

## President's Message



CIC-SHRM has been bustling with activity this past month. On June 9<sup>th</sup> Cheryl Davis, Legislative Chair, and her employer StandardAero, kicked off the Road Show Tour of 2009. I wasn't able to attend the Road Show Tour but two of my co-workers were able to go and said it was awesome. In fact they were still talking about it days after the event. I'd like to thank Cheryl for hosting us and Jamie Osborne and Doug McDonald for putting the Road Show together this year. The next event is scheduled for July 9<sup>th</sup> at Land of Lincoln Goodwill.

On June 17<sup>th</sup> we held the 4<sup>th</sup> Annual Recognition Event at President Abraham Lincoln Hotel in downtown Springfield. This event was created to provide a social event where members can get together and network a little, eat some food, and give recognition to members that have fulfilled our mission of "Advancing the Profession and Supporting the Professional". A big thanks to Lisa Leach, Recognition Chair, for doing such a great job in putting this event on this year.

Our Recognition Event was not complete this year as our Lifetime Achievement Award winner was not able to attend. Our plans are to reveal the winner at the next Chapter Meeting...so those of you that couldn't make the Recognition Event, can still participate with us at the Chapter Meeting on July 15<sup>th</sup>.

We also had a special guest at our event. Martha Ramirez, SHRM Director, Western Region, was in the house to mingle with the members and answer questions. The board met with her before the event and discussed recruitment, the Annual Conference, and letting us know of all the help that is out there for HR Professionals. Don't forget we started our Membership Drive for 2009 – there's \$150 prize at stake for the person that gets the most new members.

Other upcoming events that you may be interested in is the State Council Meeting on July 23/24. Steve C. Lundin, Ph.D., the author of the book Fish, is going to be the featured speaker. There are also many sessions available to earn recertification points for those of you needing points to recertify.

One final note, I was doing some research and found out our Chapter has received the Superior Merit award for the last five years in a row!! That's quite an accomplishment for our chapter and the volunteers that made it happen. If you see a past or current board member, please thank them for all their hard work.

Pattie Curry, SPHR  
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:

- July 15
- September 16
- November 18

### Board Meetings

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

- July 8
- August 12
- September 9
- October 7
- November 11
- December 9

All members are welcome.

### Special Events

Goodwill Road Show

- July 9

Memorial Road Show

- August 6

Journal Register Road Show

- September 10

Member Benefits Orientation

- October 7

Special 2-Hour Event

- October 21

# SHRM Foundation News: Scholarships for HR Professionals

Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? If so, the SHRM Foundation Scholarship Program can help! 40 academic scholarships (\$1,375 each) will be awarded-- both part-time and full-time students are eligible. 60 certification scholarships (\$750 each) will be awarded to members pursuing PHR, SPHR, GPHR or Ca. certification. With generous underwriting from the J.J. Keller Foundation, Inc., the program will award \$100,000 in scholarships in 2009. The scholarships are allocated equally among the five SHRM geographic regions, which means you are competing only with applicants in your own part of the country. Application deadline: July 15, 2009. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website ([www.shrm.org/foundation](http://www.shrm.org/foundation)).

## Organizational Development Lecture

Members of CIC-SHRM are cordially invited as guests for a training/lecture by Richard Axelrod, well known author and OD consultant. To register visit [www.sci.edu](http://www.sci.edu) or call 525-1420 extension 292, and mention that you have been invited by Dr. Robert Hotes of Benedictine University at Springfield and SHRM Illinois State Council Diversity Chair.

This is the 2nd Annual Benedictine University at Springfield OD Lecture Series with renowned author (TERMS OF ENGAGEMENT) Richard H. Axelrod on Friday, July 31, 2009. Axelrod helped revolutionize the world of organizational change and has authored a number of books regarding change management.

This event will take place at Memorial Medical Center in the Wedeberg Conference Center from 9:00 a.m. to 4:00 p.m. on July 31. Registration is required and seating is limited. Please register by Friday, July 24 at [www.sci.edu](http://www.sci.edu) or call (217) 525-1420, Ext. 292.

### Member Spotlight



Debbie Whitney is the Human Resources Manager at Peerless Cleaning & Restoration. She's married with two daughters, two sons and two grandsons, one which was just born on 6/1/09. Debbie received her SPHR in May

2007 and has been working at Peerless Cleaning and Restoration since 2005.

Debbie's role at Peerless is her first Human Resources position. She is a generalist, which as with many CIC-SHRM members, she does a little of everything, including hiring, training, payroll and bidding out the insurance packages annually.

According to Debbie, the economy is putting a great deal of pressure on HR professionals to keep staff not only motivated, but properly trained. With training budgets being cut and layoffs all around, it is extremely important to be a strategic partner with top management to help wherever we can.

Debbie believes the trend of HR being a strategic partner will continue. She feels that the value HR brings to the table, not only in hiring but in employee development, is extremely valuable.

Debbie's future plans include continued growth in the HR profession and to spend a lot of time with her grandchildren.

## Illinois State Council of SHRM Social Networking

A group has been launched on LinkedIn for ISC-SHRM that is aimed at all SHRM members in the state of Illinois as well as other HR professionals within the state to ask questions to the group, share best practices and to discover what is happening with SHRM in Illinois.

To join you just need to become a member of LinkedIn – it's free. There is an approval process for the ISC-SHRM, but that is to limit it to Illinois practitioners of HR.

Don't forget that we also have a similar site on Facebook. It can be reached at <http://companies.to/isshrm/>. That link can be used by anyone, on Facebook or not.

These are in an effort to reach out to members of the HR profession who are not SHRM members and at-large members of SHRM who are not in chapters in the state of Illinois.

There are over 67,000 HR professionals in Illinois, of which over 12,000 are members of SHRM and only about 15% of those are in chapters. That leaves a lot of room for growth!

**Congratulations CIC-SHRM!**  
2008 Superior Merit Chapter



## Chapter Chatter

### *New Members – Welcome!*

- Brittany McClarey, Lincoln Behavioral Health Center
- Mitch Losse, GSI Group
- Greg Mannon, TechniSource

### *Newly Certified – Congratulations!*

- Pattie Curry, SPHR
- Inez Harris, PHR
- Robin Foster, PHR

## CIC-SHRM's Road Show

**Mark your calendar for:**

*July 9 at Goodwill*  
*August 6 at Memorial*  
*September 10 at State Journal-Register*

**RSVP Required**  
**Watch your email for more details!**

## **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.**  
We hope to see you all there!



## Healthy Families Act Introduced

The Healthy Families Act has been introduced in the both the House (H.R. 2460) and Senate (S. 1152). Sponsored by Representative Rosa DeLauro (D-CT) and Senator Edward Kennedy (D-MA), the bill would require employers to provide employees with up to 56 hours of paid sick leave. SHRM believes a paid sick leave mandate as outlined in the Healthy Families Act would limit an employer's flexibility in designing a benefits package that meets the needs of their unique workforce, resulting in significant costs for employers as well as a potential loss to employees who prefer other benefits rather than paid sick leave. As such, we are opposed to the Healthy Families Act, as currently written.

Please write your Members of Congress TODAY and urge them to refrain from signing on as a cosponsor to the Healthy Families Act and instead, pledge to work with SHRM in developing a workplace flexibility plan that balances the interest of employers and employees. To write your elected officials using HRVoice, follow these steps:

- 1) Log onto HR Voice by clicking [HERE](#) and enter your member number and last name.
- 2) Under the heading "Take Immediate Action on these Hot Issues," click on: "VOTE NO on the Healthy Families Act" and
- 3) Feel free to personalize your letters by including specific information about the organization you work for, your experiences in the workplace, and why this legislation would negatively impact your organization. Just place your cursor on the text of the letter where you would like to edit.

## 7th Circuit: Company Cannot Retroactively Terminate Benefits Following FMLA Leave

The 7th U.S. Circuit Court of Appeals recently affirmed an \$85,453 judgment against an employer that violated the Family and Medical Leave Act (FMLA) by retroactively terminating the health benefits of an employee who took leave.

Kathleen Ryl-Kuchar worked as a dietary consultant for Care Centers. When she discovered that she was pregnant with triplets, she informed HR of the news. HR in turn told her that she was entitled to up to 12 weeks of FMLA leave. Ryl-Kuchar maintained her normal schedule until she was "too big to fit" behind the steering wheel of her car. At that time, she began to work from home with the blessing of the chief operating officer. Even though she was not on leave at that time, she was still working and continued to perform all of her usual duties. However, the number of hours she put in dipped below 35 hours per week.

After she gave birth to three boys, she returned to work immediately. One month later, she realized that caring for three infants was too much and she commenced her FMLA leave at that time, with the intent to resume work in the fall. At the end of the 12 weeks, she decided she needed much more time with the children and would have to sacrifice her job. So, she resigned.

The company then retroactively canceled her insurance benefits with the effective date being a month before she gave birth, which was naturally a time when the medical bills were piling up. The company argued that she became a part-time employee when she was working from home, thereby losing eligibility for health insurance.

Ryl-Kuchar sued, alleging both interference and retaliation claims. At trial, she demonstrated that the real reason for cancellation of her benefits was her decision to take FMLA leave. This was evidenced by inconsistencies in Care Centers' explanations for its actions, the timing of the decision to terminate Ryl-Kuchar's benefits and the company's expressed concern about health care costs in an employee newsletter. The jury found that Ryl-Kuchar had carried her burden, and it awarded her just over \$30,000 in damages (the total amount of her unpaid medical bills). After denying Care Centers' motion for judgment notwithstanding the verdict, the district court awarded prejudgment interest and liquidated damages, bringing the total up to more than \$85,000.

Care Centers appealed, but the 7th Circuit affirmed. On the retaliation claim, the court concluded that the inconsistencies, the timing of the decision and Care Centers' concerns about rising health care costs provided reasonable grounds for the jury to infer retaliation. As for the interference claim, the court held that a reasonable jury could have found that Care Centers interfered with Ryl-Kuchar's right to continued health insurance coverage.

[Ryl-Kuchar v. Care Centers Inc.](#), 7th Cir., Nos. 08-2688 & 08-2823 (May 12, 2009).

**Professional Pointer:** Family and medical leave issues continue to be among the most litigious, so continue to tread cautiously in this area to ensure that these sensitive issues aren't mishandled.

**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](mailto:Andrew.Griswold@TruPay.com)



**A Special Thanks to our July Chapter Meeting Sponsor:**

**Central Illinois Community Blood Center**

The Central Illinois Community Blood Center, a not-for-profit organization, is the exclusive provider of blood to 19 hospitals throughout central and southwestern Illinois. The Central Illinois Community Blood Center collects more than 40,000 units of blood and blood products annually to meet the needs of patients in area hospitals. Contact (217) 753-1530 or 1-866-GIVE-BLD, [www.CICBC.org](http://www.CICBC.org)



**CENTRAL ILLINOIS  
COMMUNITY BLOOD CENTER**

*give what's in your heart.*

**Upcoming HR Events**

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

**10<sup>th</sup> Annual IL HR Conference & Expo**

DeKalb, IL  
July 23 - 24, 2009  
[www.illinoisshrm.org](http://www.illinoisshrm.org)

**Employment Law Certificate Series**

CIC-SHRM members are eligible for a discounted registration fee of \$780 for all 12 sessions - this is a savings of \$899 (over 50% savings). Individual sessions are also offered at a discount. To register, fill out the registration form  
<http://www.eaconnect.com/10Expand.asp?ProductCode=ELR-ELUS>

*The following Lorman Teleconferences are available at a discount to CIC-SHRM members at:*  
<http://www.lorman.com/training/SHRMCIC/>

**FMLA Regulation Update: Managing FMLA Leave Under the New Regulations**  
July 9, 2009

**Paid Sick Leave Update: Policies and Procedures in an Evolving Workplace**  
July 13, 2009

**Benchmarking your Health Benefit Program: How Do You Stack Up?**  
July 14, 2009

**Developing a Sound HR Metrics System**  
July 15, 2009

**Managing Employees' Pre-Existing Conditions: Strategies for Reducing Injury Losses**  
July 16, 2009

**Telecommuting: The Next Wave of Wage and Hour Litigation**  
July 20, 2009

**Paperless Payroll: Essentials to a Seamless Transition**  
July 21, 2009

**Developing A Sound HR Metrics System**  
July 27, 2009

## FREE CIC-SHRM MEMBERSHIP

CIC-SHRM's Annual Membership Drive has kicked off and runs through September 30, 2009. We are reaching out to our membership to help recruit new members. The winner with the most referrals that become members will receive a CIC-SHRM Advantage Membership, which includes your regular chapter meeting lunches or \$150 to use at the SHRM Store. Membership provides many opportunities for the HR professional. A list of benefits is included in this newsletter.

Congratulations and thank you to Pattie Curry who brought in the most referrals in last year's drive!

For more information about CIC-SHRM membership, contact Janine Griffith at 217-535-7181 or [membership@cic-shrm.org](mailto:membership@cic-shrm.org).

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### 2009 Membership Drive

#### Who?

All current CIC-SHRM members are eligible to participate.

#### What?

CIC-SHRM is conducting their annual Membership Drive. The winner with the most referrals that become members will receive a CIC-SHRM Advantage Membership for 2010 (includes lunches) or \$150 to use at the SHRM Store.

#### When?

Referral names must be received between May 20 - September 30, 2009, to be eligible for the prize.

#### How?

If you have a referral, submit by September 30, 2009, to [membership@cic-shrm.org](mailto:membership@cic-shrm.org) or contact Janine Griffith at 217-535-7181, for follow up.

Referrals must identify the name of the member referring them.

See talking points about joining at [www.cic-shrm.org](http://www.cic-shrm.org), under Member Resources.

#### Membership Rates:

\$95 - Regular membership

\$70 - Regular membership for SHRM members

\$80 Additional - Advantage rate (which includes 6 regular chapter meeting lunches for the price of 5.)

## *Let's Get Certified!!!*

Enhance your professional credentials -- now is the time -- PHR, SPHR, GPHR!

CIC-SHRM will host a test preparation study group for members who wish to pursue Certification. Sessions begin in late September/early October and run for eight to ten weeks ending late November/early December. Classes will meet one night per week for approximately three hours per session.

### **WINTER 2009 TESTING WINDOWS**

PHR/SPHR: December 1, 2009 to January 31, 2010

GPHR: December 1, 2009 to December 31, 2009

### **APPLICATION DEADLINES FOR TEST REGISTRATION:**

PHR/SPHR/GPHR: October 9, 2009  
*(Late registration is allowed until November 13, 2009 for an additional fee)*

### **EXAM FEES:**

PHR: SHRM Member - \$250, non-member - \$300 (addtl. \$50 fee if late registration)

SPHR: SHRM Member - \$375, non-member - \$425 (addtl. \$50 fee if late registration)

GPHR: SHRM Member - \$375, non-member - \$425 (addtl. \$50 fee if late registration)

Student/recent graduate: PHR or GPHR: \$120 (addtl. \$50 if late registration)

Refer to [www.HRCI.org](http://www.HRCI.org) for further details on testing registration.

Anyone interested in participating in the study group should email [VicePresident@cic-shrm.org](mailto:VicePresident@cic-shrm.org) Include in the email your name and contact information.

## **4<sup>th</sup> Annual Recognition Event**

CIC-SHRM hosted its 4<sup>th</sup> Annual Recognition Event on Wednesday, June 17, 2009. This year's event was held at the President Abraham Lincoln Hotel in downtown Springfield.

CIC-SHRM members and guests in attendance had the opportunity to enjoy a cocktail while networking. A buffet dinner was then served. Following dinner, Springfield State Journal Register political columnist Bernie Schoenburg spoke about recent happenings in local and national politics, including former Governor Rod Blagojevich's impeachment and following the career of President Barack Obama from his beginnings in local politics to his election as President of the United States.

President Pattie Curry took the podium following Bernie's presentation, to present awards to CIC-SHRM outgoing board members. Outgoing board members who were recognized included Kim Wonnell, Workforce Readiness Chair, Lindsey Perrine-Recognition Chair and Abigail Detmers, College Relations Chair.

An annual highlight to the event was the presentation of the CIC-SHRM Awards of Professional Excellence. The 2008 HR Champion of the Year Award, sponsored by Blue Cross Blue Shield, went to Harold Wimmer, President/CEO of the American Lung Association of the Upper Midwest. Mr. Wimmer was unable to attend the event and his award was accepted on his behalf by Vicky Fowler. The 2008 HR Professional of the Year Award, sponsored by TruPay Corporation, was awarded to Past-President, Nicole Ralph. Nicole was one of four nominees considered for this award. In accepting the award, Nicole said that it meant a great deal to her, but also wanted to make sure that everyone knew that she had nominated her Supervisor, Junell Ransdell, for this same award. In accepting the award, Nicole said that she felt Junell deserved the award because she (Nicole) would not be in her Human Resources position if it weren't for Junell.

The Lifetime Achievement Award, sponsored by Sikich, was not presented during the event as the recipient could not be present. President Pattie Curry announced that the winner of this award will be revealed at the July Chapter Meeting.

The evening was wrapped up with the drawings for trips to the 2009 Illinois State SHRM Conference and the 2010 National SHRM Conference. CIC-SHRM would like to thank all of the 2009 sponsors; Memorial Employee Assistance Services, Sikich, Peerless Cleaning & Restoration Services, Bansal Occupational Solutions, TruPay Corporation, Blue Cross Blue Shield of Illinois and Nicoud Insurance.

The CIC-SHRM board welcomes feedback and suggestions to continually improve our annual recognition event. Anyone wishing to make comments and/or suggestions can send them to [Recognition@cic-shrm.org](mailto:Recognition@cic-shrm.org).

## CIC-SHRM Leadership Team

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

<b>President</b>	Pattie Curry, SPHR 245-2183 x1224 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
<b>Past President</b>	Nicole Ralph, PHR 786-2342 <a href="mailto:PastPresident@cic-shrm.org">PastPresident@cic-shrm.org</a>
<b>Vice President</b>	Vicky Fowler, SPHR 787-5864 <a href="mailto:VicePresident@cic-shrm.org">VicePresident@cic-shrm.org</a>
<b>Diversity Committee Chair</b>	Robert Hotes, PhD, SPHR 786-3010 x249 <a href="mailto:Diversity@cic-shrm.org">Diversity@cic-shrm.org</a>
<b>Legislative Affairs Committee Chair</b>	Cheryl Davis, PHR 535-3510 <a href="mailto:Legislative@cic-shrm.org">Legislative@cic-shrm.org</a>
<b>Membership Committee Chair</b>	Janine Griffith, PHR 789-2500 x5978 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
<b>Public Relations Committee Chair</b>	Angela Tippey, PHR 545-3785 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
<b>College Relations Committee Chair</b>	Inez Harris, PHR 788-1482 <a href="mailto:CollegeRelations@cic-shrm.org">CollegeRelations@cic-shrm.org</a>
<b>Recognition Committee Chair</b>	Lisa Leach, PHR 522-8841 <a href="mailto:Recognition@cic-shrm.org">Recognition@cic-shrm.org</a>
<b>Workforce Readiness Committee Chair</b>	Diane Cavanagh 558-4277 <a href="mailto:WorkforceReadiness@cic-shrm.org">WorkforceReadiness@cic-shrm.org</a>
<b>Secretary</b>	Mary Curl 789-9340 <a href="mailto:Secretary@cic-shrm.org">Secretary@cic-shrm.org</a>
<b>Treasurer</b>	Diana Jordan 862-1842 <a href="mailto:Treasurer@cic-shrm.org">Treasurer@cic-shrm.org</a>
<b>Webmaster</b>	David Ryan, SPHR 483-7272 <a href="mailto:Webmaster@cic-shrm.org">Webmaster@cic-shrm.org</a>

## 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

July 15, 2009

University of IL at Springfield  
PAC Restaurant – Private Dining Room

**Program:** “*Job Satisfaction - What is it? Where does it come from? Does it really matter?*” Presented by Joseph W. Huff, Ph.D., Assistant Professor of Management University of Illinois, College of Business & Organizational Behavior

**\*RSVP for the July 15th luncheon by Wednesday, July 8<sup>th</sup>**

#### 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.