



The Butler / Warren County Buzz

- **January 5th – Monthly Meeting @ Wetherington CC**
- **Message from the President – Angela Sherrick**
- **Special Discount!!**
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- **Happy Holidays!!**



Attention HR Professionals! Butler/Warren County Society for Human Resource Management Presents:

Are you in Wage and Hour Compliance?

You think you probably are, but there may be areas that bring challenges that you may be missing. We continue to read headlines daily regarding companies who are receiving audits and hefty fines. Are you concerned whether all your employees that you treat as exempt are truly exempt? Is your overtime being calculated correctly? If the DOL were to come knocking on your door – are you ready?

BWSHRM wants to make sure you are ready by inviting Barbara Barrett, Investigator from the U.S. D.O.L. to share her insight on how to insure compliance with these federal laws. The **Fair Labor Standards Act (FLSA)** prescribes standards for wages and overtime pay, which affect most private and public employment. FLSA also requires employers to pay covered employees who are not otherwise exempt at least the federal minimum wage and overtime pay of one-and-one-half-times the regular rate of pay.

Both your payroll and HR staff will benefit from this presentation.

We hope you can join us!

We hope you can join us on Thursday January 5th, 2012 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 \$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, January 3rd by emailing Michelle Ezerski at michelle.smith@uchealth.com or by calling 513-298-7831.

*******This meeting is pending approval for HRCI Credit**

President's Message – January 2012

On Friday, November 18, 2011 the Ohio SHRM State Council was named a Pinnacle Winner at the SHRM Leadership Conference in Arlington, VA! Congratulations to those involved for their hard work on the project, HR Makes a Difference – it is because of dedicated HR professionals like yourselves that we are able to make a difference in Ohio.

As we embark on a new year, I would like to challenge all of you to brush off your goals and objectives for 2011 and determine what you've accomplished for the year and what items need to take priority in the coming year. We as a chapter are once again applying for the SHRM Silver Excel Award Chapter and I feel confident that we will once again be eligible for this honor.

I hope everyone has a safe and Happy Holiday Season and I look forward to seeing you at our first meeting of the year with Barbara Barrett from the DOL on Thursday, January 5, 2012.

Angela Sherrick, SPHR

President

Special Discount: Oct 1st – Dec 31st

New members joining October through December can receive up to 3 extra months of membership for the regular 12-month 2012 membership rate.

That's getting 15 months for the price of 12! If you know someone who may benefit by becoming a member of BWSHRM, please let them know about this special discount!! Follow this link to more information on membership:

http://www.ohioshrm.org/shrmChapters/butler/BWSHRM_Membership.cfm

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

President – 2nd year of 2 year term

Angela Sherrick, SPHR – HR Manager
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Secretary – 2nd year of 2 year term

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Legislative Director

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Past President & College Relations Director

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Vice President – 2nd year of 2 year term

Michelle Ezerski - Human Resources Assistant
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Treasurer – 2nd year of 2 year term

Jeff Harvey, PHR - HR Specialist
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Certification Director

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Diversity Director

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Public Relations Director

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SHRM Foundation Director

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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

Testing Dates	Applications Accepted	Late Applications Accepted*
Spring		
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
Winter		
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/