



CHAPTER NEWS

May / June 2008 Edition

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

President's Message



Greetings on behalf of your CIC-SHRM volunteer board! We have just concluded a busy period for CIC-SHRM and are looking forward to having some fun at an upcoming event. CIC-SHRM's 9th Annual Legislative Conference is complete and was a successful event for all. Participants from all over the central Illinois area convened at Lincoln Land Community College's Capital City

Center for education and networking. We had some great speakers and learned quite a bit. We were disappointed, however, that Sue Meisinger, CEO of SHRM, was unable to attend the conference after all due to illness. Martha Ramirez, the North Central Region Director for SHRM, took her place and did a fine job. Thanks to Martha for being a last minute fill-in! I also want to extend my appreciation to our conference sponsor, TruPay Corporation.

Now that the hard work of putting together a conference is out of the way, it's time to party! Please join us on June 18th for networking and recognition as we award the HR Professional and HR Champion of the Year, as well as recognize the hard work and dedication of our membership. Invitations will be in the mail soon for this exciting event. This is a great networking opportunity and a lot of fun. Remember, this event is free for members! So mark your calendars!

In the meantime, please join us at our next chapter meeting at 11:30 a.m. on May 21st at the University of Illinois at Springfield – PAC Restaurant. John Cerasani of Northwest Comprehensive will be presenting "Integrated Health Risk Management". We hope you will join us!

As always, please do not hesitate to contact any of us on the board with your questions, concerns and suggestions. We welcome your feedback and participation.

Thank you!

*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:

- 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

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

All members are welcome.

Special Events

June 18 – Social Recognition Event

October 15 – Diversity Event



SHRM 2008 Annual Conference and Exposition

June 22-25, 2008 | Chicago, Illinois

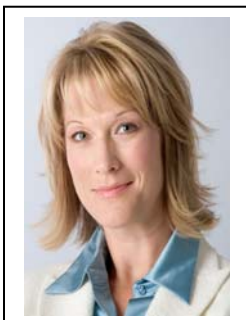
Discounts Available for SHRM 60th Annual Conference & Exposition!

SHRM is offering Illinois chapters a discounted rate for group registrations of 10 or more people. We are partnering with the Quincy chapter to achieve this goal. If we have 10 or more people interested, each person will enjoy the rate of \$925 per person. This is a savings of \$270 off the regular rate. Unfortunately, only those who have not yet registered may participate in this offer.

If you are planning to attend but haven't registered yet, please send an email to Nicole Ralph at info@cic-shrm.org by May 16th indicating your interest in participating in the group registration. We will coordinate one registration for all those participating. Please also let Nicole know if you would be interested in carpooling or sharing a hotel room.

Don't let this discount pass you by!

Member Spotlight



Diana Jordan is a Pension Consultant at Sikich and works with plan sponsors and administrators to help them oversee their employee's retirement plans. Diana wants to help participants make the connection to saving more and choosing an appropriate asset allocation so they can be fully prepared to enjoy their retirement. She would like all of her participants

to be on track to replace 70% of their pre-retirement income so they can fully enjoy their golden years!

Diana has lived in Central Illinois all of her life. She is married, and celebrating her 13th wedding anniversary this year. Diana has one very funny 9-year-old daughter named Delaney.

Diana sees her biggest challenge as engaging participants in preparing for retirement, whether they are age 20, 40,

or 60! Successful plans are those that communicate more frequently with employees and most importantly provide information that is specific to the individual participant, such as: "Am I on track to save enough for retirement?"

What can I do to make a difference now that will impact my retirement savings later?" At Sikich, they believe planning for a successful retirement has to be comprehensive so that they can have more participants on track rather than running to try and catch up!

Diana believes we will see full and transparent fee disclosure in the next 3-5 years in the industry. This will be great for plan participants who most often bear the cost of operating the retirement plan through fees in the underlying mutual funds in the platform. Plan sponsors will also benefit because it is difficult to find all the fees in a retirement plan. Full disclosure will put pressure on fees and require all vendors to fully outline their fiduciary responsibilities to the plan sponsor and participants. Hopefully, these trends will lead to employees who are better prepared for retirement.

SHRM Foundation News

The Masters Series at the SHRM Annual Conference

In 2008, the SHRM Foundation will once again sponsor the Masters Series at the SHRM Annual Conference.

This series of in-depth learning sessions features internationally known experts in the field of management science. The 2008 Masters Series will feature Linda Hill, Denise Rousseau and Oren Harari.

The Masters Series focuses on timely and provocative issues that affect your career and industry. Open to all attendees, these senior-level programs offer insight into the HR profession from thought-leaders and top academicians.

Summaries of the 2007 and 2006 Masters Series are available on the SHRM Foundation website.

For more information on Foundation sponsored educational programs, visit www.shrm.org/foundation

Regional Scholarships Are Available

The SHRM Foundation is committed to supporting the professional development of HR professionals and the scholarship program is a tangible example of this commitment.

Exciting News! The SHRM Foundation now awards a total of \$100,000 to SHRM members, chapters and state councils, up from \$50,000 awarded in 2006. The 2008 program is being generously underwritten by the J. J. Keller Foundation. Scholarships will be awarded to national SHRM members pursuing an HR-related college degree, or SPHR, GPHR, PHR or California certification.

The following will be awarded in 2008: 60 Certification Scholarships of \$750 each and 40 Academic Scholarships of \$1375 each.

Application deadline is July 15, 2008. The scholarships are allocated evenly among the SHRM regions. This guarantees that there will be winners in every part of the country.

For application information, visit www.shrm.org/foundation

Chapter Chatter

New Members – Welcome!

- Randy Council
- Inez Harris

Tami Ireland is now the Director of HR at Lincoln Prairie Behavioral Health Center. She also passed her PHR exam! Congratulations!

Congratulations to Penny McCarty on the birth of her son!

2008 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.**

Please park in lots C or D.

We hope to see you all there!

May 21st Meeting Presentation

Integrated Health Risk Management

*Presented by Mr. John Cerasani, Founder,
Northwest Comprehensive, Inc.*

This workshop will provide HR professionals with information on employee wellness programs and rising healthcare costs from the status of now and into the future, what it means to your business, what HR professionals can start to do to address the issues including empowering employees to take control of their health, provide education, diversifying options for benefits, avoiding restrictions to effective treatments, and offering incentives for participation, and staying competitive in today's employment market.



LEGISLATIVE/LEGAL UPDATE

Submitted by Cheryl Davis, PHR, Legislative Chair

I recently had the opportunity and privilege of attending the SHRM Employment Law and Legislative Conference in Washington, D.C. on March 10-12, 2008. This conference offered a unique opportunity to hear firsthand what is on the legislative agenda for Congress and what to expect from our executive branch as the progress of new bills are passed through the committees and potentially become law. It was an eye-opening experience to learn how important our voices are as HR professionals and how our collective HR voice must be heard as these pending workplace legislation laws will be up to us to understand, administer and comply with.

Read some of the highlights from the conference below:

March 11, 2008

Employers faced with a complex array of workplace regulations must do the “toggle” and go back and forth between federal, state and local laws to ensure that they are complying with all three, Camille Olsen, an attorney with Seyfarth Shaw LLP in Chicago, told attendees March 10 at the 2008 SHRM Employment Law & Legislative Conference in Washington, D.C.

Although certain federal laws, such as the National Labor Relations Act and the Employee Retirement Income Security Act, will pre-empt state laws operating in the same areas, Congress did not intend most federal employment laws to occupy the field, Olsen said. Therefore, even a single-state employer is subject to state as well as federal regulation of its nondiscrimination obligations, wage and hour responsibilities, and leave and privacy policies. And, in addition, many municipalities have passed employment ordinances, further muddying the waters.

To complicate matters even more, in recent years, federal and state employment laws have been subject to increasing scrutiny by Congress and the state legislatures, as well as the courts. “The status quo is dynamic,” Olsen noted. “It changes daily,” HR professionals therefore must have some mechanism in place to ensure that the organization’s policies and practices are up to date.

“Do we need a local expert or local expertise? I believe the answer is ‘yes,’ ” she said.

Changing Federal Employment Laws

2007 saw a great deal of congressional activity with regard to the regulation of employment. On May 25, H.R. 2 became law, raising the federal minimum wage of \$5.15 by \$2.10 in three steps within two years and two months of enactment.

Legislation to expand the Family and Medical Leave Act (FMLA) to cover family members who need time off to care for injured soldiers passed both the House and the Senate before it was initially vetoed by the president. However, it resurfaced weeks later and was signed into law on Jan. 28, 2008.

In addition, although the Employee Free Choice Act did not pass in 2007, and legislation aimed at discrimination based on sexual orientation stalled, Olsen noted that most experts agree that “we have not heard the last of these laws.”

In addition, bills are presently pending in Congress that would:

- Make use of the E-Verify system mandatory. E-Verify are designed to determine whether applicants for employment are authorized to work in the United States.
- Amend Title VII, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), and the Rehabilitation Act to provide that a discriminatory compensation decision occurs each time compensation is paid, not when a supervisor first establishes the compensation rate.
- Amend the ADA to expand the definition of a disability for purposes of protection against discrimination.
- Prohibit the collection, dissemination or use of genetic information by health insurers and employers.
- Increase employers’ obligation with regard to accommodating employees’ religious practices.

Many of these proposals are based on laws already operating in the states, Olsen said. However, there has been little litigation under a number of these laws, she noted, and so it is not all together clear what changes would occur were the laws to be implemented on the federal level.

State Laws May Grant More Protection

In 2007, a record number of states increased their minimum wage level above the new federal standards, and a number of state legislatures passed protections for military families and those claiming sexual orientation discrimination. In addition, in 2007, multiple states passed laws regulating in areas including:

- Child labor.
- Workplace drug and alcohol testing.
- Prevailing wages.
- Time off.
- Timing and method of wage payment.
- Equal employment opportunity.
- Privacy

The most active states were Hawaii, Illinois, Maine, New York, North Carolina, Oregon Texas and Virginia, Olsen said. In fact, only four states did not pass any labor legislation in 2007: Arkansas, Mississippi, Pennsylvania and South Carolina.

In addition to the sheer numbers of state laws, employers and HR must be mindful of all the ways that these laws may differ from their federal counterparts, Olsen emphasized.

For example:

- Many states have minimum wages higher than the federal minimum.
- Several states, including California, Maine, Maryland and Washington, define disability more broadly than it is defined in the federal ADA.
- Twenty states prohibit sexual orientation discrimination, and 15 bar gender identity bias.
- Equal pay laws vary greatly, with some states requiring equal pay for “comparable” work.
- Small employers, not covered by Title VII, may be subject to the equal employment laws of 34 states and the District of Columbia, which require fewer employees for coverage than does the federal law.

- State nondiscrimination laws may prohibit bias on grounds not mentioned in Title VII. In addition to sexual orientation, some states bar discrimination based on—just to mention a few—smoking outside of the workplace, an employee’s status as a nursing mother and an employee’s genetic makeup.
- The age group protected by the age discrimination law may not be the same as the ADEA’s protected class. Some states protect everyone over 18.
- While only two states (Washington and California) currently require paid family leave, a number of others, including New York and New Jersey are close to passing similar proposals.
- Although there is no federal data breach notification law, 38 states require some sort of notification to employees if their private information has been disclosed.

This all makes it essential for an employer to do the “toggle”—check federal, state and local laws and consistently comply with all three. Not an easy task, Olsen conceded.

Multistate Employers Seek Consistency

And what about the multistate employer? Not only must that company ensure compliance with a myriad of overlapping laws, it is likely to strive for some consistency across its workplaces.

Such an employer has two choices, Olsen said. It can adopt universal policies as far as possible but carve out specific rules for each state in which it does business. Or it can take the laws of the most liberal or “employee-friendly” state and apply them across the board. This is not a legal question, she noted, but a human resources question that each organization must answer for itself.

Joanne Deschenaux, J.D., is SHRM’s senior legal editor.

Ninth Annual Legislative Conference

By: Pattie Curry, PHR, President-Elect

On April 23, 2008 we held our Ninth Annual Legislative Conference in Springfield at Lincoln Land Community College's Capital City Center. We had a decent turnout with around 50 people in attendance. We started off the meeting with some good news and some bad news. The good news was that we had some awesome goodies from Panera to eat. The bad news was that Sue Meisinger was not going to be able to attend due to illness. Sue was very sorry she wasn't able to attend. She's only cancelled three times in 21 years – and we were one of them. Talk about bad luck. All was not lost though as she sent us Martha Ramirez to save the day. We'll talk more about that shortly.

The first presenter was Lenny Sachs (a.k.a. "Lenny the Lawyer") from Howard & Howard Attorneys, P.C. discussing one of the hottest topics in HR today – FMLA and Service Member Family Leave. Lenny spent his hour discussing current interpretations of the Family Medical Leave Act as well as proposed rule making on the act. Lenny discussed some of the new demands that will be placed upon H.R. departments when the proposed rules become law. The new rules mean more reports and record keeping for the employer. He provided every attendee with a 3-ring binder jam-packed full of useful information including the Family and Medical Leave Act of 1993 (as amended for FY 2008), a copy of the Federal Register 29 CFR Part 825 on the Family and Medical Leave Act of 1993 (Proposed Rule), and the Veterans with Service-connected Disabilities and the Americans with Disabilities Act (ADA): A Guide for Employers. Lenny was very entertaining and informative in view of the very timely topic he was covering.

Our next topic was the ABC's of Employment Discrimination Law by Rita Coffey of the EEOC. Rita had a huge PowerPoint presentation of which we only made it partially through due to questions from the audience. She explained how the EEOC and the Illinois Department of Human Rights coordinate their efforts when a complaint has been filed. Did you know that only 5% of EEOC discrimination cases are actually ruled against the employer? The majority of the fines that companies receive are from retaliation against the employee AFTER the complaint was filed. Good to know and remember. She welcomed everyone to go to their website for more information, including training opportunities, at www.eeoc.gov.

Next was Roland Cross from Brown, Hay & Stephens, LLP to lead us through some court cases involving topics such as retaliation, FMLA, ADA, discrimination, hostile work environment, and sexual harassment. We discussed the issues of each case to try and figure out, from the details given, the outcome of the case. These were a lot of fun and I will say that we had some sharp (or maybe experienced) HR professionals in the room and we sailed right through the cases with no problems.

We then broke for lunch (lunch was wonderful – good job

Vicky!!) and had a chance to network with guests and members from other chapters. I received good feedback from those I talked to. Many thought the meeting was a great success and definitely want to be invited to future conferences.

We were then welcomed to the Lincoln Land Community College facility by the College President, Dr. Charlotte Warren. She discussed many of the initiatives that LLCC is currently working on including such things as workforce development and training our high school graduates. It was a very nice facility and we are thankful to have been able to use it.

Senator Larry Bomke gave us a brief overview of employment legislation in Illinois. The key topic, not surprisingly, was FMLA and the proposed changes. The FMLA changes are a very hot topic right now. His presentation was more of a Q&A discussion. One interesting question posed by our own Dave Ryan was "how can we, as a chapter, make a difference in our state government?" Senator Bomke told us to show up in person at the Capital and call our representatives. So don't be surprised if we ask for volunteers to march up to the Statehouse someday to discuss HR issues with our government officials.

Our last minute replacement, Martha Ramirez – North Central Regional Director for SHRM, enlightened us with "10 Challenges that Keep HR/Diversity Professionals up at Night". The one challenge that I can totally relate to is – Becoming More Strategic and Less Transactional. She stated that too much time is typically spent on administrative tasks and not enough time on strategic goals and policies. Eighty percent of our time should be spent doing strategic functions and 20% on administrative. I don't know about you, but I'm about 90/10. Ninety percent in administrative and 10% in strategic – totally backwards!! I'm a one-person HR department and have to do all the work myself. I asked at the meeting, but I'll also ask here. If anyone has any suggestions on moving that percentage the other way, please let me know. Oh, and hiring another person isn't an option! This topic was good for one hour of strategic for HRCI certification and was also a lot of fun as she handed out prizes for those who answered her questions correctly.

All-in-all I would say that the conference was well received. Nicole and members of the board did a wonderful job lining up speakers and making the meeting arrangements. If you missed it this year, you'll have another opportunity next year to attend the TENTH Annual Legislative Conference. Hope to see you there!

Photos from the Conference

Dr. Charlotte Warren, President, LLCC



Senator Larry Bomke



Martha Ramirez – North Central Regional Director for SHRM



CIC-SHRM RECEIVES DISTINGUISHED AWARD

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Superior Merit Chapter designation to the Central Illinois Chapter – Society for Human Resource Management (CIC-SHRM) for its scope of work in perpetuating and supporting the mission of the organization in 2007.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 225,000 members in over 130 countries, and more than 575 affiliated chapters.

“This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession” noted Pamela J. Green, SPHR, Chief Membership Officer for SHRM.

CIC-SHRM receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

Public Relations Committee Planning Events for 2008

The Public Relations Committee is currently working on rounding up sponsors and communicating upcoming events to members and the public.

Please consider donating an hour or two of your time to the PR Committee.

Interested members should contact
Angie Tippey, PHR at:
angiestees@yahoo.com

Upcoming HR Events

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

Employee Benefits Seminar

Arlington Heights, IL
May 8, 2008

HR: The Strategic Business Partner

Naperville, IL
May 15, 2008

SHRM 60th Annual Conference & Expo

Chicago, IL
June 22 – 25, 2008

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
Workforce Readiness 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

LUNCHEON MEETING NOTICE

May 21, 2008

University of IL at Springfield
PAC Restaurant – Private Dining Room

Program: Integrated Health Risk Management presented by Mr. John Cerasani, Founder, Northwest Comprehensive, Inc

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

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.