

February 2009

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

February 5th - MONTHLY MEETING

1 Hour Strategic Credit

SPEAKER: Thomas Mobley, SPHR
COST: \$13.00 Members, \$15.00 Non-Members
DATE: Thursday, February 5, 2009
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: Strategic Leadership Development

How to Identify, Measure and Develop a Specific Coaching Action Plan for Organization Leaders

Too often organizations focus on technical competence in business leaders rather than true leadership skills. Many times organizations do not have a mechanism to supply feed back to key organizational leaders. In the harried environment of day to day business activity, often times upper management does not have time to devote to coaching key front line leaders in their management skills. This session will:

- outline 15 leadership competencies that are critical to organizational success and review how to determine if they are right for your organizations leaders
- review methods that your organization can use to obtain specific feedback on how your leaders are performing
- show you how you can develop a customized action plan for your organizations leaders after they are assessed.
- demonstrate ways to provide your leaders with ongoing coaching
- summarize how to measure your assessed leaders progress

Thomas Mobley, SPHR:

Thomas Mobley, SPHR has over 20 years of experience; Tom Mobley is a respected expert in the HR field. His consulting practice provides seminars and workshops on a wide variety of HR topics including (Coaching and Corrective Action, HR Basics, Strategic Interviewing, and Employment Law from the HR Perspective). Tom's broad background includes work with Fortune 100 firms, start-ups and international companies. Tom is part of the faculty and HR team at Miami University. Tom is an active leader in SHRM having served as the Chair of the Ohio Human Resource Conference, SHRM's Board of Director's Membership Advisory Council for 2008 and Immediate Past Director of the Ohio State Council of SHRM.

Please reserve your seat by **Friday, January 30th** by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling 937-293-6526 ext.246.

Presidents Message

A new President.... a new year... a new economy.... a new set of concerns – at times, all this change seems to threaten to overwhelm us. When we are so focused on the here and now – how do we deal with all of the day to day issues facing our employers and employees – it's hard to remember we need to be strategic with our actions, too. The current business conditions, dreadful as they are, will not last forever. As HR Professionals, we need to take a leadership role in anticipating trends and preparing for opportunities as they present themselves. As a business partner, we need to use our expertise to take advantage of business opportunities as they emerge.

Our February Meeting is designed to get us thinking and, hopefully, taking a step in strategic thinking and action. Tom Mobley will show us **How to Identify, Measure and Develop a Specific Coaching Action Plan for Organization Leaders**. As he has explained, too often organizations focus on technical competence in business leaders rather than true leadership skills. Many times organizations do not have a mechanism to supply feedback to key organizational leaders. In the harried environment of day to day business activity, often times upper management does not have time to devote to coaching key front line leaders in their management skills. This session is designed for you to develop some valuable skills in leadership development – and also to provide those coveted strategic credits for your re-certification.

Please join us for this insightful presentation.

Linda Stryker, PHR - President B/WSHRM

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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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1-866-901-HIRE.

PHR and SPHR Certifications

Times are tough in our economy right now, with more job seekers out there than we've seen in quite some time. With unemployment on the rise, that edge over other job seekers becomes increasingly more important. One of the things HR professionals can do is work toward achieving their PHR or SPHR certification. Nationally recognized, this certification can give you an advantage when applying to HR positions, in addition to increasing your knowledge across all areas of Human Resources. Once you achieve your PHR or SPHR certification, you are expected to earn 60 credits in a 3 year period so that you may maintain that status. BWSHRM, in conjunction with SHRM, and other HR organizations, offer seminars, events, webinars and teleconferences, which will help you in achieving your credits. In January, our monthly meeting counted toward general HRCI credits (1 hour).

For more information on PHR or SPHR certifications, please visit www.hrci.org.

To become more involved with BWSHRM, consider joining as a member, attending our monthly meetings, keeping an eye out for our newsletter each month, or contacting a board member if you have any questions.

Upcoming Effective Dates and Deadlines

The [Express Request](#) (ER) feature is a self-service, online benefit that allows SHRM members to request and receive via email information on a wide variety of HR topics. Responses are sent immediately and are available around-the-clock.

ADA Amendments Act , effective 1/1/09	Express Request key term: ADA Amendments Act
FMLA Final Regulations , effective 1/16/09	Express Request key term: FMLA Final Regulations
Revised Form I-9 , Employers must start using on 2/2/09	Express Request key term: Revised Form I-9
Genetic Information Nondiscrimination Act , The employment provisions of GINA (Title II) effective 11/21/09	Express Request key term: Genetic Information Nondiscrimination Act (GINA)

**These are members only links so you will need your SHRM member ID to access most of the members-only links above.*

2009 Exam Schedule

Exam	Testing Window Duration	1st Testing Window	2nd Testing Window
PHR/SPHR	8 weeks	May 1 -- June 30, 2009	Dec. 1, 2009 -- Jan. 31, 2010
GPHR, PHR-CA and SPHR-CA	4 weeks	May 1 -- May 31, 2009	Dec. 1 -- Dec. 31, 2009

2009 Application Deadlines

Exam	Window	Reg. Deadline Date	Late Deadline Date
PHR/SPHR	May 1 - June 30, 2009	March 13, 2009	April 17, 2009
PHR/SPHR	Dec. 1, 2009 - January 31, 2010	Oct. 9, 2009	Nov. 13, 2009
GPHR, PHR-CA, SPHR-CA	May 1 - May 31, 2009	March 13, 2009	April 17, 2009
GPHR, PHR-CA, SPHR-CA	Dec. 1 - Dec. 31, 2009	Oct. 9, 2009	Nov. 13, 2009

Rule Mandating the Use of E-Verify by Federal Contractors Delayed Pending Outcome of SHRM Legal Challenge

Last month, SHRM and a handful of other employment-related associations filed suit in the U.S. district court to stop a new rule requiring federal contractors and subcontractors to use the U.S. government's E-Verify system to verify the work eligibility of their employees.

On Thursday, January 8, the parties reached an agreement with the U.S. Department of Justice to delay the effective date of the new rule until February 20, 2009 – allowing time for an expedited hearing on the merits of SHRM's legal case.

The new rule, [published in the Federal Register](#) in November, would require most federal contractors and subcontractors to use E-Verify for both newly hired employees as well as those already working directly on a government contract. This requirement greatly expands the current E-Verify program, which is a *voluntary* system that applies only to new hires.

SHRM, the U.S. Chamber of Commerce, Associated Builders and Contractors, HR Policy Association, and the American Council on International Personnel filed suit arguing that the government exceeded its authority by mandating a program designed as a voluntary pilot project and by mandating the re-verification of existing employees, currently not allowed under E-Verify requirements.

The rule was scheduled to become effective on January 15, 2009. The agreement, suspending enforcement of the rule until February 20, 2009, *means that the government will not include the E-Verify clause in any contract solicitations or awards issued before February 20, 2009.* This extension will become official once published in the *Federal Register* this week.

Diversity News

In August of 2008, I attended SHRM's Diversity Focus Group in Washington DC led by Dr. Shirley Davis, Director of Diversity & Inclusion Initiatives. Approximately 20 people from around the country gathered to talk about the state of Diversity & Inclusion (D&I) by discussing nine premises.

Premise 1: Organizations differ in where they position the D&I function. Some incorporate it into HR; others make it a separate functional area.

Premise 2: It is unrealistic to think that a nationally focused model, such as the U.S. model for D&I, is universal and appropriate around the world.

Premise 3: There are too few globally competent leaders and D&I practitioners/consultants to help organizations adapt to having four generations in the workplace, globalization, changing demographics, and talent shortages.

Premise 4: The D&I "brand" is tarnished, and there is skepticism about its value. Almost every day there is a news release about a study showing that diversity efforts don't work.

Premise 5: Historical U.S. diversity initiatives are yesterday's news (e.g., race, gender, age). Gen X and Y and Millennials have a different world view regarding differences.

Premise 6: Academia, businesses, consultants, not-for-profit organizations, and government agencies each have their own approach to D&I. This prevents a common D&I approach or language.

Premise 7: With more than 25 years of advancing diversity, many practitioners hear the same questions and see the same challenges and resistance. It often appears as if little or no progress has been made and the field is spinning its wheels.

Premise 8: D&I is currently an ill-defined field badly in need of more consistent definitions, directions, and approaches.

Premise 9: We live in a polarized world of "either/or" and ethno-centrism (East/West, Muslim/Christian, white/non-white, us/them, right/wrong).

As Human Resource professionals, we will experience many challenges as well as opportunities this upcoming year. In January, the country witnessed the election of its first African-American president. Will this historical event bring change in the U.S. workplace? Are you talking about these nine premises in your workplace? As the new Diversity Advocate for Butler Warren SHRM, I look forward to working with each and everyone in 2009.

Alicia M. King
Diversity Advocate

College Relations Update

Thank you to all who supported me in becoming the College Relation Advocate. I look forward to assisting our other board members in 2009 to reach the BWSHRM goals. I also look forward to being part of a great team of HR professionals. I hope to see a lot of involvement with the School this year and seek to expand on communications between the college and SHRM members. With the support and direction from board members and peers of SHRM I am sure that 2009 is going to be a great success story for us.

-Chad Johnson
College Relations Advocate

SHRM Legislative Conference

With a new Congress, and a new president in the White House, those attending the Society for Human Resource Management (SHRM) 2009 Employment Law & Legislative Conference in Washington, D.C., will have an opportunity to meet public policy decision-makers and other key industry and association leaders, as well as gain insight into policy and enforcement changes likely to affect their organizations.

The conference, scheduled for March 9-11, kicks off with a reception at the Newseum, which opened in its new Pennsylvania Avenue location in April 2008. While there, attendees will meet SHRM's new President and CEO, Laurence G. O'Neil, and new SHRM Board Chair Robb E. Van Cleave, SPHR, IPMA-CP.

The annual conference includes:

- A breakfast program with Republican and Democratic speakers.
- A visit to the Capitol Hill offices of attendees' senators and representatives.
- A networking luncheon to discuss state-specific issues facing the HR profession.
- Concurrent sessions on topics such as "The Future of FMLA: New Regs and New Strategies for Reducing Absences" and "An In-Depth Look at HR Policy Issues Pending in Washington."
- Regulatory and enforcement updates from federal agency representatives.

A general session will feature Washington insider Harold Ford Jr. as the speaker. Ford, who served as a Tennessee congressman for 10 years, is now a TV news commentator and is vice chairman of Merrill Lynch and Co., Inc.

Registration is open to SHRM and non-SHRM members. More information is available at www.shrm.org/conferences/leg/registration.asp.

Those attending the full conference are eligible to register for the [preconference workshop](#), "The Legal Environment for Business Professionals" on Sunday, March 8. Seating for the preconference event, which requires an additional fee, is limited to 40 people.

Federal Legislative Action Alert

YOUR ASSISTANCE IS NEEDED! The new Congress begins today, and SHRM has learned that the U.S. House of Representatives plans to quickly consider important legislation to address pay discrimination in the workplace. These bills are:

- ***The Ledbetter Fair Pay Act*** – would eliminate the statutory time limit for filing pay discrimination claims.
- ***The Paycheck Fairness Act*** – would prohibit an employer’s ability to justify paying different salaries to workers based in different geographic locations.

Please let your Representative know TODAY that these bills go far beyond reasonable, balanced approaches to address wage discrimination.

Here’s Some Background

Ledbetter Fair Pay Act (H.R. 11) – The Ledbetter legislation is a congressional response to the U.S. Supreme Court’s May 2007 decision in *Ledbetter v. Goodyear Tire & Rubber Co.* In that case, the Court held that the 300-day time limit for filing a charge Title VII of the Civil Rights Act starts after the alleged unlawful employment action, and does not re-start a new upon receipt of each successive paycheck

The Ledbetter Fair Pay Act would effectively eliminate the uniform statute of limitations on pay discrimination claims and restart the time clock for filing such a charge with the EEOC upon the receipt of each successive paycheck. The bill would also re-start the time clock when a retiree receives an annuity check from an employer, and would thus keep employers liable to a discrimination claim potentially decades after an alleged act of misconduct. The legislation would amend the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Rehabilitation Act.

Paycheck Fairness Act (H.R. 12) – The Paycheck Fairness Act would amend the Equal Pay Act of 1963, which requires that jobs requiring comparable functions, skills, effort and responsibility in similar working conditions must compensate equally. Some stakeholders contend that the Equal Pay Act is not sufficient to remedy wage discrimination. While wage differentials remains an important workplace issue, debate continues over whether the differential is attributable to discrimination or the result of legitimate pay practices such as education, skill, experience, or tenure.

The Paycheck Fairness Act would limit an employer’s ability to justify paying different salaries to workers based in different locations with different costs of living. Second, the bill would lift the caps on compensatory or punitive damages for which employers would be liable, in addition to current liability for back pay. These damage penalties would apply to even unintentional pay disparities.

SHRM’s Position

SHRM adamantly opposes discrimination based on gender and believes any intentional misconduct against an employee should be promptly addressed and resolved. We also recognize that some court decisions have narrowed the scope of pay discrimination protections. As a result, we believe that it is appropriate and necessary for Congress to re-examine pay discrimination laws to determine if changes may be needed to restore protection under the law. However, SHRM opposes any efforts to eliminate the statute of limitations for filing claims or to limit legitimate employer pay practices. As a result, SHRM is opposed to both the Lilly Ledbetter Fair Pay Act and the Paycheck Fairness Act.

Action Needed

There are TWO separate letters for you to consider sending your House member in Washington today! To write your elected official using HRVoice, follow these steps:

- 1) Log onto HR Voice by [clicking HERE](#) and enter your member number and last name.
- 2) Under the heading “Take Immediate Action on these Hot Issues,” click on:
 - “VOTE NO on the Ledbetter Fair Pay Act” and
 - “VOTE NO on the Paycheck Fairness Act”
- 3) Feel free to personalize your letters by including specific information about the organization you work for, your experiences in the workplace, and why this legislation would negatively impact your organization. Just place your cursor on the text of the letter where you would like to edit.