



CHAPTER NEWS

May / June 2009 Edition

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

President's Message



Well I think spring is finally here. It's time to start pruning the yard and cleaning the cobwebs inside the house. It's time to start planning your summer vacation. Maybe you'd like to combine your vacation with some professional development and take a trip to New Orleans. This year's SHRM Annual Conference is being held on June 28 – July 1. If you haven't attended the Annual Conference, you are missing out. In addition to earning several HRCI recertification credits (over 150 sessions to choose from), there is also the opportunity to meet

authors of HR-related books, a great lineup of keynote speakers to hear, and get entertained by singer/songwriter Sheryl Crow. In addition, the exhibition hall is packed with vendors showcasing their products and giving away all kinds of items. Mark your calendars now!

Our Road Show Tour is starting to take form. This year we are mixing it up a bit and are reserving spots at several establishments in totally different industries. Want to see how newspapers are made, how a healthcare facility operates, what makes a not-for-profit run, or see how airplane interiors are customized?...then you won't want to miss the Road Show. You may be wondering exactly what the Road Show is. It's basically a free tour of local businesses, a chance to see the product or services delivered, an opportunity to ask the HR Professional questions about their policies and procedures, as well as a great place to network with other HR Professionals. It's very informal, informational, and some would say inspirational.

Have you visited our website lately? I ask this because Dave has been very busy posting new events on the calendar almost daily. There are links to local seminars, state events, as well as the SHRM Annual Conference mentioned above. We're trying to keep our email blasts to a minimum so check the website frequently for more updates.

As a final note, don't forget about our Annual Recognition Event on June 17th. We want to see you there!

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:

- 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.

- May 13
- June 10
- July 8
- August 12
- September 9
- October 7
- November 11
- December 9

All members are welcome.

Special Events

Member Recognition
Dinner

- June 17

Member Benefits
Orientation

- October 7

Special 2-Hour Event

- October 21

Diversity Leads the Way to Productivity

Springfield and Central Illinois are centers of higher education. But it is still rare when scholars of international stature visit Central Illinois. On May 20th, Peter Sorenson PhD and Therese Yaeger PhD, leaders of the Organizational Behavior and Organization Development graduate programs here at Benedictine University in Springfield and at the university's main campus in Lisle will present a special program at the bi-monthly membership meeting in the UIS PAC restaurant. The program will focus on their work in improving organizational culture and productivity through utilizing diversity, and they will be available to discuss their internationally known programs.

While fully grounded in theory, this program will focus on application – and the two presenters are entertaining and informative. They are coming from Chicagoland to be with us. Check our website and Dave Ryan's registration blasts to join us!!

This is another chance for CIC-SHRM to lead the State!

Other recent Diversity-related activities include recent collaboration with the Latino Technology Association and participation in the Illinois State Council of SHRM's leadership conference. If you want to part of this Diversity initiative, let me know by sending an email to: dbldoc@sbcglobal.net

Bob Hotes
Diversity Chair

Member Spotlight



David Weis is the Managing Director of Memorial Employee Assistance Services in Springfield. In this role, David sells and orchestrates delivery of employee assistance programs to small, as well as large, employers in Central Illinois.

David is versed at working with all stakeholders within a company, ranging from HR/Benefits to vendors that deliver other products, including short/long term disability and worker's compensation.

He holds a Master's Degree in Counseling from Regent University in Virginia Beach, VA. David is married and has four children. David says that he is a "Minnesotan" and loves winter activities.

David feels for Human Resources to continue to have a "voice" at the table within a company, they need to provide strategic consultation as well as implementation of high quality HR services. David also hopes that the perception of HR as "administrative overhead" will continue to be addressed by HR professionals, in that HR professionals are a viable piece of the corporate strategy on a company's bottom line.

As for future plans, David says he's too young to retire, so he hopes to continue to believe in the "product" he sells (EAP programs) and how it can help companies address behavioral health concerns as well as become a mechanism for cost savings in a company's expenses in regards to benefits, disability and worker's compensation.

May Membership Meeting Presentation

Organizational Development in Today's World

Presented by:

**Dr. Peter Sorensen & Dr. Therese Yaeger
Benedictine University, Organization
Development Program**

This session presents a definition of Organization Development, a brief history of its evolution, and major trends occurring in OD today, such as:

- Strategic OD
- Global OD
- Positive Change OD, and
- The emerging relationship between OD and Human Resources Management

Session presenters will also provide an overview of the major OD professional associations. The major objectives of the session are to present participants with:

1. An understanding of the field (what is OD)
2. Familiarity with today's major OD trends
3. The role of OD in the future
4. Current readings/articles on Organization Development

Chapter Chatter

New Members – Welcome!

- Debra Whitney, HR Manager, Peerless Cleaners
- Ralph Hill, HR Manager, ICG Illinois
- Rickey Lamb, HR Rep, Viper Coal Mine
- Jeannine Westlake, HR Generalist, ICG Illinois
- Micah King, President, Identi-Check
- Dallas Whittaker, Manager of Financial Services, Prudential
- Todd Chance, HR Manager, Richardson Manufacturing
- Angelina Hickman, HR Coordinator, H.D. Smith
- Kate Kern, HR Manager, Simplex
- Mary Torricelli, Benefits Specialist, Nicoud

2009 CHAPTER MEMBER MEETING LOCATION

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

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

Please park in lot C.



LEGISLATIVE/LEGAL UPDATE

Submitted by Cheryl Davis, PHR, Legislative Chair

Effective Date of E-Verify Rule Delayed Third Time

4/17/09

By: SHRM Online Staff

The federal government has pushed back, for the third time, the effective date of a new rule requiring federal contractors to use the federal government's E-Verify electronic employment eligibility verification system. The latest effective date is June 30, 2009.

E-Verify is the U.S. Citizenship and Immigration Services' system that organizations with federal contracts would be required to use to determine if their new hires and existing employees were authorized to work in the United States.

The rule, which would amend an existing regulation, originally was to take effect Jan. 15, 2009.

The Society for Human Resource Management (SHRM) challenged the legality of the rule in a [lawsuit filed Dec. 23, 2008](#), noting that the system's reliability has come into question and that use of the system was originally intended to be voluntary. A Government Accountability Office report to Congress reiterated long-standing criticisms of E-Verify, [SHRM Online reported](#) July 14, 2008.

SHRM is concerned, says Nancy Hammer, manager of SHRM's regulatory and judicial affairs, "that the rule exceeds the government's authority by mandating use of the E-Verify program, which was designed as a voluntary pilot project, and by mandating the re-verification of existing federal contract employees, currently not allowed."

E-Verify would apply to federal contracts with a performance period of more than 120 days and a value of more than \$100,000, according to an April 16, 2009. statement from Andrew B. Greenfield, a partner in Frogmen, Del Rey, Bernsen and Loewy, LLP, a Washington, D.C. law firm that writes periodically about legal issues for *SHRM Online*.

Service and construction subcontracts of a covered contract would be required to include the E-Verify clause if the subcontract's value is more than \$3,000, he noted.

Exemptions to the rule would include contracts for items that are available commercially "off the shelf" or that require only minor modifications, federal contracts for food and agricultural products shipped as bulk cargo and contracts for work performed outside the United States.

The U.S. Chamber of Commerce, Associated Builders and Contractors, HR Policy Association and the American Council on International Personnel joined SHRM in the lawsuit, which seeks to have the planned rule rescinded. Earlier, the [U.S. Justice Department rescheduled the date](#) from Jan. 15 to Feb. 20, 2009.

SHRM is hopeful, Hammer said, that "this additional delay of the rule allows more time for the government to re-evaluate its position and consider SHRM's concerns." In light of the delay in the rule's effective date, she added, the parties have agreed to extend the stay of the lawsuit.

A notice delaying the rule until June 30, 2009 was published in the April 17, 2009 [Federal Register](#).

A Special Thanks to our Annual Sponsor: *TruPay Corporation!*

Building upon consistent, timely and accurate payroll processing, TruPay enables easy, intelligent utilization of Payroll and HR related information.

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



A Special Thanks to our May Chapter Meeting Sponsor:

Alice Campbell Staffing

Alice Campbell Staffing is a family-owned firm that has been serving Springfield-area employers with pride and integrity for 27 years. We specialize in office staffing, including temporary, temp-to-hire and direct hire. Contact Jean Campbell at (217) 793-5522 or jean@acstaffing.com



CIC-SHRM's first Road Show stop!

**Mark your calendar for
June 4th at 4:00 p.m.**

StandardAero

RSVP Required
Watch your email for more details!

Upcoming HR Events

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

SHRM® 61st Annual Conference & Exposition

New Orleans, LA
June 28 – July 1, 2009

The following Lorman Teleconferences are available at a discount to CIC-SHRM members at:

<http://www.lorman.com/training/SHRMCIC/>

Internal ERISA Audits: Getting It Right Before the Government Shows Up

May 1, 2009

Taxation of Gifts, Prizes, Bonuses and Awards

May 4, 2009

Managing And Disciplining Unsafe Employees - A Cornerstone Of An Effective Safety Program

May 5, 2009

The New HIPAA Special Enrollment Rules and Related Disclosure Issues

May 5, 2009

Document Retention and Destruction: What Human Resource Professionals Must Know

May 7, 2009

Best Practices in Commission Pay Plans

May 11, 2009

Form I-9: Updates and Compliance Strategies for Employers

May 12, 2009

Labor Law Update: Preparing for Upcoming Regulations

May 13, 2009

Taxation of Gifts, Prizes, Bonuses and Awards

May 20, 2009

7 Questions to Ask When Establishing Cause for Disciplining and Terminating Employees

May 28, 2009

HIGHLIGHTS FROM OUR TENTH ANNUAL LEGISLATIVE CONFERENCE WEDNESDAY, APRIL 22

This year's CIC-SHRM Legislative Conference was an event to attend. The information discussed by our variety of speakers was very applicable to the current legislative whirlwind we as HR Professionals find ourselves in today.

Our first speaker Todd Donalson from Memorial Employee Assistance in Bloomington Illinois spoke to us on the topic of "Dealing with the Aftermath of Corporate Downsizing".

Todd shared some common lessons learned when communicating and engaging our surviving workforce after a lay off has occurred. He helped us to realize that our leaders are often the forgotten ones and how we as HR professionals must help to equip them with the information and resources to overcome the challenges that will arise after a layoff. He also helped us to appreciate the importance of ongoing communication in the months following these type of actions, employees may perceive that the absence of information means something bad is coming, so it is vital to be as transparent as possible to enhance employee resiliency in the months and years to follow.

Our second speaker Roland Cross from Brown Hay and Stephens in Springfield, Illinois gave us an "Employment Law Update".

Roland provided us with information on recent legislative changes in Federal and Illinois State Employment and Labor Laws, reviewed some recent case law and helped us to analyze some hypothetical employment cases. These updates included the ADA Amendments Act of 2008, Federal Genetic Information Non-Discrimination Act of 2008 (GINA), Amendments to the Illinois Genetic Information Privacy Act, Biometric Information Privacy Act (740 ILCS 14) ("BIPA"), The proposed Employee Free Choice Act, The proposed Employee Non-Discrimination Act ("ENDA"), American Recovery and Re-Investment Tax Act of 2009, and Various Case Law both Federal and State. Please contact me at legislativechair@cic-shrm.org for a copy of the case law referred to in Roland's presentation.

Our third speaker Leonard Sachs from Howard and Howard Attorneys, PLLC, in Peoria Illinois spoke to

us on the topic of "Maximizing Employer Rights Under the New FMLA Regulations". Traditionally FMLA is not a very exciting topic for us in the HR world, even though it can present some pretty exciting challenges for us. Leonard's presentation of the recent amendments to the FMLA regulations was both informative and entertaining. He helped us to understand our obligations by highlighting the changes in the regulations and by walking us thru a couple of scenarios that really made us think about our obligations to the employees referred to in each scenario. The highlighted changes in the regulations are available on the CIC-SHRM website in the member's only section.

We had a terrific menu and a great opportunity to Network over lunch before our first speaker of the afternoon, Ms. Martha Ramirez, PHR. Martha is the Western Region Director for National SHRM. Martha addressed the topic of "Best Practices in Talent Management Strategy". Martha's presentation highlighted the area of meeting the critical talent need of our organization(s) in today's global economy. Martha helped us to explore the main demographic and other drivers of today's fierce competition for critical talent and the six components of an integrated talent management strategy. She helped us to consider some of the ways that we can make this strategy a priority within our organization(s). Finally, Martha put this into real life for us by showing how some of the top companies have made this work for them.

Our final speaker for the day was Todd Lowery from the Illinois Department of Employment Security here in Springfield. Todd helped us to understand how the Work Opportunity Tax Credit can assist targeted groups to enter or re-enter the workforce and how employers can benefit from use of the program. Todd highlighted the requirements for participation in the program as well as the documents needed to process the credit. Information regarding this program can be obtained by directly contacting the IDES or by visiting the website at <http://www.ides.state.il.us>.

We look forward to input from our members on topics for future conferences and any feedback from those that attended this year's conference that can be used to improve upon future conferences. CIC-SHRM also would like to thank Lincoln Land Community College for the meeting space to host our event this year. A special thanks to our board members for all of their hard work and personal time invested to make this event a success.

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
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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

May 20, 2009

University of IL at Springfield
PAC Restaurant – Private Dining Room

Program: *“Organizational Development in Today's World”*
Presented by Dr. Peter Sorensen and Dr. Therese Yaeger
Benedictine University, Organization Development Program

***RSVP for the May 20th luncheon by
Wednesday, May 13th**

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.