



NOVEMBER 2008

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

NOVEMBER 6TH – APPROVED FOR 1 STRATEGIC RECERTIFICATION CREDIT HOUR

SPEAKER: Kristi Dinsmore, Director of Client Professional Services for Sinclair Community College
COST: \$13.00 Members, \$15.00 Non-Members
DATE: Thursday, November 6, 2008
TIME: 7:15 AM – Registration/Networking
7:30 AM – Breakfast
8:00 AM – Presentation
LOCATION: Wetherington Country Club

This program has been approved for (1) "STRATEGIC" recertification credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



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: Ending Employee Entitlement

When does a benefit become an entitlement? When does doing the right thing for employees stop increasing performance and productivity? As business costs skyrocket, working to reduce unnecessary costs isn't just management's job – it's every employee's job! This session will outline methods for educating employees about the real cost of doing business, how individual decisions impact the bottom line and how to get employees to act like owners and make smarter decisions every day.

Prior to joining Sinclair, Kristi was Vice President, Consulting Services for Right Management Consultants where she focused on leadership development, specifically coaching senior executives and high-potential talent. From 1999 through 2003, she was Director of the University of Dayton's Center for Leadership & Executive Development where she created custom-designed development offerings for Fortune 1000 senior executives. She has experience working in the retail, consumer products and technology industries with both global and national companies. She is a qualified interpreter of numerous assessment instruments and offers client companies her strengths in understanding key business issues and market conditions and developing solutions to address organizational effectiveness in a changing environment. Her focus is on aligning the individual's strengths, motivators and behaviors to maximize their ability to provide value to the organization. Kristi holds a B.A. from Miami University and an MBA from Duke University's Fuqua School of Business.

Please reserve your seat by Friday, October 31st by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling (937) 293-6526 x. 246.

President's Message

As November approaches and a new President will be elected, HR professionals need to be aware of the issues affecting our arena and the candidate's views on these issues. I've listed just a few:

**EFOA Employee Free Choice Act; This would allow employees to join a union without holding a secret ballot.

** The Healthy Families Act; This would require employers with 15 or more employees to provide 7 days of paid sick leave. This failed to gain traction in the previous session of Congress, but is still out there waiting...

** The Lilly Ledbetter Fair Pay Act; The bill, aimed at reversing a Supreme Court Ruling, would make it easier for employees to sue employers for pay discrimination.

** The Civil Rights Act of 2008; This would eliminate caps on compensatory and punitive damages awarded in discrimination cases. The bill would also eliminate pre-dispute arbitration agreements. It would render unenforceable any agreements already signed. This bill would also allow plaintiffs in wage & hour lawsuits to recover compensatory and punitive damages in addition the back pay currently allowed.

These are just a few of the current legislative issues looming in wait of a new President. Be familiar with each candidate and what legislative bills they support. Share these items with others in your department or company that such bills would effect. More information is available on SHRM's website in the legislative area.

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: Generating Research-Based Knowledge

The SHRM Foundation has funded more than \$1.4 million in rigorous academic research to advance the HR profession. Current SHRM foundation-funded research projects include the topic areas of: HR professionals as team leaders; performance appraisal programs; the influence of telework on work-family balance and organizational effectiveness; the aging American workforce; and managing global talent. The cumulative effect of multiple research studies is to discover and document what practices work best, and under what conditions. What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. Indeed, research advances the knowledge base and ultimately influences the practice of human resource management. For example, the widespread use of structured interviews is based on multiple research studies that clearly demonstrate the effectiveness of this practice. To review the results of recently completed SHRM Foundation research, visit [SHRM Findings](#).

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The Loss of an Admired Colleague

Clarence William "Rows" Rowsey, Jr., age 84, of Hamilton, died Thursday, October 16, 2008 surrounded by family at Berkeley Retirement Community. He was born in Lockhaven, Pennsylvania on November 23, 1923 and moved to Hamilton, Ohio as an infant where he made a life with his wife of 63 years, Colleen Young. He graduated from Hamilton High School, served in the U.S. Army and received a B.S. in Commerce from the University of Cincinnati. Rows was associated in the field of HRD with the Hamilton Foundry, National Lead Company of Ohio, Mead Containers of Cincinnati, and as Corporate Director of Human Resources for the Mead Corporation in Dayton, Ohio. In 1973 he established his own consulting business, Rowsey & Associates and served many companies in the Tri State area. In addition to heading his own consulting firm, he was Director of HR Management for Hamilton Sorter Company. Rows was among the first in the U.S. to receive professional distinction as an Accredited Personnel Diplomat. In 1990, Rows and his good friend Dick Schutte established a new personnel company, ExperiTemps in Fairfield, Ohio where he worked until he retired in 2006.

Rows was active in Hamilton civic associations for a number of years, serving on Boards of Family Service, Lane Public Library, Hamilton Safety Council, YMCA trustees, and Hamilton Boys Club. He served as President of the BWSHRM Chapter, formerly known as the Butler County Area Personnel Association in 1989, was a National SHRM member and worked on the Ohio SHRM Council as well. Rows was an asset to every organization that he came in contact with, including our chapter, and will be sorely missed.

2008 HRCI Application Deadlines

	Exam Window	Reg. Deadline	Late Deadline
PHR/SPHR	12/1/08-1/31/09	Oct. 10, 2008	Nov. 14, 2008
GPHR/PHR-CA SPHR-CA	12/1/08-12/31/08	Oct. 10, 2008	Nov. 14, 2008

For additional information, go to www.hrci.org

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!