



CHAPTER NEWS

January / February 2009 Edition

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

President's Message



Hello and welcome to 2009!

I'm very excited to tell you about some of our new initiatives this year. Before I get started with them, I'd like to thank all the board members for their participation last year. I'd also like to welcome our new members to the board:

- Diane Cavanagh – Workforce Readiness Chair
- Inez Harris – College Relations Chair
- Diana Jordan - Treasurer
- Lisa Leach – Recognition Chair

Their inauguration ceremony will take place at our January

21st chapter meeting. We're always looking for volunteers to help out with our committees, speaker's bureau, and study groups. If you're interested in any of these, just let one of the board members know. We'd love the help!

Now for the new stuff:

You asked for it, we got it. We now have the ability to make dues and chapter meeting lunch payments with a credit card. We have signed up with a new event notification system called CVent to get our notices and reservations announcements for meetings distributed. We are also revamping our website to make it a little easier to navigate. Dave has already added a new calendar to track our scheduled events. Go online and check it out at www.cic-shrm.org.

For those of you that like to network – we are bringing back the Road Show. This year we're going to highlight 3-4 area businesses and offer a short tour of the facilities. We had a fun time with these two years ago and thought we'd give it another try. More information will be sent out later.

A Final Note:

I'd like to personally thank Vicky Fowler for putting together our HRCI Study Group. If you've ever thought about earning a designation, the study group is one of CIC-SHRM's best kept secrets. We had some fantastic facilitators (April Cook, Cheryl Davis, Kay Titchenal, and Dave Ryan), reviewed some things we already knew, learned some things we didn't know, and got to know each other a little better. The best part of the study group is that it is absolutely free to members. Here's wishing everyone success on the test!!

I'm looking forward to my first year as President and hope to see you at our Chapter Meetings and other events. Feel free to contact any of the volunteer board members if you have any questions or comments.

Happy New Year!!

Pattie Curry, PHR
CIC-SHRM President

CIC-SHRM Calendar

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 21
- March 18
- May 20
- July 15
- September 16
- November 18

Board Meetings

Second Wednesday of every month at 11:30 a.m. Meeting location to be determined.

- January 14
- February 18
- March 11
- April 8
- May 13
- June 10
- July 8
- August 12
- September 9
- October 7
- November 11
- December 9

All members are welcome.

Special Events

- New Member Orientation
 - February 18
- Annual HR Conference
 - April 22
- Member Social
 - June 17
- New Member Orientation
 - October 7
- Special 2-Hour Event
 - October 21

Junior Achievement Life Skills Day

By: Kim Wonnell

"I only have \$300 left and I still have to pay for my rent and utilities?"

"Wow, I didn't realize kids were so expensive!"

"The IRS took how much??????"

These were some of the comments overheard during the Junior Achievement Life Skills day. Approximately 200 high school students from the Springfield public schools and Williamsville high school participated in this event on November 12. Students were randomly assigned careers (and corresponding salaries), as well as being told whether they were married or single, and the number of children they had. Once they received this information, they were required to visit 19 different booths, which included everything from insurance and child care to charitable contributions and one stop called Chance, which is very similar to the Chance cards in Monopoly. The booths were staffed by representatives of local businesses.

The first stop was the bank, where students were required to open a checking account and were given a checkbook and checks. Once they received their paycheck, they were immediately sent to the IRS, where a portion of their check was deducted and sent to Uncle Sam. From that point forward, students could visit the booths in any order. They then had to make various choices at each booth. Transportation choices ranged from a red Ferrari to a monthly bus pass.

It was interesting watching the students learn as they went through the process. I staffed the utilities booth, which covered gas, electric and water. Many of them would visit me before they had selected their housing, so I would send them to our neighboring booth to choose from a one bedroom rental to the purchase of a four bedroom home. At each stop, volunteers had to make sure the students' checkbook entries were made and they had a current balance. As they came closer to the reality of everyday living, many of them got very creative, teaming up with a roommate to split expenses or deciding that they needed to get a second job. It was no surprise that a couple of the kids who were making \$16,000 a year as a receptionist or dishwasher sought out the pediatricians and airplane pilots in their class to room with.

The students' last stop was the "Life is Good" booth. If they still had money in their checking account, they were awarded a Payday candy bar. Those with no money or a negative balance got a Zero candy bar. This was a great learning experience for the students, and rewarding for the volunteers. As HR professionals, we all see how the failure to plan and be organized in an employee's life can impact their job performance. This activity helped our future workforce prepare for life in the "real world."

Member Spotlight



Jamie Osborne is the Regional Operating Officer for Girl Scouts of Central Illinois. She is married to James, and "proud parents" of a Yellow Lab and a One-Eyed Pekingese. Jamie graduated from UIS in 2001 with a Bachelor's Degree in

Business Administration. She is involved in Illinois Women in Leadership and enrolled in the 2009 class of Leadership Springfield. Jamie was awarded "Top 40 under 40", a top business leader under the age of 40. She will be taking the PHR this month.

Jamie directs an office of 10 employees who serve 5300 girls in 7 ½ counties. She is accountable for membership development, volunteer support, fund development, risk management, marketing and girl program. Jamie feels the HR skills she is acquiring through SHRM will help her be a better leader within the Girl Scouts organization.

Jamie sees change as the biggest challenge facing HR executives today.

She feels that HR is a vital resource to help any organization deal with change, as change management can help to make the smoothest transition without a decrease in productivity or a loss of precious resources. Jamie feels that training will help people effectively deal with change and help them manage their stress during change, but this is with the understanding that training will only get an organization so far. Leadership, Jamie says, will guide the organization through the struggles for change.

Jamie believes that talent shortage will be drawing more and more attention in 2009. Jamie believes that talent development should be a focus of any organization.

"People are every organization's most important asset and they need to be developed for their own personal satisfaction and the growth of the organization."

As far as future plans, Jamie sees herself as a life-long learner. She would one day like to return to school and earn an MBA. Professionally, Jamie says she wants to continue to gain experience in order to expand her horizons and make a difference in as many lives as possible.

SHRM Leadership Conference

Dave Ryan, Janine Griffith, and Angie Tippey attended the SHRM Leadership Conference in Washington D.C. in November. Dave brought along a video camera! If you would like to see his handy-work, go to You Tube:

<http://www.youtube.com/watch?v=2wE1QSIu2GE>

Save the Date!

Business Education Day

Don't forget about the annual Business Education Day on February 3.

This is a great opportunity for those of us in the HR field to spend a day in a public school. We can share information about careers or our industry with students to make them better prepared for the workforce, or talk to them about job search and interviewing skills.

More information will be available soon.

If you would like to participate contact WorkforceReadiness@cic-shrm.org

HR Certification Institute's New Eligibility Requirements to Take Effect in 2011

As announced at the November SHRM Leadership Conference, the HR Certification Institute will be changing the eligibility requirements for the PHR, SPHR and GPHR certification exams.

In February 2008, the HR Certification Institute conducted an extensive multi-pronged study of the eligibility requirements of its three core products. Based on feedback from both certified and noncertified HR professionals, business leaders, students and academicians, the requirements will now include a combination of education and experience.

These changes will go into effect beginning with the May-June 2011 testing window.

For more information on these changes, please visit the SHRM website at:

<http://www.shrm.org/chapters/resources/ldrsedge/1208c.asp>

2009 CHAPTER MEETING LOCATION

Please note that all chapter meetings in 2009 will continue to be held at the

**University of Illinois at Springfield
PAC Restaurant.**

Please park in lot C.

We hope to see you all there!



LEGISLATIVE/LEGAL UPDATE

Submitted by Cheryl Davis, PHR, Legislative Chair

New FMLA Rules: 10 Important Revisions

The Department of Labor has released final regulations covering the Family and Medical Leave Act (FMLA) and addressing new military family leave entitlements for employees.

The department says that many of the revisions were designed to clarify the requirements that the FMLA imposes on both employees and employers and to improve the communication between employers and employees.

Here are summaries of some of the significant revisions included in the final rules.

Serious Health Condition: While the rule retains the six individual definitions of "serious health condition," it adds guidance on some regulatory matters. First, it clarifies that if an employee is taking leave involving more than three consecutive calendar days of incapacity plus two visits to a healthcare provider, the two visits must occur within 30 days of the period of incapacity. The first visit must occur within 7 days of onset of incapacity. Second, it defines "periodic visits to a healthcare provider" for chronic serious health conditions as at least two visits to a healthcare provider per year.

Intermittent Leave: The final rule clarifies that employees who take intermittent FMLA leave have a statutory obligation to make a "reasonable effort" to schedule such leave so as not to disrupt unduly the employer's operations.

Employee Notice: The final rule states that when an employee becomes aware of a need for FMLA leave less than 30 days in advance, it should be practicable for the employee to provide notice of the need for leave either the same day or the next business day. When the need for leave is not foreseeable, an employee must comply with the employer's usual and customary notice and procedural requirements for requesting leave, absent unusual circumstances.

Gaps in Service: The final rule adds a new paragraph that addresses the requirement that employees are eligible to take FMLA leave only if they have been employed by the employer for at least 12 months and have at least 1,250 hours of service in the 12-month period preceding the leave. The final rule states that, although the 12 months of employment need not be consecutive, employment prior to a continuous break in service of seven years or more need not be counted.

Light Duty: Under the final rule, time spent in "light duty" work does not count against an employee's FMLA leave entitlement, and the employee's right to job restoration is held in abeyance during the light duty period. If an employee is voluntarily doing light duty work, he or she is not on FMLA leave.

Perfect Attendance Awards: The final rule changes how perfect attendance awards are treated to allow employers to deny a "perfect attendance" award to an employee who does not have perfect attendance because he or she took FMLA leave--but only if the employer treats employees taking non-FMLA leave in an identical way.

Medical Certification: In the final rule, the department adopted a change that allows employers to contact the employee's healthcare provider directly. An employer may contact the employee's healthcare provider for two purposes only: clarification and authentication of the medical certification. The employer may request no additional information beyond that included in the certification form

In response to privacy concerns expressed by employees, the department added a requirement to the final rule that specifies the employer's representative contacting the employee's healthcare provider must be a human resource professional, a leave administrator, or a management official, but in no case may it be the employee's direct supervisor.

The revision also specifies that the employee is not required to permit his or her healthcare provider to communicate with the employer. However, if the employee denies the employer permission and doesn't otherwise clarify an unclear certification, the employer may deny the designation of FMLA leave. However, prior to making any contact with the healthcare provider, the employer must first provide the employee an opportunity to resolve any deficiencies in the certification.

Fitness for Duty Certification: The final regulation also clarifies that employers may require a fitness-for-duty certification to address an employee's ability to perform essential job functions. However, if the employer does have such a requirement, the employer must provide the employee with a list of those essential job functions no later than the "designation notice" and specify in the designation notice that the fitness-for-duty certification must address the employee's ability to perform those essential functions.

Military Caregiver Leave: Implements the requirement to expand FMLA protections for family members caring for a covered service member with a serious injury or illness incurred in the line of duty on active duty. These family members are able to take up to 26 workweeks of leave in a 12-month period.

Leave for Qualifying Exigencies for Families of National Guard and Reserves: The law allows families of National
(con't pg. 5)

Guard and Reserve personnel on active duty to take FMLA job-protected leave to manage their affairs--"qualifying exigencies." The rule defines "qualifying exigencies" as: (1) short-notice deployment (2) military events and related activities (3) childcare and school activities (4) financial and legal arrangements (5) counseling (6) rest and recuperation (7) post-deployment activities and (8) additional activities where the employer and employee agree to the leave.

The final regulations are scheduled to be published in the November 17, 2008, edition of the *Federal Register* and will become effective 60 days from that date. The final rule also contains revised forms for employers.

Illinois: Workers' Comp, Unemployment Bills Before State Lawmakers

The following employment-related bills are among those currently before Illinois lawmakers.

Workers' compensation. House Bill (HB) 5659 and Senate Bill (SB) 2363, both before the Rules Committees of their respective chambers, would make a number of changes to the state's workers' compensation laws. For example, the bills would tighten compensability standards by providing that an injury by accident is compensable only if the accident was the prevailing factor in causing both the resulting medical condition and disability. Under this part of the proposal, an injury would be deemed to arise out of and in the course of employment only if it is reasonably apparent, considering all the circumstances, that the accident was the prevailing factor in causing the injury, and that the injury did not come from a hazard or risk unrelated to the employment to which workers would have been equally exposed in normal, nonemployment life.

Similarly, the bills would also bar compensability of cardiovascular, pulmonary, respiratory, or other diseases, strokes, or heart attacks, unless an accident is the prevailing factor in causing the resulting medical condition. The bills would also limit certain awards of partial disability benefits and bar compensation for injuries involving alcohol and drugs. The Illinois Chamber of Commerce supports the proposals.

Unemployment. HBs 6695 and 6696, currently before the House Rules Committee, would change the criteria that the state uses to decide whether extended unemployment benefits are appropriate. Extended unemployment benefits are aimed at jobless benefit claimants who have exhausted all the benefits to which they are entitled. These proposals would tighten the criteria for eligibility.

State employment by members of the General Assembly. HBs 6699 and 6704, currently before the House Rules Committee, would bar members of the Illinois General Assembly from also being employed by the state, a municipality, or a unit of local government.

Final Rules on Mothers' and Newborns' Benefits Take Effect in December 2008

On Dec. 19, 2008, final rules on complying with the

Newborns' and Mothers' Health Protection Act of 1996 take effect. These rules, issued in October 2008 by the U.S. Department of Health and Human Services, the Department of Labor and the Treasury Department, apply to group health plans and health insurers.

The law provides protections on the length of time mothers and their newborn infants may stay in the hospital following childbirth. Under its "general rule," group health plans and health issuers may not restrict benefits for a hospital stay in connection with childbirth to less than 48 hours (or 96 hours following a cesarean section). An exception provides that an attending provider, in consultation with the mother, is free to authorize an earlier discharge.

The law contains a list of prohibitions to ensure that the exception does not result in early discharges that might harm the health of the mother or newborn. For example, a plan or issuer may not reduce the compensation of attending providers because they furnished care to a covered individual in accordance with the act, nor provide monetary or other incentives to induce them to provide care in a manner inconsistent with the act.

The final rules generally follow the interim rules adopted in 1998, clarifying certain issues, including that:

The attending provider determines that an admission is in connection with childbirth and when the hospital stay begins for purposes of applying the general rule, and that provider determines when an exception to the 48-hour or 96-hour general rule will be taken in consultation with the mother. The final rules clarify the definition of "attending provider" to specifically exclude a plan, hospital, managed care organization or other issuer. The functional definition otherwise remains intact, to define the attending provider as an individual licensed under applicable state law to provide maternal or pediatric care, and who is directly responsible for providing such care to a mother or newborn.

ERISA-covered group health plans are required to comply with the ERISA notice regulations, whether insured or self-insured. The final rules clarify that ERISA group health plans can provide the notice electronically, consistent with Labor Regulation section 2520.1-4b-1. Nonfederal governmental plans can provide notice either in the plan document or the document that is generally used to inform participants and beneficiaries of benefit changes.

A state law exemption applies when a state law requires health insurance coverage in accordance with professional guidelines. The final rules clarify that the exemption will apply if the state law simply requires coverage in accordance with professional guidelines that deal with care following childbirth, and not necessarily other care issues in connection with childbirth.

CIC-SHRM Library

Members don't forget...one of your benefits is the CIC-SHRM Library.

You can check out library items anytime and they are generally due back to the library within a month for other member use. We have books, surveys, DVDs, CDs, videos and more. We will take donations if you are cleaning out any old HR resources. The library is maintained at UIS so it's convenient for pick up and return at meetings or other arrangements can be made.

The latest addition is a 1 hour CD of a presentation called "10 Things that keep HR and Diversity Professionals up at Night" by Dorothy Smith, SHRM Diversity Officer. This and several other library items can earn you HRCI credit towards recertification.

For more information, go to www.cic-shrm.org and click on the "HR Library" link.

A Special Thanks to our Sponsor Lincoln Land Community College!

ASAP at LLCC is a 14-month accelerated associate of arts program that will be launched by Lincoln Land Community College in May 2009. This affordable and transferrable degree is designed to cater to the needs of the working adult. Please contact, Holly Whisler, 786-4694, or holly.whisler@llcc.edu.



Chapter Chatter

A special thanks to Donna Rogers, Kristy Martin and Chrissy Kramer for participating in Workforce Readiness activities at Southeast High School!

New Members – Welcome!

- Steven Burton – Adecco

Promotions!

- Pattie Curry – Human Resources Director – ILMO Products Co.

Upcoming HR Events

For more information about these and other events, visit the *Upcoming Events* page on our website: www.cic-shrm.org

Meeting Your Fiduciary Responsibilities Under ERISA

Teleconference
January 8, 2009

Alternatives to Reduction in Force

Teleconference
January 27, 2009

Successful PTO Programs

Teleconference
February 3, 2009

Family and Medical Leave Act Seminar

Rockford, IL
February 4, 2009

Understanding and Complying with the Ever-Changing Employment and Labor Laws

Chicago, IL
February 10, 2009

4th Annual Workers' Compensation Update Seminar

Naperville, IL
February, 20 2009

Does your employee handbook need an update?

If the answer is yes or if you don't have one to start with, your problem is solved when you agree to work with UIS students this spring who will do all the work for you.

Donna Rogers, SPHR will teach 2 sections of Human Resources Management this spring and is looking for a few companies who will give around three hours of their time over the course of the semester so the students can get some real hands-on experience. The company will be asked to meet with students at the beginning of the project, answer questions as they come up via phone and email and then review the final document for changes at the end of the semester.

If you're interested or know of a company who might be, please contact Donna at 206.8264 or droge1@uis.edu.

Many of Donna Rogers UIS students attended the November 19th chapter meeting. Below we would like to share Katherine Shafer's summary of the meeting:

Summary of November 19, 2008 CIC-SHRM Meeting
By Katherine Shaffer

The meeting was very informative for me, however, much of the information covered seemed like it would be info that a SHRM member would already know. Speakers included the membership chair, Janine, and then Dave Ryan. They were followed by Vicky Fowler, the vice-president, who introduced the guest speaker, Jack Meyers. As I just took MIS last semester, it was interesting to hear Mr. Ryan mention that SHRM is beginning to use LinkedIn as a human resource social networking site. The main topic of discussion as presented by Mr. Meyers regarded social security benefits.

The presentation began with an over view of the social security program. Benefits include retirement, disability, as well as survivor's insurance. Social Security, however, was never constructed to be a sole source of income for anyone. To date, there are nearly 50 million recipients!

Mr. Meyers next discussed some stipulations to disability benefits. In order to receive benefits, one must have an injury which qualifies as a "permanent condition." This is defined as a condition in which the injured is expected to be affected for one year or more. The injured must also have a current connection to work. For those over 30 years of age, they must have earned 20 working credits in the last 10 years. Anyone 24-30 must have worked a number of credits equal to half the years since they were 20 years of age. Those under 20 years of age are required to have worked 1 ½ years.

Following disability, Mr. Meyers discussed social security retirement conditions. One thing I found interesting is that the retirement age is moving. I did not realize that the age at which one can retire differs depending upon the year in which he/she was born! To be eligible to receive social security retirement benefits, a person must have earned 40 work credits. It is possible to take retirement as early as 62 and still receive reduced benefits. The reduction is dependent upon the person's distance (in months) from full retirement; the closer to the actual date, the lower the reduction. The current trend in human resources management is actually getting away from advising people on when to retire, but more so just explaining their options. When a person has reached full retirement and is collecting social security benefits, they may still work and there is no limit to the amount of wages he/she can earn without

reduced benefits. There is also an option to delay collecting social security retirement. Until the age of 70, a person may accrue an 8% premium per year on his/her benefits for deferring collection of those benefits.

Mr. Meyers then goes into detail and explains how to determine the amount of benefits a person shall receive. Benefits are determined in accordance with a person's earnings record. The entire earnings record is indexed to adjust for inflation. The benefits amount will then be determined by the best 35 years out of those earnings. This is helpful in answering questions such as "Will I be negatively affected if I retire early and collect my work pension, so I have less earnings in the most recent years?" It's a tricky question, but if the person has enough higher years to counterbalance the drop in earnings when they retire, his/her benefits should not be affected.

Next Mr. Meyers discussed Medicare benefits. Employees are eligible for Medicare insurance benefits at age 65. Medicare Part A covers hospitalizations and is free so long as the employee has earned 40 work credits. Medicare Part B covers actual doctor visits. This plan is \$96 per month at age 65. Medicare Part D covers prescription drug items and is purchased individually by benefit recipients. "What happened to Medicare Part C?" Mr. Meyers asks. He then explains that this plan is like an extended coverage through a subcontract with a private insurance company (for an additional premium of course).

The final topic of discussion is how to utilize the social security website (www.socialsecurity.gov). He told the audience about the social security statement- the annual statement beginning at age 25 which keeps track of the earnings record and work credits. He also demonstrates how to calculate when an employee should retire, and the amount of reduction that will be amortized should benefits be requested early, or deferred. Mr. Meyers also explained how to use the retirement calculator. The newest one is quite convenient since it can plug in an employee's earnings record automatically, whereas the old ones required a manual input of that information.

I really enjoyed the SHRM meeting, and I think it was an invaluable experience. I am glad you require students to attend the professional meeting!

CIC-SHRM Leadership Team

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

President	Pattie Curry, PHR 245-2183 x1224 President@cic-shrm.org
Past President	Nicole Ralph, PHR 786-2342 PastPresident@cic-shrm.org
Vice President	Vicky Fowler, PHR 787-5864 VicePresident@cic-shrm.org
Diversity Committee Chair	Robert Hotes, PhD, SPHR 786-3010 x249 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Janine Griffith, PHR 789-2500 x5978 Membership@cic-shrm.org
Public Relations Committee Chair	Angela Tippey, PHR 652-2164 PublicRelations@cic-shrm.org
College Relations Committee Chair	Inez Harris 788-1482 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lisa Leach, PHR 522-8841 Recognition@cic-shrm.org
Workforce Readiness Committee Chair	Diane Cavanagh 558-4277 WorkforceReadiness@cic-shrm.org
Secretary	Mary Curl 789-9340 Secretary@cic-shrm.org
Treasurer	Diana Jordan 862-1842 Treasurer@cic-shrm.org
Webmaster	David Ryan, SPHR 483-7272 Webmaster@cic-shrm.org

Educational Discount for CIC-SHRM Members!

The Central Illinois Chapter of SHRM is pleased to announce that we are partnering with Lorman Education Services!

In order to stay up to date in today's ever changing regulatory environment, you are eligible to receive a **15% discount** on all continuing education programs. We invite you to take advantage of this discount in order to stay up to date on all aspects of our industry.

[Http://www.lorman.com/training/SHRMCIC/](http://www.lorman.com/training/SHRMCIC/)

LUNCHEON MEETING NOTICE

January 21, 2009

University of IL at Springfield

PAC Restaurant – Private Dining Room

Program: Employee Free Choice Act: What it Really Means, Steps to Take Now to Prepare, and How to React When the Union Comes Knocking presented by Keith Braskich, Attorney at Law, Davis & Campbell, LLC

***RSVP for the January 21st luncheon by
Wednesday, January 14th**

Reservation Reminders

- ◆ Registrations can be made via CVent (a link is provided in the e-mailed invitation and on the Event notice posted to our website).
- ◆ Cost for the luncheon is \$16/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.