



CHAPTER NEWS

March / April 2009 Edition

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

President's Message



This year has certainly started off with a bang! Not only do we have a new President of the United States but we also have a new Governor of Illinois. I'm certainly anxious to see how the state and federal policies and laws are going to impact the way we do business. At our January Chapter Meeting we learned about the Employee Free Choice Act (EFCA) and how it could affect our businesses with a new avenue for unionization. If you have an opinion on EFCA or any other key legislation, SHRM provides a way to be heard through *HRVoice*.

See www.shrm.org/advocacy/getinvolved for more information on how you can make a difference by communicating with your government representatives.

Back here in Central Illinois your volunteer board members have been making preparations for the 10th Annual HR Conference. This year's conference is scheduled for April 22, 2009 at LincolnLand's Capital City Training Center. We will be covering the new legislation changes as well as topics dealing with today's economy and how it is affecting businesses. Look for more information on this event soon.

On February 18th we held our first of two Member Benefits Orientation programs of this year and had a great turnout. In addition to 12 board members being present we had an additional 12 prospective, new, or current members join us for a short presentation of the advantages and benefits of being a CIC-SHRM or SHRM member. If you missed this program, mark your calendars now for our next one on October 7, 2009.

Food, drinks, entertainment, awards...now that I have your attention let me tell you about our annual recognition event. This year our event is going to be held at the President Abraham Lincoln Hotel & Conference Center on June 17th. This event is FREE to all members and is sure to be a good networking opportunity for all in attendance. We will be handing out awards for HR Professional, HR Champion, and Lifetime Achievement in addition to drawings for some special prizes. We're still fine tuning all the details but I wanted to get the date out there so you can mark your calendars now.

We have a lot going on this year and there's more to come! To keep informed, visit our newly enhanced website at www.cic-shrm.org. And as always, you can contact any of the board members with questions or suggestions. We're here for you!

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:

- 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.

- 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

Annual HR Conference

- April 22

Member Recognition Dinner

- June 17

Member Benefits Orientation

- October 7

Special 2-Hour Event

- October 21

CIC-SHRM No-Show Policy

Please be advised that beginning with the March 18 regular membership meeting, the CIC-SHRM Board will be enforcing our no-show policy for members that register for the luncheon but unfortunately are unable to attend.

We are required to provide UIS a count of the number of registrations four (4) days before the luncheon and are not able to make last minute changes. Therefore, if you do not cancel your reservation by 3 p.m. four (4) business days before the luncheon, an invoice will be sent to your attention at your current address for the cost of your meal (\$16.00) along with any guests that may have been attending with you.

This policy will not apply to Advantage Members as their membership fee includes the cost of meals for the entire year, but will apply if the Advantage Member's guest does not attend the luncheon.

If you have any questions regarding the policy, please feel free to contact me at 217-820-1699.

Thank you!

Diana Jordan
CIC-SHRM Treasurer

Member Spotlight



Chrissy Kramer is a Human Resources Assistant Manager at SIU School of Medicine. She earned her B.S. in Health Education and Promotion from WIU and sort of “fell” into the HR field. Chrissy and fiancé Josh are engaged to be

married in May of 2009.

Chrissy's primary focus at the School of Medicine is on recruitment and retention. Responsibilities of the position include internships, job fairs and acting as a liaison for the School, developing relationships with community schools and organizations. Previously, Chrissy had worked at Famous Barr/Macy's as a HR Administrator for 6 years, working in all areas of HR including hiring, benefits, training, recruitment and retention.

According to Chrissy, staying current with new recruitment

trends is a big challenge. It is a challenge especially competing in the healthcare industry, where the nursing shortage will continue to rise. Chrissy says that as Generation Y and Millennial employees enter the professional workforce, the style of recruiting will continue to change with more on-line recruiting, use of on-line social networks, etc.

Chrissy believes we will continue to see a great need for talent as we address succession planning. She states that with the aging workforce and the number of professionals retiring, it's critical that we retain the employees we have and provide the leadership training they need to succeed in those positions.

Pursuing her PHR certification in the next couple years is part of Chrissy's future plans, along with continuing to grow within the HR profession.

Chapter Chatter

New Members – Welcome!

- Indra Perry, Town and Country Financial Corp.
- Tracie Sayre, St. John's Hospital
- Robin Kalb, Innovative Staff Solutions
- Carol Bedtka, Marlett & Associates
- Jean Campbell, Alice Campbell Staffing
- Michael Norris, Edgetech Consulting

Congratulations on your Promotion!

- Diana Jordan - Partner - Sikich Retirement Plan Services LLC

Congratulations Newly Certified Members!

- Vicky Fowler, American Lung Association - SPHR
- Todd Chance, Richards Manufacturing – PHR
- Jamie Osborne, Girl Scouts – PHR
- Desmond Anderson – AIG American General – PHR
- Deona Kuntzman, Horace Mann – PHR

Congratulations on your New Position!

- Angie Tippey - Director of Employment & Compensation at SIU School of Medicine

HRCI Exam Eligibility Requirements to Change in 2011

To better align with the needs of the HR profession, the HR Certification Institute has announced new education and experience requirements for certification exams, effective with the May-June 2011 testing window.

In keeping with best practices for certification programs, the HR Certification Institute conducted an extensive multi-pronged study of the eligibility requirements of their three core products: Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR). Based on feedback from both certified and non-certified HR professionals, business leaders, students and academicians, the requirements will now include a combination of education and experience.

The last PHR, SPHR and GPHR exam to be administered under current eligibility requirements will be the winter 2010 (December 2010 –January 2011) testing window.

Visit HRCI for complete guidelines on the new eligibility requirements:

<http://www.hrci.org/certification/eligibchg/?New-Eligibility-Requirements-For-2011>

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

Economic Stimulus

On Tuesday, February 17, President Obama signed into law one of the most sweeping pieces of economic legislation in American history. **HR 1, the American Recovery and Reinvestment Act of 2009 (ARRA)**, which is intended to aid the faltering economy, **includes several important provisions affecting the workplace.**

HR professionals need to be knowledgeable about the new law's workplace initiatives. These provisions include:

- **Expansion of the Consolidated Omnibus Budget Reconciliation Act (COBRA)** to provide health coverage to individuals who have lost their jobs. This includes a 65% subsidy toward a qualified individual's health care coverage premium for up to 9 months. Additionally, employees who had initially declined coverage would have an additional 60 days to elect to receive the subsidy.
- **Creation of a Health Information Technology Network** to accelerate the adoption and use of health information technology (IT) by doctors and hospitals. Under ARRA, the federal government will develop standards by 2010 that allow for the secure nationwide electronic exchange of health information. Also, it will expand current federal privacy and security protections for health information.
- **Expansion of the Work Opportunity Tax Credit (WOTC)** that is currently available on an elective basis for employers hiring individuals from one or more of nine targeted groups. ARRA expands the WOTC by creating two new categories of individuals eligible for the credit - 1) unemployed veterans; and 2) disconnected youth who begin work for an employer in 2009 or 2010.
- **Modifications to the Unemployment Compensation Program** through a variety of measures such as extension of benefits, increased dollar amount of benefits per week (\$25), and incentives for states to modernize their unemployment compensation programs. Workers will now have until December 31, 2009 to receive benefits, as opposed to the old cut-off date of March 31. To receive modernization funds, states would have to comply with a variety of measures including:

1) adopting an "alternative base period" allowing workers to meet eligibility requirements by counting their most recent wages; 2) granting unemployment compensation to workers for "family related needs," including domestic violence, the illness of a family member and relocation of a spouse; and 3) granting unemployment compensation for those seeking part-time work.

- **Extension of Trade Adjustment Assistance (TAA)** for two years for employees who lose their jobs as a result of increased imports or off-shoring to foreign countries.
- **Limitations on Executive Compensation** for the highest paid individuals at companies that receive financial assistance from the **Troubled Asset Relief Program (TARP)**.

Limitations on H-1B visas for organizations that receive funds under the TARP or certain federal loans. These employers would be prohibited from obtaining H-1B visas for two years unless they have first taken good faith steps to recruit U.S. workers for the jobs in which the H-1B visas are sought. TARP beneficiaries would be required to offer such jobs first to any equally or better qualified U.S. workers who have applied.

Delayed Requirement to use Revised I-9 Form

Officials with the U.S. Citizenship and Immigration Services (USCIS) have delayed until April 3, 2009, a requirement that employers must use a revised version of the employment eligibility verification form—known as the I-9 form. According to an interim rule published in December 2008, employers were supposed to begin using the revised verification form on Feb. 2, 2009. However, when President Obama took office, the White House issued a directive to all federal agencies asking them to review any regulations introduced by the Bush administration but had not taken effect before Jan. 20, 2009.

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USCIS officials stated that the 60-day delay should provide adequate time to complete a full review of the new form and employment verification requirements. A notice announcing the delay was set to appear in the *Federal Register*. In addition, the USCIS will reopen the public comment period on the new rule for 30 days, until March 4, 2009.

Employers must complete a Form I-9 for all newly hired employees to verify their identity and authorization to work in the United States. The interim final rule as published would have revised the types of acceptable identity and employment authorization documents employers can accept from new hires. The interim rule, if implemented, would stipulate that employees could not use expired identification documents to verify their work eligibility. The proposed revised I-9 form is available online from the USCIS web site (www.uscis.gov).

E-Verify Requirement for Federal Contractors Postponed Further

The federal government has agreed to delay for an additional 90 days the effective date for a set of regulations, which would require federal contractors and subcontractors to use E-Verify—the electronic employment verification system operated by the U.S. Citizenship and Immigration Service.

Once a federal district court judge agrees to the change, the E-Verify requirement for federal contractors will take effect on May 21, 2009. The rule's effective date was originally set for Jan. 15, 2009 but had been postponed until Feb. 20, following an agreement forged between the Department of Justice and several business groups that filed a lawsuit in federal court challenging the legality of the new rule.

The additional 90-day delay will allow the White House to review several new and pending regulations, which the Bush administration promulgated at the end of 2008. An announcement of the postponement is set to appear in *The Federal Register* on Jan. 30, 2009.

On January 20, 2009, White House Chief of Staff Rahm Emanuel issued a memorandum that the all federal agencies should consider extending the effective dates of regulations that had appeared in *The Federal Register* but had not taken effect. The Society for Human Resource Management and the other organizations, which had filed the lawsuit to block the new requirement for federal contractors, asked the Office of Management and Budget (OMB) to apply Emanuel's memorandum to the E-Verify requirement.

After the request, the OMB and the Department of Justice, which was named a defendant in the lawsuit, agreed to further delay the effective date.

As part of the agreement, SHRM and other business groups will request the U.S. District Court for the District of Maryland to suspend the lawsuit and give the Obama administration an opportunity to review the new rule. The federal district court judge must agree to the change before the decision is made final.

The lawsuit filed by the business groups seeks a summary judgment to rescind the rules, which would enforce an executive order issued by President George W. Bush in June 2008. The regulations, if implemented, would amend the government's acquisition processes by requiring federal contracts to stipulate that businesses must use E-Verify to determine if all new hires and existing employees performing work on federal contracts are authorized to work in the United States. The E-Verify requirement would apply to federal contracts awarded after the rules take effect. The regulations state that businesses contracting with the federal government would be required to enroll in E-Verify within 30 days of the contract award date.

SHRM and other business groups criticized the executive order claiming that Congress originally established the electronic verification system as a voluntary program and that the Bush administration overstepped its bounds by mandating federal contractors to use the system.

"SHRM is hopeful that this development signals an interest, on the part of the government, to re-evaluate the rule," said Mike Aitken, director of government affairs for SHRM. "SHRM is concerned that by issuing the rule, the government exceeded its authority by mandating that federal contractors use a program designed as a voluntary pilot project and by mandating the re-verification of existing employees, currently not allowed under E-Verify requirements."

A Special Thanks to our Annual Sponsor: TruPay Corporation!

Processing more payrolls in Springfield over 100 employees than any other company, TruPay provides new ideas and new solutions & delivers immediately

Contact Andy Griswold @ 217-525-7500
Andrew.Griswold@TruPay.com



A Special Thanks to our March Chapter Meeting Sponsor Silveri Chiropractic!

Through the end of April, Silveri Chiropractic is offering FREE chair massages at your location to relieve stress and allow your employees to be more productive. Massage will be offered during the hours of 11-2. Call Dr. Nick Silveri at (217) 726-0422 today, spots will fill up fast!



The Society of Human Resource Professionals would like to extend CIC-SHRM members the opportunity to attend upcoming HRCI Certified Seminars at the SHRP Member rate.

For more information on the seminars offered, please visit the SHRP Program Calendar on their website at:

<http://shrp.affiniscap.com/cde.cfm?event=241294>

Upcoming HR Events

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

E-Verify Mandates and Mechanisms for Compliance

Teleconference
March, 3 2009

Strategic Leadership: Guiding and Leading the Change Process

Chicago, IL
March, 3-4 2009

DIOSH Day

Peoria, IL
March, 4 2009

Same-Gender Marriage Rulings: Impacts on Employee Benefit Plans Across the Nation

Teleconference
March, 4 2009

Using Medical Certifications to Minimize Employer Liability: FMLA, ADA and Workers' Comp

Teleconference
March, 5 2009

Electronic Record Retention: Mistakes HR Professionals Can Avoid

Teleconference
March, 9 2009

Form 5500 Reporting Update

Teleconference
March, 10 2009

What the New Ledbetter Pay Act Means for Employers

Teleconference
March, 10 2009

Curbing FMLA Abuse: How to Manage Manipulative Employees

Teleconference
March, 12 2009

SHRM State Leadership Conference for Chapter Board Members

Naperville, IL
March, 13 2009

Susan R. Meisinger Fellowship

A new opportunity is available for graduate students in HR who are embarking on a graduate course of study this year. Beginning now and continuing through April 1, 2009, SHRM is accepting applications for the new Susan R. Meisinger Fellowship for graduate study in HR. The award was established by SHRM, the HR Certification Institute and the SHRM Foundation in recognition and honor of the historic contributions of former president and CEO, Susan R. Meisinger, SPHR, in advancing the human resource profession and developing its next generation of leaders.

At least one Susan R. Meisinger Fellow will receive as much as \$10,000 annually for up to two years of graduate study in HR. This award will be given to the best and the brightest—the individuals who will be the next generation of leaders for our profession. To be eligible to apply, an HR professional must meet at least one of the following criteria: 1) be a member of SHRM *or* 2) hold a professional certification (e.g., PHR, SPHR or GPHR certification from the HR Certification Institute).

FAQs and an application form can be downloaded from the fellowship web site at <http://www.shrm.org/meisinger>, where you can also find a list of the other necessary application materials required to be considered for the fellowship. Awards will be announced annually in conjunction with SHRM's Annual Conference and Exposition in New Orleans, June 28-July 1, 2009. Members of the Membership Advisory Council (MAC) will work in tandem with staff representatives from all three organizations to select the 2009 Fellowship winner.

While the web site contains a great deal of information, we have also established an e-mail box for applicants to pose additional questions. Please forward any questions you may have to fellowship@shrm.org, and a staff member will respond to you quickly

SHRM Foundation News: *Effective Practice Guidelines*

If you are like most HR professionals, you probably lack the time to keep up with the latest research findings in human resource management. Yet knowing which HR practices have been shown by research to be effective can help you in your role as an HR professional.

The SHRM Foundation's *Effective Practice Guidelines* are a series of reports that distill the latest research findings and expert opinion into specific advice on how to conduct effective HR practice. They are written in a concise, easy-to-read style to provide practical information to help you do your job better.

The SHRM Foundation publishes new reports each year. Past reports include:

- *Retaining Talent*
- *Developing Leadership Talent*
- *Implementing Total Rewards Strategy*
- *Employee Engagement and Commitment*; and more.

All of the titles are available free from the SHRM Foundation website (www.shrm.org/foundation).

The *Effective Practice Guidelines* series is made possible by your tax-deductible contributions to the SHRM Foundation.

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 have partnered 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

March 18, 2009

**University of IL at Springfield
PAC Restaurant – Private Dining Room**

Program: Proper Care and Handling of Harassment Claims, and the Harassment Claimant, presented by Mark M. Trapp, Associate in the Labor and Employment and Litigation Practices at Epstein Becker Green Law Offices

***RSVP for the March 18th luncheon by
Wednesday, March 11th**

Reservation Reminders

- ◆ Registrations can be made via Cvent (a link is provided in the e-mail invitation).
- ◆ Cost for the luncheon is \$16/person. All reservations must be paid at the door unless prepaid Advantage Member.
- ◆ 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.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.