



April 2014/May 2014 Newsletter

Butler/Warren County SHRM The BUZZ



President's Message

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It brings me great pleasure to announce that the BWSHRM Chapter has been awarded the 2013 Silver EXCEL Award. The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters with SHRM. It recognizes the outstanding achievements of our chapter and a commitment to providing meaningful programs and services to our members. Thank you to the Board of Directors for your ongoing dedication to serving the needs of our members and the advancement of the human resource management profession at the local level. I have all the confidence that we will earn the Silver EXCEL Award for 2014!

The BWSHRM Chapter has once again partnered with the HR Collaborative and its regional conference to be held on April 30, 2014 at the Savannah Center in West Chester, OH. It has been pre-approved for 6 HRCI credits – including 4 strategic! To register visit <http://www.hr-collaborative.org/>. Thank you to our board members, Angela Sherrick and Linda Stryker, for the part they've played in the planning and preparation of the conference.

As always, thank you for your membership and attendance at our monthly meetings! I will see you at our May meeting.

Michelle Ezerski
President

Michelle Ezerski

President





Butler/Warren Society for Human Resource Management and the Ohio Employer Council Present...

Employing Older Adults Without Going Broke

Please join us on Thursday May 1st as Benda K. Milburn will discuss ways to employ older adults without going broke.

This presentation will generate ideas and provide encouragement to think more broadly. Brenda will cover many topics including the following:

- The different types of older working adults
- What's in it for your company – older adults?
- What's in it for you?
- Factors for work satisfaction

Brenda K. Milburn has over twenty-five years of experience as a licensed consulting engineer. Her work has allowed her to experience many different working environments, from construction sites to positions in management. Industries include pharmaceutical manufacturing, semi-conductor manufacturing, nuclear power production, paper manufacturing and institutional work such as hospitals and schools. She currently operates her own engineering consulting firm.

We hope you can join us on Thursday May 1, 2014 at Wetherington Country Club.

Directions:

Take I-75 to the Tylersville Rd. exit 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 \$15.00 for members and \$20.00 for non members.

7:30 AM – Registration and Networking

7:45 AM – Breakfast

8:00-9:00 AM – Presentation

This meeting is pending approval for HRCI credits.

Please reserve your seat by Tuesday April 29th by emailing Sherrie Acheson at SLAcheson@metalcoaters.com or by calling 937-584-3305.



April 30, 2014 - Navigating the Course: Setting Sail to Excellence
Pre-Approved for 6 HRCI Credits - Including 4 Strategic!

To Register Visit our Website: www.hr-collaborative.org

Sail Date:
Wednesday, April 30, 2014
Sail Time:
7:30am - 4:30pm

Fare: \$129.00
Boarding Location:
Savannah Center
5533 Chappell Crossing Blvd., West Chester, OH

Your Captain and Crew:

Morning Keynote: EMERGE by Steve Gilliland

Breakout Presenters:

- **Sourushe Zandvakili:** Data and Metrics Driven Approach to Human Resource Practices: Using Customers, Employees and Financial Metrics
- **Carla Messer:** Untangling Recruiting Messages that Signal Performance
- **Scott Schreiber:** Improve the ROI on Your Compensation Investment
- **Hudson Peters:** The Changing World of Employee Contributions
- **Karen Schenck:** Consulting Internally: Enhance Your Skills and Strategic Influence
- **Julie Bauke:** Lunch Presentation Coaching to Career Happiness
- **Wayne J. Owens, M.Ed.:** How to Engage Employees and Inspire Motivation at Work
- **Bob Riess:** Create Real Hands-On Learning
- **Maggie Frye:** Responding to the Leadership Challenge: How to Get Started
- **Karl R. Ulrich and Matt Messersmith:** Using Social Media for Pre-Employment Screening
- **Julie R. Pugh, Esq., PHR and Lee Geiger, Esq.:** Save Me the Money!
- **Megan Leasher, Ph.D.:** Emotional Intelligence
- **Donna Chrobot-Mason:** Leadership in a Diverse Workplace - Building Bridges and Leveraging Differences



Pre-Approved for 6 HRCI credits - Including 4 Strategic!

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 6.0 recertification credits.

UPDATING YOUR EMPLOYEE HANDBOOK IN 2014

*By: Allison D. Michael, Esq.
Coolidge Wall Co., LPA*

Has it been more than a year or two since you reviewed and revised your company's employee handbook? If so, now may be a good time to do so. The following are a few policies on which you may want to concentrate in light of recent employment law developments:

Healthcare and benefit policies. Given the U.S. Supreme Court's recent decision in *US v. Windsor* and subsequent guidance from the IRS and the U.S. Department of Labor ("DOL"), employers need to update their retirement and healthcare plans even if the employers are located in a state whose laws do not permit or recognize same-sex marriages. For example, policies will need to be revised to reflect the recent IRS ruling that employees who pay for their spouse's health insurance on an after-tax basis may treat these costs as excludable from federal income taxes even if they live in a state that does not recognize their marriage. Also, in the wake of the Affordable Care Act, employers need to examine their definitions of "full-time" employee for the purpose of determining eligibility for benefits.

Family and medical leave policies. The DOL issued final rules based on 2009 amendments, which became effective March 8, 2013. The new regulations mainly relate to military caregiver leave for a veteran, qualifying exigency leave for parental care, and job-protected leave for airline personnel and flight crews. FMLA policies must be brought up to date accordingly.

Equal employment opportunity policies. Employers should ensure that internal equal employment opportunity policies reflect the latest state and municipal legal changes, including possible expanded protections for homosexuality and gender identity. Also, the federal Genetic Information Non-Discrimination Act creates a new protected class category for an employee's genetic information (which includes family health history).

Break policies. Amendments to the Fair Labor Standards Act require employers to provide "reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk." Employers are also required to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk." The break time requirement became effective when the Affordable Care Act was signed into law on March 23, 2010.

Social media policies. The National Labor Relations Board's ("NLRB") General Counsel has issued a series of opinions in which the NLRB found that employers' social media policies were too restrictive, especially those that prohibited employees from posting electronic messages that damage the employer's reputation. According to the NLRB, such policies can be interpreted as an unfair practice interfering with employees' rights to unionize.

At-will disclaimers. In other recent guidance from the NLRB's General Counsel, employment at-will disclaimers contained in employee handbooks were scrutinized. The NLRB will examine such disclaimers on a case-by-case basis in order to determine whether they can reasonably be interpreted to restrict an employee's Section 7 right to engage in protected concerted activity to change his or her employment at-will status in the future. Most disclaimers state that an employee's at-will status may only be changed via a written agreement signed by both the employee and an authorized company representative, and this does not run afoul of the employee's Section 7 right. However, disclaimers that do not provide for the "signed agreement" exception to at-will status may violate Section 7.

Drug-free workplace policies. For those companies with employees in states where medical marijuana use has been legalized, revisiting the drug policy in order to account for this development may be necessary.

Given the ever-evolving employment law landscape, it is no wonder that many refer to an employee handbook as a living, breathing document. Indeed, it is.

Allison D. Michael, Esq., is an employment lawyer with Coolidge Wall Co., LPA, in Dayton. Reach her at 937-449-5786, email at michael@coollaw.com, or online at www.coollaw.com.

SAVE THE DATE....

The Butler/Warren Society for Human Resource Management Presents:

If Values Matter, Shouldn't You Measure Them?

Thursday, June 5, 2014

8:00 am—11:15 am

Don Everett leads an interactive workshop, keeping his audience involved with exercises and case studies. You will leave this workshop with tools to evaluate the talent within your organization as well as in acquiring talent capable of upholding the organization's mission while embracing its values.*

*strategic business credit is pending

Join us on LinkedIn– Butler/WarrenSHRM to get information on all of the latest events or send an email to amy@bwshrm.org for more information on this event.

Check us out on the Web!

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

Want to Get Involved with BWSHRM???

Have you ever thought about becoming more involved as a volunteer leader with the BWSHRM chapter, but you're not sure if you would like doing it or have the time? We may have a great opportunity for you! We are looking for members to join our membership committee. This is a great way for you to get some exposure to a leadership role without the total commitment of being a board member.

If interested or for questions, contact Amy Therien at amy@bwshrm.org.

Know anyone interested in Sponsoring a BWSHRM Meeting?

The BWSHRM Chapter offers opportunities for sponsorship of our meetings normally held at 7:30 AM on the first Thursday of every month. Examples of topics for our meetings include: safety and security, recruiting, diversity, best practices, legal updates, health insurance updates and many other topics.

The cost for sponsorship is only \$100 and includes:

Your ad in the monthly *Buzz* newsletter (2 months)

Recognition at the meeting including a table for your company information or information to be placed on all tables for attendees

A 5 minute "commercial" to talk about your company's product or service at the beginning of the meeting

Free breakfast

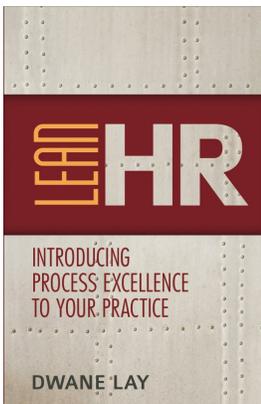
An opportunity for you to provide a door prize giveaway and collect business cards

Meeting sponsorship is a great way to get your company's product or service out to the areas Human Resources decision makers. If you know someone who would like to sign up today, simply call Michelle Ezerski at 937-833-1883 or email: mezerski@brookhavenoh.org

New! Read Books for Recertification

- Almost 60 books are now approved for recertification credit! That means you can now receive credit for something you're already doing – reading! Visit the SHRMStore to see which books are approved for credit and to learn more about the program.

Lean HR: Introducing Process Excellence to Your Practice



Approved for 2.5 credit hours of Business Credit

In this book, practitioners will be guided through an overview of the basics of Lean, how to use the most common tools, and how to then leverage them to bring an element of process excellence to their HR department. # 48.56593

Go to: <http://shrmstore.shrm.org/approved-for-credit/lean-hr-introducing-process-excellence-to-your-practice.html>

Cost: Member: \$12.95 Nonmember: \$14.95

2013 Board of Directors



“The goal of our organization is to provide the Human Resources professional a resource to confidently navigate the issues of the day, and to assist you in making your business the most effective under the circumstances.”
 -Angela Sherrick,
 past President

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