



Ohio SHRM State Council

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Message from the Director

Steve Browne, SPHR

Hello Everyone!

It's hard to believe we're starting a new year again. I'm sure you're excited about what 2013 has in store for you as leaders, and for the life of your chapters.

This is our monthly newsletter where we will be highlighting information from the State Council, our Core Leadership Area (CLA) and District Directors, SHRM and your chapters!

If you have been experiencing great success in programming and chapter initiatives, among other things, make sure to submit them to us in the coming months and we will share them with everyone. We can always learn from each other by knowing what's going well for our colleagues.

Please make sure to reach out to connect with our Core Leaders. They are incredible resources who are available to your chapter. Their goal is to help enhance the great work that you're doing!

I also want to encourage you to let me know how things are going for you. I am available for each of you and will do my best to make sure your suggestions, ideas, and concerns are addressed by the State Council.

You can always reach me by e-mail at sbrowne@larsosas.com or by phone at either: (513) 347-5696 (office) or (513) 919-1472 (cell).

This is going to be a great year for the Council and your chapters! I hope to see you at our meetings, at Lobby Day in April, and at the State Conference in September!

Have Your Say

Click here (<http://www.surveymonkey.com/s/R5Y88K8>) to take a quick, five-question survey and provide your insight on what SHRM could do to better serve the HR profession. Our current Membership Advisory Council (MAC) Regional Representative, Donna Rogers, wants to hear from you – our volunteers – and take your valuable opinion back to the SHRM Board of Directors.

If you have any questions about the survey, please contact me and I'll be glad to help you. The deadline to complete the survey is **March 31, 2013**.

Want to get involved?

Our CLAs may have needs for Committee members to assist with special projects. If you'd like to get a taste of volunteering at the State Council level, please send an e-mail to our Secretary, Chris Henning at secretary@ohioshrm.org and she'll forward it to the appropriate CLA Director. We hope you join in! Visit www.OhioSHRM.org for more information on our Core Leadership Areas.



Treasurer Talk

Bank Balances as of 2/15:

Checking	\$36,126.62
Savings	\$234,906.99
CD	\$50,638.04

January income from Mighty Event is not reflected in the checking balance above as the check has been “in the mail”. Mike Medoro and Karen Brandenburg are working to further streamline the process of posting income from Mighty Event to checking. More to come on that front!

The checking balance reflects the payment made for the publishing and distribution of *The Magazine* approved at the January Council meeting. This expense represents \$40,820.42 in total

A revised expense form has been developed and you will receive it from Chris Henning by the end of the month. It will also be posted on the website for future reference.

Legislative Priorities Focused on Unemployed, Healthcare and Taxes

Anthonio C. Fiore

The 130th Ohio General Assembly and Governor John Kasich have been busy developing priority legislation since the start of 2013. Thus far, the Ohio House has introduced several bills that, if passed, would affect human resource professionals throughout Ohio.

A few key pieces of legislation include:

[HB 2 \(http://www.legislature.state.oh.us/BillText130/130_HB_2_I_Y.pdf\)](http://www.legislature.state.oh.us/BillText130/130_HB_2_I_Y.pdf), introduced by Rep. Tim Brown (R-Bowling Green) and Tim Derickson (R-Oxford), makes important changes to the state’s unemployment insurance (UI) laws to ensure claimants are actively seeking work. The bill requires UI claimants to register for employment on the state’s job matching website, www.OhioMeans-Jobs.com, at the same time they are applying for UI benefits. In addition, the claimant will receive a weekly listing of available jobs based on the claimant’s education and experience to ensure the jobseeker is aware of all job opportunities in available in their area. If the claimant is unable to find employment within the first two months of collecting UI benefits, they will be required to contact the local one-stop center to apply for additional employment assistance beginning the eighth week of filing for UI benefits.

[HB 3 \(http://www.legislature.state.oh.us/BillText130/130_HB_3_I_Y.pdf\)](http://www.legislature.state.oh.us/BillText130/130_HB_3_I_Y.pdf), introduced by Rep. Barbara Sears (R-Maumee) and Rep. Stephanie Kunze (R-Hilliard), seeks to improve the health insurance system oversight as employers continue to navigate how to comply with the Affordable Care Act (ACA). This bill seeks to control the regulatory authority over the sales, solicitation and recommendation of health insurance options. In addition, it would provide for the certification and oversight of health exchange navigators, and adjusts continuing education requirements for insurance agents. Overall, the bill would prohibit the state from imposing certification requirements beyond the minimum federal requirements on health insurers seeking to offer a health plan through an ACA exchange operating in Ohio.

[HB 5 \(http://www.legislature.state.oh.us/BillText130/130_HB_5_I_Y.pdf\)](http://www.legislature.state.oh.us/BillText130/130_HB_5_I_Y.pdf), introduced by Rep. Cheryl Grossman (R-Grove City) and Rep. Michael Henne (R-Clayton), seeks to create uniformity in Ohio’s municipal tax system. Currently, roughly 600 municipalities

in Ohio impose municipal income taxes, each with their own definitions, rules and regulations, forms and reporting time tables. Ohio’s municipal tax system is one of the most complicated in the country, and a uniform municipal income tax system would arguably make it easier to do business in Ohio by reducing compliance costs and administrative burdens for employers. This bill includes consolidation of multiple forms and filing timeframes.

[HB 34 \(http://www.legislature.state.oh.us/BillText130/130_HB_34_I_Y.pdf\)](http://www.legislature.state.oh.us/BillText130/130_HB_34_I_Y.pdf), introduced by Rep. Bob Hackett (R-London), contains the Ohio Bureau of Workers’ Compensation (BWC) Biennial Budget as well as a few policy changes. Employers fully fund the BWC and pay approximately \$1.9 Billion in premiums each year. The \$550.7 million budget is the second consecutive budget decrease under BWC Administrator/CEO, Steve Buehrer, and represents a nearly 5% decrease compared to the previous budget. BWC has is requesting a lower budget due to reducing costs through administrative efficiencies, medical management and prevention of workplace injuries. The bill also seeks to improve medical outcomes for injured workers. For example, the bill would allow a claimant to seek medical treatment from a provider of their choice even if the provider is not certified by the BWC as a provider of choice as long as the claimant is receiving appropriate and quality care from such a provider. But, similar to health insurance the claimant would be required to pay an out of pocket copayment for selecting a medical provider outside BWC’s provider panel. Lower administrative costs and better medical outcomes for claimants translates into lower costs for employers and ensuring injured workers return to a state of health and back to the workplace in an expeditious and safe manner.

Governor Kasich's State Budget

On Monday, February 4, Governor John Kasich rolled out the "Ohio Jobs Budget 2.0" (<http://obm.ohio.gov/SectionPages/Budget/FY1415/Default.aspx>). The Governor has stated the intent behind the 2014-15 state budget proposal is to create jobs by cutting taxes and reforming the tax code. The proposal reduces revenues by 1) cutting taxes for small business owners in half on the first \$750,000 of earnings, 2) cutting the state income tax by 20 percent, 3) cutting the state sales tax rate from 5.5 to 5.0 percent and 4) eliminating the severance tax for small, conventional natural gas producers. The proposal also broadens the tax base to include most services exempt from state sales tax and raises the severance tax from 20 cents on a barrel of oil to 4.0 percent.

All human resource professionals will need to evaluate how such tax changes will impact your workplace along with your internal and external financial advisors. New services that will be subject to the lower state sales tax of 5.0 percent include: intrastate courier service, refuse collection, insurance services, investment counseling, property sales agents, real estate management fees, banking service charges, broker fees, accountant and attorney fees, mailbox rentals, travel agent services, advertising agency fees, call center, check and debt collection, commercial art and graphic design, credit information, interior design and decorating, lobbying and consulting, magazine subscriptions, marketing, telemarketing services, just to name a few.

More details on the state budget will be available as the debate in the Ohio House and Senate progress in the coming weeks. Lawmakers and the Governor have until June 30 to finalize the budget before the new fiscal year begins on July 1, 2013.

Important Dates

February: Tuesday, February 19 – Governor Kasich's "State of the State" Address, Lima, OH

March: March 10-12 – SHRM 2013 [Employment Law & Legislative Conference](http://www.shrm.org/Conferences/EmploymentLawLegislativeConference/Pages/default.aspx) (<http://www.shrm.org/Conferences/EmploymentLawLegislativeConference/Pages/default.aspx>) – Hyatt Regency Washington on Capitol Hill – Washington, D.C. (<http://www.shrm.org/Conferences/EmploymentLawLegislativeConference/Pages/default.aspx>)

April: Tuesday, April 23 - Ohio SHRM Legislative Conference in Columbus, Ohio at the Sheraton Columbus Hotel at Capitol Square.

June: Sunday, June 30 – End of State Fiscal Year (State Budget needs to be enacted before July 1, 2013)

Tony Fiore is an attorney with the law firm Kegler, Brown, Hill & Ritter, L.P.A. Mr. Fiore focuses his practice on government affairs, labor & employment law and international business. He is a member of the HRACO Government Affairs Team and the Director, Government Affairs for Ohio SHRM State Council. He can be contacted at (614) 462-5428 or afiore@keglerbrown.com.

Certification Corner

Dianna Sayre, SPHR

Strategic Programming

Ensuring that your chapter programming is pre-approved for recertification credit is a great way to retain and increase the number of certified HR professionals within your chapter. To assist each chapter with this goal, the Ohio SHRM State Council has created the Strategic Programming Fund. Each Ohio SHRM chapter is eligible for up to \$500 to cover the cost of booking a program approved for Strategic recertification credit! We challenge every chapter to participate in this initiative during 2013. Interested in applying? Chapter Presidents may log on to the Ohio SHRM website (www.ohioshrm.org) and access the Chapter Funds Request form under the "My Ohio SHRM" link for more details. Need a log-in? Please email Ohio SHRM Technology Director, Michael Medoro at mgmedoro@aspect-marketing.com.

Certification Scholarship Available

Did you know that SHRM members *and* SHRM professional chapters are eligible to apply for a 2013 SHRM Certification Scholarship? Each year, SHRM offers 80 Certification Scholarships worth \$750 each! SHRM chapters can use this scholarship to fund programs that promote PHR, SPHR and GPHR certification, including the purchase of a SHRM Learning System for a certification study group. 2013 Applications will be available April 1 and must be submitted by July 15. Visit www.shrm.org/about/foundation to apply.

Spring Certification Deadline Approaching

The application window to sit for the spring 2013 certification exam is quickly drawing to a close!

Applications will be accepted through March 22, and late applications through April 19. Encourage your chapter members to apply as soon as possible and schedule their exams as test centers fill up quickly. Test takers can check out "Scheduling Your Exam Made Easy", by Oscar Lasso, Client Relations Certification Lead at <http://www.hrci.org/Blog.aspx?id=6442452176&blogid=2147483904> for step by step instructions.

Diversity Updates

Bob Rakoci, SPHR

Internbridge is presenting a three-part online academy that "will provide you and your organization to tools and tactics and offer you practical solutions to recruit the next generation of leadership for your organization." It is pre-approved for 3 HRCI credit hours and consists of:

- **The New Definition of Diversity** – Tuesday February 19, 2013 at 1:00 pm ET
- **Using New Media to Recruit Diverse Candidates** – Thursday, February 21, 2013 at 1:00 pm ET
- **Programming to Cultivate Diverse Talent for Organizational Leadership Roles** – Monday, February, 25 at 1:00 pm ET

Visit www.internbridgeprograms.com/diversityrecruiting2013 for more information.

The State of the State at BGSU

The State of the State: Equity, Opportunity and Diversity in Ohio, commonly referenced as *The State of the State*, is an annual conference that is sponsored by a broad coalition of Ohio institutions and organizations. Bowling Green State University is hosting the 17th Annual State of The State Conference in the Bowen-Thompson Student Union on Thursday, March 21, 2013. This is an opportunity for your organization to be part of a state-wide conversation about diversity, equity, inclusion, and opportunity.

For more information, visit the website link for the State of the State Conference.

<http://www.bgsu.edu/sosconference/>

Information provided by Andrea Grata Domachowski

Upcoming Diversity Topic at Cleveland SHRM

Cleveland SHRM has a timely Diversity topic featured in their next Chapter meeting on **Wednesday, February 20 from 11:30 – 1:30**. *This program has been approved for 1.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute*

Session Title: LGBT Awareness, Inclusion, and Impact on Your Organization

This session will help the HR professional understand their role in developing a LGBT inclusive organization. Gain an increased knowledge of the issue of LGBT workplace inclusion from a LGBT perspective and have increased knowledge of steps that HR can provide to support a LGBT inclusive workplace. Learn training, policies and procedures related to the following:

- Organizational impact of an LGBT inclusive work site and simple action steps to make your workplace more inclusive;
- Impact of “coming out” and “being out”; and
- Improved understanding of what it means to be LGBT in the workplace.

Speaker: Thomas Hawn

Thomas Hawn has spent more than 25 years in both the corporate and nonprofit worlds. He is a creative, accountable, and seasoned executive with a background in product, financial, nonprofit and change management.

For more information visit <http://clevelandshrm.com/> and click the Events link.

Toledo Chapter Hosting 8th Annual Diversity Symposium

Mark your calendar! Toledo Area Human Resource Association (TAHRA) is having its 8th annual **Diversity Symposium** on **Friday, April 26, 2013**. Our keynote speaker, **Mimi Donaldson**, will present “*Beyond Mars & Venus: Bridging the Diversity Gap*”. In addition, other speakers will include **Marsha Drees** presenting “*Helping Employees When Their Loved One is Deployed by the Military*”; **Kendall Lee and Demia Kandi** will present “*Diversity: Inclusion & Empowerment*”; and Attorney **Fadi V. Nahhas** will provide an overview of Immigration Laws.

New for our Symposium this year, in addition to HRCI credits, TAHRA has requested CEU's for Social Workers and Counselors. To learn more, or to register for this conference (early bird rates = \$70 for members; \$85 for nonmembers – early bird rate ends 4/19/13), contact Dawn Chong, PHR at dchong@bgsu.edu. TAHRA will extend the member rate to any other SHRM Chapter member!

College Relation Updates

Terri Vetter, SPHR

SHRM partners with Internships.com

SHRM has formed an alliance with Internships.com to help you! Over 1,000 human resource internships are currently available on Internships.com so the time is now for student's to polish their resumes, register, start searching and applying for **FREE!** SHRM student members have access to exclusive HR internships, which will enable students to stand out as a member of the world's largest association dedicated to human resource management!

Internships.com also has tools for employers and educators. Businesses can utilize the site to post an internship for free. Resources are available on the site to help create and manage a successful internship program. Follow their blog to remain current on all the current issues and FAQ's.

Educators can also access the site to post internships available at their institution, as well as register to receive emails that highlight opportunities available for students. These emails also include resume tips and interview ideas designed to prepare students for their professional careers.

2013 Regional Student Conferences – REGISTER TODAY!

Make your travel plans today and attend the 2013 SHRM North Central Regional Student Conference in Ames, Iowa, on March 22 and 23! Featured activities include career development opportunities, inspirational keynote and educational sessions, Case Competition, and networking opportunities. The cost for **Members to attend is \$39 per person (Non-Members is \$49 per person)**. Registration includes: Keynote & Educational Sessions, Friday night dinner & networking reception, Saturday meals (breakfast, lunch, and dinner), and complimentary resume review during the Career Development Fair. **For details, click here** (<http://www.shrm.org/Conferences/StudentConferences/Pages/NorthCentralRSC.aspx>)