding to complaints, human resources professionals must know how to address the issue of discrimination and harassment in the workplace. The failure to do so can be very costly in terms of time, money, morale and lost productivity. This program will provide you with the roadmap you need to avoid these results, with an emphasis on effective policies and skillful investigations. Our speaker, in addition to being an employment lawyer, will share the insight and investigation skills he learned from conducting hundreds of criminal investigations in public and private law enforcement.

David Hamilton Peck is a partner in the Labor and Employment Department of Taft Stettinius & Hollister LLP. He represents management in all aspects of labor and employment law. Mr. Peck is a former co-author of the *Kentucky Employment and Labor Law Journal*, and has assisted in editing chapters on two ADA books. He is honored with inclusion in *The Best Lawyers in America* and *Cincinnati Magazine's* listing of Ohio Super Lawyers.

Please reserve your seat by Friday, April 25th by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling (937) 293-6526 x.246.

President's Message

Our April joint meeting with OEC was extremely informative. The presentation was from Lean Concepts, Inc. How many times in the last several years have you heard of a company "going lean"? Going lean is eliminating waste such as; extra inventory, space, travel distance, or process time. An office can become lean just as a manufacturing plant becomes lean, the process itself is the same. Lean Concepts can help your organization become lean. I decided I need this process for my home/garage.

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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Certification Information Handbook

Contains everything you need to sign up for the exam. The Handbook can now be [downloaded](#) from the HRCI web site. You may also request copies by writing us at INFO@HRCL.ORG or calling (866) 898-4724.

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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.

About the SHRM Foundation

The SHRM Foundation was founded in 1966 as a 501 (c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). It is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible.

The Foundation promotes research, innovation and the use of research-based knowledge. With an annual budget of approximately \$1 million, it funds [major research projects](#) that have a direct and practical impact in advancing the HR profession.

Mission Statement and Strategic Objectives

The SHRM Foundation maximizes the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

Objective 1: *The SHRM Foundation* will be a preeminent broker/source of valued research knowledge.

Objective 2: *The SHRM Foundation* will broaden the understanding and application of research-based knowledge and techniques to the HR professional.

Objective 3: *The SHRM Foundation* will make research-based knowledge accessible and actionable for the HR profession.

Objective 4: *The SHRM Foundation* will develop and nurture funding sources for the Foundation's work.

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.



For all the years past, and all the years to come, LifeSpan continues to stand by its mission: ***Strengthening families and individuals who seek to improve the quality of their lives.***

LifeSpan, Inc.

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Across from the Butler County Fairgrounds

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A private, **non-profit 60 year old agency** dedicated to improving the quality of lives throughout the Ohio Counties of Butler and Warren.