



CHAPTER NEWS

January / February 2008 Edition

This newsletter is for CIC-SHRM members only for informational purposes and not intended to render advice or judgment.



President's Message



Happy Holidays! I have just completed my first year as President of this fine organization, and I would like to extend my gratitude to all of the board members for making it so painless! You have a great group of volunteers working on your behalf, and they accomplished many things in 2007. Please see my article later in this edition where I take the opportunity to recognize their individual achievements.

In December, the board convened for our annual strategic planning retreat. In my letter to you with your renewal notice, I identified a few of the objectives we are planning for 2008. I would like to share with you the Chapter mission and strategic goals, so you have a complete picture of what we are trying to achieve. The mission of CIC-SHRM, as a not-for-profit organization, is to support the professional and advance the profession of Human Resources in Central Illinois. With that in mind, the board established four strategic goals for achieving our mission:

1. Increase awareness of CIC-SHRM as a resource within the community we serve;
2. Align with SHRM to ensure human resources is recognized for its contributions to business success;
3. Provide a means for the exchange of ideas and discussion of the issues, challenges, and strategies of human resources; and
4. Present Chapter members with education and information that assist human resource professionals in their roles as leaders and decision makers.

We are still in the process of finalizing our objectives for 2008 that will assist us in accomplishing our goals. If you have any ideas you would like us to consider for 2008, please feel free to send me your comments at President@cic-shrm.org.

As you are setting your professional "resolutions" for 2008, please keep in mind that your membership in CIC-SHRM can play an integral role in accomplishing your professional goals. Your membership offers you opportunities to gain more knowledge, resources for getting your degree or PHR/SPHR certification, or a means to give back to the profession that you love. For an opportunity to learn more about the benefits of your CIC-SHRM membership, be sure to attend the Member Benefits Orientation on February 27th. More information to come...

In the meantime, don't miss the January chapter meeting presentation of "Managing Workplace Anger" presented by Dr. Richard J. Atkins, founder and CEO of Improving Communications. This is the first of many professional development opportunities we have planned for you in 2008. **We will also be returning to the University of Illinois at Springfield for our chapter meetings.** I hope to see you all there!

*Your CIC-SHRM Chapter President,
Nicole M. Ralph, PHR*

CIC-SHRM Calendar

2008 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at the University of IL at Springfield. Meetings will be held on the following dates:

- January 16
- March 19
- May 21
- July 16
- September 17
- November 19

Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held at Illinois Bankers' Association Training Center

- January 9
- February 13
- March 12
- April 9
- May 14
- June 11
- July 9
- August 13
- September 10
- October 8
- November 12
- December 10

All members are welcome.

Special Events

February 27 - Member Benefits Orientation

April 23 - HR Conference

June 18 - Social Recognition Event

October 15 - Diversity Event

SHRM 2008 Annual Conference and Exposition

June 22-25, 2008 | Chicago, Illinois

Ok here it is, mark out these dates on your calendar **June 22** through **June 25, 2008**. Why Dave, why? Because, it's the [SHRM 60th Annual Conference & Exposition](#), and in 2008 it is going to be in Chicago. That is of course our home state. Here is the irony in this, I am telling you to go to this conference, and I have never been to an Annual Conference myself. I am, however planning on attending this one, and as would be said in *valley speak* fur sure.

Although I have not attended this specific event, I have attended a couple of SHRM National events and they host pretty awesome events. Additionally, I have had conversations with some people, specifically Penny McCarty (our current past president) who did attend this year's event in Las Vegas and said it was quite inspiring.

I have attended several conferences (for the National Convention of State Legislators - NCSL) with my wife, where there were 15,000 attendees, and I have to say it is very cool to be part of an event on that scale. I understand the SHRM annual conference boasts 20,000+ attendees. There will be a wealth of training sessions and fine entertainment as well, that you can take to the bank!

With the event being in Chicago, travel costs will be less than if you had to fly across the country to attend. *If* we could drum up enough interest our chapter could contemplate chartering a coach for the trip there and back. I would be happy to coordinate this effort, if the interest is there. The conference will no doubt be pricy, but if you plan ahead, you might be able to split a hotel room, and/or get your employer to pay for a portion of the event.

If the coach trip has any appeal to you, let me know dryan@mel-o-cream.com 483-7272 work or 971-1144 cell phone.

Member Spotlight



Cheryl Davis is the Regional Human Resources Manager for Landmark Aviation (formerly Garrett Aviation). She has been married 20 years and has four children ages, 19, 18, 13 and 10. She accepted her first position in HR in 1999, and received her PHR in 2002. In her current role, she has HR oversight for the

Springfield and Omaha, Nebraska sites consisting of approximately 270 employees.

The biggest challenge Cheryl sees in HR is the impending threat of the baby boomer retirement and reduction in the number of highly-skilled workers this will bring. The war for talent is a chief concern for the HR profession. This is not only a concern about the deficit in the talent pool, but also the issue of elevating talent management internally. Growing your business means

growing your people and unless talent management is elevated from a vague function to a central business goal, companies will lose the war on talent.

As for HR trends, Cheryl sees more outsourcing of recruiting and employee self-service functions and less personal touch with the employee from an HR standpoint. Cheryl sees more technology and less interaction in the HR role, which she doesn't endorse. While people want information now and the HR Professional is often pulled in twenty different directions, she thinks that HR Professionals can still provide employees with responsive and timely answers while maintaining a personal touch.

Cheryl would like to continue her education in the HR field, perhaps obtaining her degree in HR or testing for the SPHR certification.

Your Foundation at Work:

Effective HR Measurement Techniques

How do you demonstrate the value of your human resource department to the CEO, in language he or she can understand? The answer is HR metrics.

Created with a grant from the SHRM Foundation, the book *Effective HR Measurement Techniques* shows you how to demonstrate, in bottom-line terms, the value of minimizing turnover, investing in training, evaluating team performance and much more. Learn how to measure the impact of your HR programs and watch your effectiveness soar.

Visit www.shrm.org/shrmstore to order a copy of *Effective HR Measurement Techniques*.

The SHRM Foundation: *40 Years of Advancing the HR Profession*

BOARD CHANGES IN 2008!

Please note the following changes in board positions for 2008:

Pattie Curry, PHR President-Elect
Cheryl Davis, PHR Legislative Chair
Abby Detmers, PHR College Relations Chair
Janine Griffith, PHR Membership Chair

The next time you see them, please take a moment to thank Heather Dykes, Penny McCarty and Larry Small for their service on the board.

CHANGE IN CHAPTER MEETING LOCATION!!!!

Please note that all chapter meetings in 2008, with the exception of July, will be held at the **University of Illinois at Springfield PAC**.

We hope to see you all there!

Chapter Chatter

New Members – Welcome!

- Shonna Norman, HR Specialist - Memorial Health System

Within the next several weeks Heather Dykes will be transferring to Milwaukee with her current company, AIG American General. Her e-mail address will remain the same so please keep in touch!

Tami Ireland has accepted the position of Director of HR at Lincoln Prairie Behavioral Health Center.

Student Scholarship

CIC-SHRM will award a maximum of two scholarships to students planning to pursue a career in the field of Human Resources.

The recipient(s) will receive a one-year student membership in Society for Human Resource Management (SHRM), valued at \$35. Some benefits of membership include HR Magazine (monthly), Echoes newsletter (specifically geared to student issues), and access to members only areas of the SHRM website such as the Job Board and White Papers. In addition, the first year of professional membership after graduation is free! A comprehensive list of benefits can be found online at www.shrm.org/students

The application can be found at www.cic-shrm.org

Interested students may also contact Abby Detmers or Heather Dykes at collegeRelations@cic-shrm.org with any questions.

Deadline for applications is Tuesday, January 15, 2008.



Proposed FMLA Amendment for Military Families

Relatives of injured service members would be eligible for up to six months of unpaid leave in one 12-month period to provide care to the service member if President George W. Bush signs an amendment to the Family and Medical Leave Act (FMLA). The Senate passed the amendment, called the Support for Injured Service members Act, on December 14 as part of a U.S. Department of Defense authorization measure. The House had already passed the bill, and published reports indicate that Bush is likely to sign it.

The measure applies to the care of Armed Forces members, National Guard members, and Reservists who are undergoing medical treatment, recuperation, or therapy, are in medical hold or medical holdover status, or are on the temporary disability retired list for a serious injury or illness. It defines "serious health condition" as an injury or illness incurred in the line of duty while on active duty "that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating."

Employees are eligible for protected leave if they are a service member's next of kin, defined as closest blood relative, a broader category than the FMLA has previously recognized.

The six months of leave may be taken only during one 12-month period. Employees may take the leave intermittently or on a reduced-leave basis, and if that's the case, employers may move them to temporary alternative positions. Employees are entitled to a maximum of six months' FMLA leave for any purpose (for example, service member care or the birth of a child) in that 12-month period. Use of FMLA leave for service member care won't affect the availability of FMLA leave for other purposes in future years. Employers may require employees to substitute paid leave for FMLA leave to care for an injured service member. They also may require employees to support requests for leave with medical certification.

What We Did in 2007!

2007 was a great year for CIC-SHRM, thanks to the efforts of a fantastic group of individuals who have dedicated themselves to this chapter. They spend a lot of time and put in much effort to keeping this organization stronger and moving forward. I would like to take this opportunity to recognize the individual accomplishments of our board members in 2007:

Pattie Curry, Membership Chair – Pattie has done an amazing job! She has continued to bring new members to the chapter and provided new members with information and assistance. Since Pattie has taken on the membership function, our communications with prospects and new members have greatly improved. Our chapter is benefiting greatly by Pattie moving into the President-Elect role in 2008!

Heather Dykes, College Relations Chair – Heather has made significant strides in the establishment of a multi-campus student chapter. She has tirelessly promoted the student chapter and has gotten us very close to accomplishing this goal. Heather has accepted a promotion that will be taking her to Milwaukee and away from us. On behalf of the board and the chapter, I wish Heather well and thank her for her many contributions to CIC-SHRM!

Vicky Fowler, Vice President – Vicky has worked very hard on behalf of the chapter in the development of programming for our chapter members. She coordinates the events, including the speakers and locations. She also organizes a certification group that we are sure will garner several certifications for our members this year.

Bob Hotes, Diversity Chair – Bob has been a true champion for diversity! The feather in his cap for this year was the diversity program that he brought together that featured several local speakers including Dr. Walter Milton, Jr. – District 186 Superintendent and Allan Woodson of the Greater Springfield Chamber of Commerce.

Penny McCarty, Past President – Penny did not rest on her laurels during her last year on the board! She coordinated all of our charitable fundraising for 2007 and included a Dress for Success drive in her efforts. The silent auction was successful yet again, thanks to Penny's hard work. She served the chapter well in her role as President. Thank you, Penny, for all that you did for CIC-SHRM!

(con't to page 5)

SHRM Leadership Conference

Mary Minder, Secretary – Mary is our keeper of the records! Although she might say she doesn't have a very "glamorous" role on the board, she plays an integral part in the success of our chapter. She makes sure that the board and the chapter are informed of what is happening with the Chapter through the distribution of her minutes. She provided the board with a great place, in which we can do our chapter work. She also prepares the nametags for all of our events so we know who everyone is!

Lindsey Perrine, Recognition Chair – Lindsey did a phenomenal job this year! She coordinated our Member Recognition Dinner, which was a huge success. This was our first year for an event of this magnitude, and Lindsey could not have done a better job for us.

Dave Ryan, Treasurer – For a bean counter, Dave has proven to be quite the creative force for our chapter. In addition to his Treasurer responsibilities, he has contributed many excellent ideas for moving the chapter forward, not the least of which was the "CIC-SHRM Road Show". Dave single-handedly put this event together with great success.

Larry Small, Legislative Chair – Larry was our legislative and legal update go-to guy! Larry did an excellent job of keeping the chapter informed of all the latest federal, state and local legislation and case law that was relevant to our chapter. He also did an excellent job with our annual conference. Larry, unfortunately, is unable to finish his term, but I want to express my sincere gratitude for all that he did for CIC-SHRM. Thank you Larry!

Angie Tippey, Public Relations Chair – Angie is the driving force behind all chapter communications including this newsletter! Angie arranges for all internal and external communications. She also has kept the website current for our chapter members. This is a big job and she has done it well!

Kim Wonnell, Workforce Readiness Chair – Kim has been working steadily to keep this on the forefront. She has developed a partnership between our chapter and Feitschans school to provide assistance to their students. She has also been heavily involved in the Business Education Partnership through the Chamber of Commerce.

The next time you see one of these individuals, please take a moment and thank them for the time and effort they put forth in making our Chapter the best it can be.

Thank you!

By: Dave Ryan, Treasurer

In 2007, there was a large contingent (4) of local chapter members headed off to what is affectionately known as "leadership." It is actually called the **SHRM Leadership Conference**. The meeting is directed at newly installed Presidents of the local chapters, as well as others in leadership positions in the local and state chapters. This year the board felt that the chapter members deserved some communication about the trip, so it was not simply viewed as a junket to D.C., by chosen board members at the expense of the CIC chapter.

Those of you, who know me, know that I am rarely at a loss for words. So what follows is a little bit about last year's trip and then some thoughts on this year's trip.

This first portion I wrote in my hotel room last year after arriving in D.C. (*Yeah, I am weird like that, I write stuff down and keep it and rarely share it with people. Heck you might be mentioned in some of my electronic rants and raves.*)

Nov- 2006 Arlington, VA. As I sit here and look out my hotel window, I am looking at our Nation's Capitol stately sitting behind the Potomac River, and if I look to my left I can see the Washington Monument rising above the hotel dotted skyline. I have been here before, but to the mid-westerner, Washington D.C. is different. Being here, you can feel the sense of power. This is corporate headquarters for the Federal Government. For an old mid-western boy, being here is nearly overwhelming. And what's more is I didn't even have to pay to get myself here. I have the good fortune to be here to represent our SHRM Chapter, to learn some tried and true tricks from National SHRM leaders, and to have new ideas presented to our incoming board of directors.

Our chapter is made up of a mix of both local and national members. Do you really know what SHRM is? I have been a member of SHRM National for more than 12 years but I didn't get it until today. Upon arriving at the hotel, me and my colleagues checked in at the registration desk, and were told we could still catch the end of the first general session. We hurried down the hall and into the grand ballroom. AND THEN -

I walked in to observe a sea of human resource professionals; over 1000 of them, WOW! All of these people do what I do, in some shape or form.

After coming to grips with the seemingly endless expanse of HR folks, I then began to focus on the speaker and what he was saying. A well groomed, well spoken young man, Johnny Taylor, J.D., SPHR, was talking about how HR professionals needed to follow the path of doctors, not teachers.

He made his analogies which all made good sense and were quite thought provoking. He then shifted gears.

Johnny talked about how all of these HR folks needed to learn to make the right decisions, when their choices were right and right (although one is more right than the other). Again he made his points well, and gave me pause to be somewhat introspective and wonder if I always chose the right, right. Do you?

He then talked how this took courage, and how courage was in short supply. He introduced his audience to some people from Tampa, FL who had courage. There was a Special Ed Teach, A Hyatt HR Exec and two chefs. The teacher had piloted a program with Hyatt to train disadvantaged people to become chefs. The two chefs who were in attendance spoke to the HR crowd and testified for the program and how effective it was. Both of the chefs are recognized by Hyatt as being top performers. Nice story - so what? One of the chefs was in a wheel chair; the other has been deaf since birth. Pretty emotional stuff folks; trust me on this. The fellow in the chair said he wasn't disabled, he just couldn't walk. What a courageous fellow!

The session ended and I was hopeful to get back to my room without getting trampled. More than 1000 people emptying into a hallway is a mob scene to the third power.

Tomorrow, I am going to get back together with my 1000 HR friends and see what I can learn from them. There are more than 1000 of them here, but how many are not here? **Most of them**, as there are 212,000 who are national members (a tidbit from today).

That was from 2006... fast forward to **November 15, 2007** same hotel, same conference and I am year older. In that year, I have learned a lot more about SHRM, both locally and nationally. In that same year I also studied, and successfully completed the SPHR certification process. So my thoughts on this years' conference will be colored by this body of knowledge, and the fact that I was at the low point of a cold and flu upon my arrival on Thursday...

Again this year I arrived in time to attend the opening session

on Thursday. This was the same meeting room that must seat 1200 comfortably. This year we are directed to sit with people from our state and region. This is organized with colored lanyards and table cloths that are cute! Well this method of seating found Ms. Curry and I sitting with Donna Rogers and some folks from Champaign and Peoria (the Chicago folks sat together). This year's opening session was not awe inspiring like last year. Maybe I am more jaded this year, or maybe my feeling bad got the best of me. This year's opening session let us hear from CEO Sue Meisinger and COO China Miner Gorman. China is new to SHRM since last year. Sue, well let me say this, Sue is an impressive leader, and I got to meet her face to face this year.

This conference, not unlike most are large conferences have become major multimedia events. What am I talking about? There are off stage announcers introducing people, they play music as the speaker approaches the stage (like on Leno or Letterman). Most of the speakers are reading off of tele-prompters. That's the part I find somewhat distasteful, when someone reads off of a prompter and tells me "how excited they are to be at the event." Anyway that is one of the things that I find impressive about Ms. Meisinger. Every time I have seen her speak, she has a teleprompter, and then about two minutes into her presentation, she announces to her handlers and to the world, Ok now this is where I go off script, don't worry about it guys! She is telling the script handlers, don't try to keep up with me, and she tells the rest of the world that she is well versed in her material, and doesn't need notes or a script to make a speech or presentation. That is someone in control, large and in charge. When was the last time you made a 20 minute presentation without notes?

Hopefully you get the drift; the woman who leads SHRM is **good!**

Now it's off to the SHRM headquarters in Arlington, VA. (*It was at this point Patty and I joined up with Kim Wonnell*). Upon arrival, I am fairly impressed. The buildings look newly refurbished, well kept and large. Well the exterior didn't hold a candle to what we saw in our tour of the 5 story main facility and two other floors of another building. Yep, lots of square footage. I also heard the number but don't remember exactly, but SHRM has nearly 400 employees.

(con't page 7)

We also got to meet the web team, and those of you who know what a geek I am, you would understand that I found this extremely cool. In fact, the young man who was in charge of the web team (Chad) told us he was speaking on Friday morning and that he was quite nervous about this. I told him not to worry, I would welcome him by screaming out loud (Chad you're awesome). Chad was awesome, what they have put together with the web site is most impressive. All national members should be seeing this in the near future. Oh by the way I did welcome him, and he did get a kick out of this as I had a chance to visit with him later.

Then came the breakout sessions. These are the 1-3 hour sessions where the presenters delve deeply into subject matter, i.e. the meat and potatoes of the conference stuff. I got some really good stuff on finance and taxes, which I will not bore you with the details. Nicole (who did finally hook-up with us at SHRM headquarters) and Patty attended sessions on Chapter leadership and Kim attended some session on Workforce development and readiness.

So did you guys, the Chapter get your money's worth out of our trip? I think the payoff will be in what you see next year. It is the ideas from last year's program in Washington that become next year's programs in Springfield. The idea for the Road Show, i.e. the plant tours came out of the 2006 conference. Many of the concept and ideas that Pattie used to grow our new member list came from material that was presented or shared at the leadership conference. AND maybe this is what has inspired Patty to become President Elect. We always have to keep that Presidential pipeline full.

That's my story on **SHRM Leadership Conference**.

Please give me one last paragraph, unrelated to this, as a point of personal privilege. My good friend Penny McCarty is done with her term as President. She too like Sue Meisinger is a good leader! She served our chapter well. I am sure we will still see Penny at chapter meetings, but she is going to be busy doing some different things, like being a mom, being the First Lady of Williamsville (her husband Bill is the mayor) and keeping everyone over at SIU School of Medicine in line. Penny thanks for your leadership and your friendship!

Changes to the CIC-SHRM Website!

The following updates have been posted to the CIC-SHRM website. Please visit www.cic-shrm.org to view this information.

- Updated Mission Statement
- Updated Industry Links section which now includes a page on Disaster Preparedness and many other helpful sites
- New Upcoming Events information for 2008.
- 2007 Chapter Meeting minutes
- 2007 Board Meeting minutes

EEOC Issues Final Regulation Allowing Employers to Coordinate Retiree Health Benefits with Medicare

On Wednesday, December 26, 2007, the Equal Employment Opportunity Commission (EEOC) issued a final regulation allowing employers who voluntarily offer retiree health plans, to use plan designs that coordinate the coverage with Medicare without violating the Age Discrimination in Employment Act of 1967 (ADEA).

In 2000, the U.S. Court of Appeals for the 3rd Circuit in *Erie County Retirees Association v. County of Erie* ruled that the ADEA required employers to spend the same amount on health insurance benefits provided to Medicare-eligible retirees as those provided to younger retirees. SHRM argued strongly against this decision by filing an amicus brief with the court pointing out that that most employer health care plans that offer retiree health care coverage, coordinate this coverage with Medicare and that prohibiting this integration would be detrimental to continuing health coverage to retirees.

In the wake of the court decision, the EEOC issued a proposed rule allowing for a limited exemption to the ADEA for purposes of retiree health plans. After a challenge by the AARP to the EEOC's ability to issue such a rule, the rule's limited exemption was upheld by the court in a subsequent decision. The EEOC's press release and supporting information mention SHRM, along with other groups, as providing crucial input and support in moving the issue forward.

Diversity Committee Planning Events for 2008

The Diversity Committee is currently planning for 2008.

A major special event is scheduled for October.

Members interested in joining the Diversity Committee and/or participating in the planning are invited to contact

Chair Robert W. Hotes, PhD., SPHR, CEAP at:
dbldoc@sbcglobal.net or 217-726-6220

Leadership Team

Please call us with your questions or suggestions. We want to hear from you.

President	Nicole Ralph, PHR 786-2342 President@cic-shrm.org
President Elect	Pattie Curry, PHR 245-2183 x1224 PresidentElect@cic-shrm.org
Vice President	Vicky Fowler, PHR 787-5864 VicePresident@cic-shrm.org
Diversity Committee Chair	Robert Hotes, PhD, SPHR 726-6220 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Janine Griffith, PHR 541-1825 Membership@cic-shrm.org
Public Relations Committee Chair	Angela Tippey, PHR 632-3583 PublicRelations@cic-shrm.org
College Relations Committee Chair	Abigail Detmers, PHR 698-2860 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lindsey Perrine 793-1005 x201 Recognition@cic-shrm.org
School to Work Committee Chair	Kim Wonnell, SPHR 789-0400 WorkforceReadiness@cic-shrm.org
Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan, SPHR 483-7272 Treasurer@cic-shrm.org

Upcoming HR Events

For more information about these and other events, visit www.cic-shrm.org

Conducting Your Own HR Audit

Naperville, IL
Jan 10, 2008

Selecting for Talent and Interviewing for Discovery

Springfield, IL
January 11, 2008

Employment Law from A-Z

Springfield, IL
January 22, 2008

SHRM 60th Annual Conference & Exposition

Chicago, IL
June 22 – 25, 2008

LUNCHEON MEETING NOTICE

January 16, 2008

University of IL at Springfield
PAC Restaurant – Private Dining Room

Program: Managing Workplace Anger, presented by Dr. Richard Atkins, Founder/CEO of Improving Communications.

***RSVP for the January 16th luncheon by Wednesday
January 9th**

Reservation Reminders

- ◆ Registrations can be made via rsvphq.com (a link is provided in the e-mailed invitation and on the Event notice posted to our website).
- ◆ Cost for the luncheon is \$15/person. All reservations must be paid at the door unless prepaid Advantage Member. No charge for attending the meeting only (no meal).
- ◆ Guests of members are welcome to attend; guests will receive a complimentary meal only for the first meeting they attend.
- ◆ An RSVP is required in order to secure a meal for each member or guest attending. Reservations made after the deadline will not include a meal. Non-registered attendees will not be eligible for a meal but are welcome to enjoy the meeting and network with fellow members.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.