



## The Butler / Warren County Buzz

- **October 6th – Monthly Meeting @ Wetherington CC**
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**Attention HR Professionals! Butler/Warren County Society for Human Resource Management Presents:**

**How to Stay Union Free**

Gary Greenberg is a shareholder at Denlinger, Rosenthal and Greenberg, LPA. He has devoted his career to practicing management-side labor and employment law, and has substantial experience representing public and private employers in union organizing campaigns, labor negotiations, administrative agency matters, arbitration, and litigation. Gary is listed in the Best Lawyers in America, Ohio Super Lawyers, and Chambers USA America's Leading Lawyers in Business. Gary graduated from the University of Pennsylvania in 1974 and from the University of Michigan Law School in 1978. He is admitted to practice in Ohio.

Rob Shank is Of Counsel at Denlinger, Rosenthal and Greenberg. Since joining Denlinger in 2009, Rob has practiced management-side labor and employment law. Before then, he practiced litigation for 12 years as a partner in a large Cincinnati law firm. At Denlinger, Rob's experience includes representing public and private employers in union organizing campaigns, administrative agency matters, and litigation. He is listed as an Ohio Rising Star in Ohio Super Lawyers. Rob graduated from Xavier University in 1992 and from Vanderbilt University School of Law in 1996. He is admitted to practice in Ohio and Indiana.

**Gary and Rob will discuss How to Stay Union Free, including the following topics:**

- How Unions Organize
- Avoiding Union Organization
- The Role of Supervisors in Union Campaigns
- Dealing With Specific Union-Related Problems
- Facts About Unions and the Current Pro-Union Labor Board

**We hope you can join us on Thursday October 6th, 2011 at Wetherington Country Club.**

**Directions:**

Take I-75 to Tylersville and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Meijer, turn right and follow to the stop at corner of Country Club Lane. Turn right at stop sign and follow road to left. It takes you into Country Club parking lot.

**Cost is \$13.00 for members and \$15.00 for non members.**

7:15 AM – Registration and Networking

7:30 AM – Breakfast

8:00-9:00 AM – Presentation

**Please reserve your seat by Tuesday, October 4<sup>th</sup> by emailing Michelle Ezerski at [michelle.smith@uchealth.com](mailto:michelle.smith@uchealth.com) or by calling 513-298-7831.**

**\*\*\*This meeting has been approved for 1 general credit hour\*\*\***

President's Message – October 2011

The recent OHIO SHRM Conference, held at the Kalahari Resort in Sandusky, Ohio, September 21-23, 2010, had record attendance by over 772 HR professionals and Steve Browne's theme "HR Rocks" created some great energy and fun throughout the conference! Our very own **Tom Mobley, SHRM Foundation Director** for BWSHRM wowed us with his Rock Band (the game) skills on stage as a member of "The Godfather's" before we enjoyed a few laughs with **Heywood Banks** and his popular 'Touchdown Jesus' song!

There were some phenomenal speakers with presentations ranging from **Simon Bailey's** "Vuja De" and **Jill Kopanis'** "Shazaam" to **Ben McCall's** presentation on how to build a leadership development program and **Jennifer McClure's** 7 Strategies to achieve maximum impact within your organization. My personal favorite was **Erika Oliver's** "Happy Crap" – she is the author of a book with the same title (among others) and I would suggest if you haven't had the opportunity to listen to her message that you seek it out, it is a great way to reenergize your day and remember what's important not only in the field of HR but within our own personal lives.

If you didn't get the chance to attend this year's conference, I'm sorry to say you missed one of the best OH SHRM conferences yet and I hope you'll consider attending next year! See you soon!

Angela Sherrick, SPHR

President

## **CALL FOR VOLUNTEERS!!**

Interested in being a volunteer leader for 2012? Anyone who may be interested in more information should feel free to contact me directly at [angela.sherrick@pac.com](mailto:angela.sherrick@pac.com) or via phone at 513-217-3208 to get more information on just what these positions entail (and the perks) and plan on sticking around after the Oct. 6, meeting to chat with one of us.

## **BWSHRM and Paypal**

We now have the ability to accept your payment for meeting or membership fees online via PayPal! Please request an electronic invoice at the time you register for the meeting or sign up for membership (or renewal) and our Treasurer will forward the invoice to your email address for payment!

**BUTLER / WARREN COUNTY  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT  
2011 BOARD OF DIRECTORS**

**President**

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## **LOGO TIME!!!**

Our chapter of SHRM is going to have a logo created for our chapter so that we can have a distinct identity. Once we do this, we can keep it for years to come. If you are interested in helping guide this decision, please send your thoughts to me.

The following will take you to some other websites that have logos, but feel free to not be constrained by these:

<http://www.clevelandshrm.com/>

<http://ashtabula.shrm.org/>

<http://gchra.shrm.org/>

<http://www.glccshrm.com/>

<http://sdshrm.org/>

<http://www.hraco.org/>

<https://netforum.avectra.com/eWeb/StartPage.aspx?Site=LGASHRM>

<http://www.mvhra.org/>

<http://www.scohrc.com/>

Denise Reier, Adago Marketing, suggested the following questions as considerations:

1. Describe the organization (charter, objectives, driving principals, etc.)
2. Color preferences (if any)
3. What type of overall feeling would you like to project with this new logo? (corporate, fun, team-oriented, high-tech, sophisticated, welcoming, etc.)

4. Any additional visual elements that would help drive the feeling of the organization? (circles, showing connectivity; etc.)

From these thoughts and ideas, Adago will create several options from which the board will choose the finished product. So let your creative juices flow and please send me any thoughts ([BrendaK@CreekstoneEnergy.com](mailto:BrendaK@CreekstoneEnergy.com)) on what you would like to see in our logo.

Sincerely,

Brenda Kuhnel

Diversity Director



The National Labor Relations Board (NLRB) has provided new guidance and mandates affecting HR even for companies that have never had a union or a threat of union organizing. These pronouncements include a new posting requirement as well as new warnings about social media policies.

### **New NLRA Notice and Posting Requirements.**

First, the NLRB has issued a new mandate requiring most private-sector employers to notify employees of their rights under the National Labor Relations Act by posting a written notice in the workplace. **Employers should begin posting the Notice on November 14, 2011. Copies of the actual Notice will be available on the NLRB website and from NLRB regional offices (or by contacting the author at the email below) by November 1.**

The new 11-by-17-inch Notice is similar in content and design to a notice of NLRA rights already required for federal contractors under a Department of Labor rule. This new requirement is controversial, as many employers feel the proposed language is too “pro-union,” and there has been no demonstrated need for the new requirement.

Translated versions will also be available and must be posted at workplaces where at least 20% of employees are not proficient in English.

Employers who customarily post personnel rules and policies on an intranet or an internet site must also post the new Notice online as well.

### **NLRB Attacks Restrictive Social Media Policies.**

Many companies have adopted broad policies prohibiting employees from posting on Facebook, blogs, or other social media sites. Usually, such policies are intended to prevent conduct that might cause embarrassment, legal exposure or morale issues for the company. The NLRB is taking a very hard line against such policies in both unionized and union-free companies, on the grounds that many such policies improperly interfere with employee rights to engage in protected concerted activity.

Last month, the NLRB's general counsel issued a report detailing the agency's legal actions against several employers with overly broad social media policies. Some examples of common provisions that were found to be unlawful by the NLRB include company prohibitions against:

- "disparaging remarks when discussing the company or supervisors"
- "offensive conduct"
- "rude or discourteous behavior"
- "inappropriate discussions"

- "using any social media that may violate, compromise or disregard the rights and reasonable expectations as to privacy or confidentiality of any person or entity"
- "communication or post that constitutes embarrassment, harassment, or defamation"
- "statements that lack truthfulness or that might damage the reputation or goodwill" of the company"
- "posting anything that [employees] would not want their supervisor to see or would put their job in jeopardy"
- "use of the employer's logos and photographs of the employer's store, brand or product without written authorization"

Each of these common-sense policies above were found to be potential unfair labor practices, even where they are clearly intended not to "bust unions" but to encourage harmony in the workplace. The NLRB's report details several cases where the NLRB pursued unfair labor practice cases against employers who terminated employees for violating such company policies, determining that the employees' underlying behavior – however rude or aggressive – consisted of protected concerted activity online. The employees' protected online comments included examples that are plainly disparaging, profane and disloyal.

Given the NLRB's heightened interest in social networking and its tendency to find unfair labor practices based solely on the existence of non-conforming policies, employers are encouraged to review and consider modifying their social media policies to carve out exceptions for employee activities protected by Section 7 of the NLRA. Consider seeking legal advice before disciplining or terminating employees for violations.

**Marc L. Fleischauer, Esq., SPHR**, is an employment lawyer and the Legislative Chair for BWSHRM. Contact him at Coolidge Wall Co., LPA, **937-449-5771** or [fleischauer@coollaw.com](mailto:fleischauer@coollaw.com).

## Diversity Today

By Brenda Kuhnel, PE, LEED AP

One of the most rewarding experiences I have had in life is becoming a CASA, Court-Appointed Special Advocate. A CASA is a person that has accepted a court's assignment for involvement with the child(ren) of a family that has come under the oversight of Children's Services. Children's Services involvement can occur because of alleged or substantiated abuse, neglect or something called "Dependency", where the child(ren) could be harmed due to factors such as mental illness that is not well-treated, abuse of another child that could become wider-spread through the family, etc.

The CASA will visit the child(ren) regularly, wherever they have been placed. In addition, the CASA will meet with involved family members, foster families, schools, service providers, etc. to develop a complete picture of how each child is doing. The information and the CASA's recommendations are then provided to the court for use by the judge in determining what is in the best interest of each child. The CASA has just the one case and is an independent voice, not beholden to any organization's agenda. The CASA is involved in advocating for the child(ren), which often will involve advocating for services for one or more family members so that better behaviors are learned and needed services more likely provided.

Why would I write about this as the Diversity Advocate for the Butler-Warren SHRM chapter? In addition to helping children which many like to do, this opportunity allows people to get to know families, they might not otherwise know. These families may be similar to some of our employees' families and it allows us to better understand what real people live with every day. Many of the families involved have generations of unsuitable behavior or an unlucky combination of circumstances. Genetic issues such as bi-polar, low IQ and cognitive delays may also affect a parent's ability to meet the needs of their children. When you see the issues that families can face, often through no real fault of their own, it makes one wonder how they managed to do as well as they have. Many of these families deal with issues that would absolutely overwhelm many of us fortunate to have lived lives that are more sheltered.

This is one volunteer activity where you receive more than you give. Through getting to know my CASA child's family, I now understand many others too. In addition, hearing my CASA child's happy voice is wonderful. For more information in Butler County, call 513/867-5010, e-mail [ParaCASA@Aol.com](mailto:ParaCASA@Aol.com) or go to the website [www.ButlerCountyOhio.org/Parachute](http://www.ButlerCountyOhio.org/Parachute). In Warren County, call 513.695.1356 or e-mail [Malia.Mumma@co.warren.oh.us](mailto:Malia.Mumma@co.warren.oh.us). Warren County's website is [www.WarrenCountyCASA.org](http://www.WarrenCountyCASA.org). There also is an Ohio website, [www.OhioCASA.org](http://www.OhioCASA.org), for even more information. I also would be happy to share with you what I have learned.

"With all thy getting, get understanding" (Steve Forbes and Proverbs)

# Apply for Certification

## When to Apply

We accept applications for our certification exams twice a year for the two [exam testing periods](#). Apply early to make sure that your registration is confirmed and that you get your choice of exam date, time and location.

## How to Apply

Apply online by [creating](#) an Online Profile to obtain an User ID # and password. If you already have your 12-digit User ID # and password you may begin the online application process by entering them as your login information to access your [Online Profile](#).

## What You Need to Fill Out the Application

You will need to give us the following information:

- Email address -- During the application process, we will send all communications by email, to the email address you list in the application
- Full name as it appears on your government-issued ID -- At the test center, you will be required to present an unexpired, government-issued ID. Make sure the name on your application matches the ID you will present at the test center.
- Mailing address --We will mail score reports and certificates to the “primary” address that you list on your application
- Demographic information --This will include information such as your age, sex and company name. We request this information so that we can learn more about certification candidates. We do not use this information to determine who is eligible to take an exam. We do not discriminate on the basis of race, religion, national origin, sex, sexual orientation or disability.
- 12-digit User ID number (If you are already certified or you have applied in the past, you already have this User ID number. This ID number is different from your SHRM member number-if you have one). You will need your User ID number and a password to review and modify your applications online, to schedule exams and to communicate with us before and after you become certified. If you submitted a paper application, please allow 10 business days for the information to be available in your online file.)
- Info changes --After applying, you can review or modify your contact information online. Please note that only our staff can make name changes.
- Qualifying HR work experience -- You must fill out the Qualifying HR Work Experience section of the application unless you recertify by exam or you are CA certification candidate. The position or positions you list in this section must exactly match the [approved position codes](#). If you cannot find an exact match for your job title on the position code list, you must list that job title as “Other” on your application. Then fill out and submit a [Supporting Documentation form](#) and attach an official job description to show that the position was at a professional level

and that at least 51 percent of the daily activities were HR focused. If you do not provide this information, you will not be eligible to take the exam. Because of the volume of applications we receive, we cannot pre-approve applications for eligibility.

- SHRM Member Number (if you have one)
- Felony Conviction Statement -- In compliance with the accreditation that the HR Certification Institute received from the National Commission for Certifying Agencies (NCCA) in 2008, we ask that you answer a felony (serious crime) conviction statement.
- Affirmation -- You will be asked to affirm that the information submitted on the application is complete and true. The affirmation also attests that you have read the [HR Certification Handbook](#) and agree to be bound by all policies and procedures outlined in it.
- [Application Fee](#) Payment

### **HR Certification – Exam Deadline and Fees**

<b>Testing Dates</b>	<b>Applications Accepted</b>	<b>Late Applications Accepted*</b>
<b>Spring</b>		
PHR/SPHR May 1-June 30, 2011	Jan. 10, 2011 - Mar. 11, 2011	Mar. 12 - April 15, 2011
GPHR/CA May 1 - May 31, 2011	Jan. 10, 2011 - Mar. 11, 2011	Mar. 12 - April 15, 2011
<b>Winter</b>		
PHR/SPHR Dec. 1, 2011-Jan. 31, 2012	July 11, 2011 - Oct. 7, 2011	Oct. 8 - Nov. 11, 2011
GPHR/CA Dec. 1-31, 2011	July 11, 2011 - Oct. 7, 2011	Oct. 8 - Nov. 11, 2011

Visit this link for more information - [http://www.hrci.org/deadlines\\_fees/](http://www.hrci.org/deadlines_fees/)