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FEBRUARY 8TH – MONTHLY MEETING

SPEAKERS: Paul Gormas
COST: Members \$13.00/person - Non-members \$15.00/person
DATE: Wednesday, February 8th, 2006
TIME: 7:15 AM – Registration/Networking
7:30 AM – Full Breakfast
LOCATION: Homestyle Buffet - Middletown
TOPIC: Create a “Lean” Mindset in your Organization

We are pleased to offer an exciting and educational meeting. Learn: What is a Lean Enterprise? Why would my organization want to become lean? How do I create a Lean Mindset that supports and sustains the lean organization? Paul has over 25 years of Progressive Human Resources experience with Fortune 500 companies.

Directions to the Homestyle Buffet:

Take the Middletown exit (route 122) off I-75 and go west. Turn left onto Towne Blvd. Turn right at the first light (Roosevelt Blvd). Follow to Homestyle Buffet (just past Lone Star Steakhouse).

Please reserve your seat by **Friday, February 3rd** by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

Would you like to be more involved in your local chapter?

With the start of a new program year, we are looking for HR professionals who are interested in becoming more active on various committees as well as being more involved in the planning and programs offered for our BWSHRM members.

The following committees are looking for volunteers for the 2005-2006 program year:

- Education Committee**
- Membership Committee**
- Program Committee**
- Diversity Committee**

If you are interested in volunteering for any of these committees, please contact Sandy Stude at ssstude@amtex-lh.com or 513-933-6215. We look forward to a productive coming year!

Other Upcoming Meetings

<u>Date</u>	<u>Time</u>	<u>Topic</u>
Mar. 8	5:45pm 6:00pm 6:30pm	Registration dinner presentation
	Speaker	Steve Brown
		Miami Student Meeting
	Location	– Miami University, Oxford
Apr 12	7:15am 7:30am 8:00am	Registration/Network breakfast presentation
	Speaker	Jeff Shoskins
	Topic	Legal Update
	Location	Beckett Ridge Country Club

SOX Sarbanes-Oxley Act

Read the article at this link to get a better understanding of the meaning: "Fraud to Shareholders".

http://www.shrm.org/hrresources/lrpt_published/1CMS_013084.asp#P-10_0

To benefit the SHRM foundation we will have a raffle at our February 8th workshop. The prize is a one night stay at



"Enjoy the Suite Life" at Staybridge Suites Cincinnati-North.

President's Message

Esta contratado. Sus horas de trabajo a la semana van a ser 40. If you heard someone saying this to you, it would be welcome news: "You are hired. You will work 40 hours a week."

These two phrases were just a few of the things that we learned at our January SHRM meeting. Sharon Attaway, Director of Continuing Education and Business & Industry Center at Miami University Middletown, led a very meaningful discussion on how to command the Spanish language in the workplace.

Their objective is to provide learner-friendly language materials and workshops that require no prior knowledge of the Spanish language. Their programs eliminate the tedious grammar instruction found in most other language programs. They offer programs in healthcare, business, manufacturing, government, public safety, education, retail and hospitality.

Our next meeting, scheduled for Wednesday, February 8, 2006, will feature Paul Gormas. Paul will tell us what a "Lean Enterprise" is and why you want your organization to become a Lean Enterprise. Sign up early! We look forward to seeing you on the 8th.

Our chapter's 2005 CAP (Chapter Achievement Plan) was just submitted. We should be hearing soon that we are once again a Superior Merit Chapter! Hats off to the Board!

Adios!

Jeff Harvey, PHR

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 2005-2006 New Members Contest will have their 2006 State Conference fee paid by Butler/Warren SHRM. That's a value of \$325.00!

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 2006 State Conference.

We are proud to announce that 6 new members have joined our chapter since September and we want to encourage each member to reach out to other HR professionals this New Year.

Your Foundation at Work: Making a Difference

You know what excellence is. It's people...with talent. People who are dedicated and work hard to continually improve themselves, to be the best they can be. They are able to work with others, to be part of a team and to achieve something bigger than themselves. That's what the HR profession is all about. You work behind the scenes to help your employees and companies achieve excellence. You play a major role in finding talented and dedicated people and you help them develop as individuals and team members. 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 research, publications and education. The Foundation enables HR professionals like you to make a difference.

The SHRM Foundation: *Investing in Your Future as an HR Leader*

**The Business & Industry Center
THE SHRM® LEARNING SYSTEM™
COURSE**

GAIN A PROFESSIONAL EDGE...

The PHR or SPHR designation distinguishes you among peers and can open doors to new career opportunities. Enroll in the certification preparation course that consistently beats the national pass rate.

The SHRM Learning System™ course provides an up-to-date overview of key human resource management concepts and trends. This powerful tool not only prepares you for the PHR or SPHR certification exam, it also improves your workplace effectiveness immediately.

By attending our course, you'll benefit from an experienced instructor, interaction with peers and a dynamic classroom environment that enhances learning and helps you stay on track. You'll also earn 3.0 continuing education credits, and tuition reimbursement programs may cover your cost.

Isn't it time to move forward with your career?

Register now... classes fill quickly and space is limited!

Registration deadline is **February 17th**. Call

513.727.3300 or email continuinged@muohio.edu.

SEBC Workforce Academy

7617 Voice of America Park Drive, West Chester, OH
(People's Bank Building)

Thursdays, March 2 – May 4, 6 pm – 9 pm

\$995 (materials included)

**Upcoming 2006 SHRM
Conferences**

[SHRM Annual Conference & Exposition](#)

[Employment Law and Legislative
Conference](#)

[Global Conference & Exposition](#)

[Employment Management Association
Conference & Exposition](#)

[Workplace Diversity Conference &
Exposition](#)

[Strategic HR Conference](#)

Check out SHRM's page:
<http://www.shrm.org/conferences/>

PHR/SPHR/GPHR

2006 EXAM SCHEDULE

Application Deadlines

Exam	Window	Reg. Deadline Date	Late Deadline Date
PHR/SPHR	May 1 - June 30, 2006	March 17, 2006	April 21, 2006
PHR/SPHR	Dec. 1, 2006 - January 31, 2007	Oct. 13, 2006	Nov. 17, 2006
GPHR	May 1 - May 31, 2006	March 17, 2006	April 21, 2006
GPHR	Dec. 1 - Dec. 31, 2006	Oct. 13, 2006	Nov. 17, 2006

DOL Issues USERRA Regulations

On Monday, December 19, 2005, the Department of Labor (DOL) published final regulations on the Uniformed Services Employment and Reemployment Rights Act (USERRA) in the *Federal Register*. (See 70 Fed. Reg. 75,245.) The regulations clarify the requirements for employers and employees under USERRA, which protects the employment and reemployment rights and benefits of service members upon their return to civilian life. DOL also issued a final rule requiring employers to provide a notice of the rights, benefits, and obligations of employees and employers under USERRA. Both the regulations and notice requirement take effect on January 18, 2006.

For the most part, the final regulations are very similar to the proposed rule that was published in the *Federal Register* on September 20, 2004. However, employers should pay careful attention to the section governing the statute of limitations (20 C.F.R. § 1002.311). The statutory text of USERRA provides that there is no statute of limitations for USERRA. See 38 U.S.C. § 4323. However, the final rule referenced one court that has held a four-year statute of limitations and other courts that have barred USERRA claims under the equitable doctrine of laches. The equitable doctrine of laches applies where an employee unreasonably delays asserting his or her rights under USERRA and that unreasonable delay would cause prejudice to the employer.

On Friday, December 16, 2005, the Department of Labor held a press conference where Secretary of Labor Elaine L. Chao and Assistant Secretary Charles S. Ciccolella highlighted key provisions of the new USERRA regulations, including the “escalator principle.” The escalator principle requires that a service member be returned to the same seniority, status, and pay that he or she would have attained if employment had remained continuous.

To view a copy of the new USERRA regulations, please [click here](#).

Or go to www.dol.gov/vets/programs/userra/

SHRM Submits Comments on the Revisions to the EEO-1 Report

On December 28, 2005, SHRM submitted comments to the Office of Management and Budget and the Equal Employment Opportunity Commission (EEOC) on the final revisions to the Employer Information Report (EEO-1 Report). In November 2005, the EEOC voted to approve proposed revisions to the EEO-1 Report. The revised EEO-1 report, as proposed, will make significant changes to the current form. These changes include inserting a category for “two or more races,” making changes to the reporting of racial data of Hispanic and Latino employees, and amending the job categories.

SHRM was generally pleased with the final revisions, especially the EEOC’s position that race/ethnicity information be gathered through self-identification and the adoption of two subcategories for Officials and Managers. SHRM also expressed concerns with the two-question format and the changes to the reporting of racial/ethnic data of Hispanic and Latino employees. SHRM applauded the EEOC on its multi-year effort to revise the EEO-1 form and also offered to assist the Commission in educating both the employee and employer communities on the EEO-1 changes. Thanks to the input provided by SHRM members, the Society successfully conveyed, in the final comments, the impact that the revisions will have on the HR profession.

To view a copy of the comments submitted by SHRM, please [click here](#).