



CHAPTER NEWS

September / October 2008 Edition

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

President's Message



The state fair has come to a close, the kids are back in school...it's official – summer's over! I hope everyone had an opportunity to get away from the office, relax and re-charge those batteries. The CIC-SHRM board managed to take a collective breath after a very busy calendar during the first half of the year. We have a lot more in store for you during the remainder of the

year, so keep your eyes peeled for those emails! Here's a brief overview of upcoming events/projects.

- Quick surveys will continue to come out monthly to assist the board with 2009 planning efforts. Thank you to all who completed the website survey! Please keep participating...your feedback is important!
- A study group will be starting this fall for those members who wish to sit for the PHR or SPHR exam. More information can be found in this newsletter.
- We have planned a special diversity program in October. More information coming soon!
- Our annual silent auction will be held at our November chapter meeting. All proceeds go to the SHRM Foundation...an entity that benefits all of us as HR professionals.
- We will be conducting a Member Benefits Orientation luncheon for new, prospective and current members of CIC-SHRM. We provide a free lunch and information regarding benefits of membership in both CIC-SHRM and SHRM. Mark your calendars for October 1st. An email will be sent out with more information soon.

We are also working on updating our by-laws and gathering nominations for the election of board position that will be vacant in 2009. We will have an update at our chapter meeting.

Finally, please join us at our regular chapter meeting on Wednesday, September 17th at the University of Illinois at Springfield for a presentation titled Overcoming the Barriers: Hiring People with Disabilities. Cory Hoedebecke, Workforce Development Program Manager for Land of Lincoln Goodwill Industries will conduct this informative and timely presentation. I hope to see you all there!

Thank you for your continued support!

*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:

- September 17
- November 19

Board Meetings

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

- September 10
- October 8
- November 12
- December 10

All members are welcome.

Special Events

October 1 - Member Benefits Orientation

October 15 – Diversity Event

Special Thanks to our Platinum Sponsor:



Processing more payrolls in Springfield over 100 employees than any other company, TruPay provides new ideas and new solutions & delivers immediate ***"RETURN ON TIME"***.

Sign up for a Free Webinar:

Payroll/HR Administration Webinars:
September 25th or October 10th & 23

HRIS – Benefits Administration/Open Enrollment Webinars
Sept. 19th, October. 10th, or October 19th

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

Member Spotlight



Inez Harris recently relocated to the Springfield area from Rockford. She is a single parent with a 16-year-old daughter. Inez holds an MBA in HR Management from the

University of Phoenix/Online and both a B.S. in Administration of Justice and Associate of Art in Corrections and Law Enforcement from SIUC.

Inez has served as the HR Manager for The State Journal-Register since January, 2008. Her past history in HR stems back to 1986 with the Rockford Register Star where she spent 21 years and held several key positions leading to her appointment as HR Manager.

Currently, Inez sees several challenges in the HR

field, with the issue of recruitment being one of the most pertinent. With many companies reorganizing and downsizing, there are many talented individuals available; however, employee on-boarding and retention have proven to be important factors after recruiting. In essence, "recruitment" extends beyond merely finding qualified individuals; the true testament of recruitment is in keeping them.

Inez sees competitive and creative compensation and talent management becoming a prominent HR trend, especially in this generation of "entitlement."

Inez plans to grow and continue to develop the environment and atmosphere for the State Journal-Register's employees in order to ensure both personal and professional prosperity.

Chapter Chatter

New Members – Welcome!

- Linda Nicholas, Director of Administrative Services, Solomon Colors, Inc.
- Maggie Gullo, President, DMG & Associates, Inc.
- Tulsie Srinivasan, HR Manager, Orthopedic Centers of Illinois

Congratulations **Linda Waldron, Integrity Relocation, Inc.** for being awarded by the Chamber of Commerce with The New and Emerging Business award.

Congratulations **Donna Rogers, SPHR, Rogers HR Consulting** for being awarded by the Chamber of Commerce with The Home Based Business Owner of the Year.

Congratulations **Robert Hotes, PhD, SPHR** on being appointed the State Council Diversity Chair.

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!

Save the Date

The CIC-SHRM Annual *Diversity Event* will be held on *October 15.*

Mark your calendar today!

This is an event you won't want to miss!

September 17th Meeting Presentation

Overcoming the Barriers: Hiring People with Disabilities

Presented by Cory Hoedebecke, Workforce Development Program Manager for Land of Lincoln Goodwill Industries

This session will lead HR professionals through a myriad of topics concerning the availability of a largely untapped workforce by utilizing persons with disabilities.

Topics covered will include statistics and facts of hiring persons with disabilities, financial incentives to the employer, frequently asked questions from employers, misperceptions that the workforce has about hiring and/or working with persons with disabilities, assistive technology and accommodations, and legal issues.

The program will also include several success stories of how employers are effectively tapping into this underutilized workforce.



LEGISLATIVE/LEGAL UPDATE

Submitted by Cheryl Davis, PHR, Legislative Chair

7th Circuit: Demotion While on Intermittent FMLA Leave Results in Retaliation Claim

By Maria Greco Danaher

According to the [7th U.S. Circuit Court of Appeals](#), a school district's bookkeeper who was demoted while taking intermittent leave to care for her elderly mother provided evidence that her leave was part of the motivation for her demotion, and therefore sufficiently raised a claim of retaliation under the Family and Medical Leave Act (FMLA).

Debra Lewis began working as a bookkeeper and treasurer for Freeburg Community School District in Saint Clair County, Ill., in 1997. She performed her job "admirably" until 2004, when both of her parents became terminally ill. After Lewis' father died in May of that year, Lewis began to care for her mother at home. Although Lewis' supervisor, Dr. Hawkins, was aware that she was missing work to do so, he gave permission for the absences and allowed Lewis to "work from home."

However, after a few weeks of this arrangement, Lewis' schedule began to create problems for the other school district employees, who had to rearrange their own schedules to cover Lewis' work absences.

At a school board meeting on June 28, 2004, Hawkins related to the board that Lewis' continued absences were creating difficulties for the school district. While certain board members expressed the view that a new bookkeeper should be hired, Hawkins dissuaded them and instead sent a letter to Lewis advising her to resume her regular work schedule. Although Lewis returned to that schedule, she again began missing work in September and October to care for her mother.

At the October board meeting, Lewis' absences again were discussed. This time, Hawkins also mentioned that Lewis was experiencing performance problems caused by the absences. When a board member expressed the view that Lewis should be fired, Hawkins informed the

board that the district could face liability under the FMLA if it fired Lewis. He suggested that Lewis be offered "official" unpaid FMLA leave instead. That offer was made, and Lewis accepted it.

However, during the period of her intermittent leave, the district did not bring on assistance with the bookkeeping functions. Lewis continued to perform all of the functions of bookkeeper. She did some of the work from home and on weekends during her days of leave, but she was not paid for that work.

Between October 2004 and March 2005, the board encouraged Hawkins to document Lewis' "poor performance" to "build a case" against her. He did so, and in March 2005, Lewis received her first and only performance evaluation from Hawkins, in which she was advised that her performance problems were a "direct result of [her] reduced hour schedule." Based on the negative review, the board offered Lewis a choice: either resign or be reassigned to a teacher's assistant position at a lower salary.

Lewis filed a lawsuit, alleging that her demotion was a result—in whole or in part—of her protected FMLA leave. While the lower court dismissed the FMLA claim on summary judgment, the 7th Circuit reversed, holding that Lewis presented sufficient evidence of an impermissible retaliatory motivation to create a genuine issue for a jury.

As part of that evidence, the court specifically cited the district's initial failure to inform Lewis of her right to FMLA leave, the district's decision to hold Lewis to the standard of a full-time employee during her period of FMLA leave and school board members' expressions of hostility regarding Lewis' absences.

[Lewis v. School District #70](#), 7th Cir., No. 06-4435 (April 17, 2008).

Professional Pointer: Employers should ensure that their decision-makers are made fully aware of employees' rights (and employers' obligations) under the FMLA and that the decision-makers are trained to appropriately discuss and consider the ramifications of those rights and obligations.

FREE CIC-SHRM ADVANTAGE MEMBERSHIP

2008 Membership Drive

Who?

All current CIC-SHRM members are eligible to participate.

What?

CIC-SHRM is conducting a Membership Drive for the remainder of 2008. The winner will receive a CIC-SHRM Advantage Membership for 2009 (Includes Lunches) or \$150 to use at the SHRM Store.

When?

Referral names must be received between July and November to be eligible for the prize.

How?

Submit all referrals to membership@cic-shrm.org no later than November 30, 2008, for follow up by the Membership Committee. Referrals must identify the name of the member referring them. The member with the most referrals that become members by December 31, 2008, will win. See talking points about joining at www.cic-shrm.org, under Member Resources.

Membership Rates after July 1:
\$37.50 - Regular membership
\$25.00- Regular membership for SHRM members
Advantage rates not available

IT'S TIME TO STUDY!!!

Want to enhance your professional credentials? Now is the time to consider obtaining the PHR, SPHR, or GPHR certification through the Human Resources Certification Institute.

CIC-SHRM will be hosting a test preparation study group. Sessions will begin in late September/ early October and run for eight to ten weeks with completion in early December. This timetable will leave adequate time within the testing window for completion of the test. Classes will meet one night per week for approximately three hours per session.

WINTER 2008 TESTING WINDOWS

PHR/SPHR: December 1, 2008 to January 31, 2009
GPHR: December 1, 2008 to December 31, 2008

APPLICATION DEADLINES FOR TEST

REGISTRATION:

PHR/SPHR/GPHR: October 10, 2008
(Late registration is allowed until November 14, 2008 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 for further details.

FACILITATORS

Need to gain re-certification hours? CIC-SHRM is seeking volunteers interested in leading one or more class sessions. This is an excellent way to gain continuing education credits. Study group facilitators must be a PHR/SPHR/GPHR.

Anyone interested in participating in the study group or in facilitating a class session should email his/her interest to VicePresident@cic-shrm.org by **Friday, September 5, 2008**. Include in the email your name, contact number, whether a participant or facilitator, preferred night of the week – Tues, Wed, Thurs.

Thank you,
Vicky I. Fowler, PHR
Vice President, CIC-SHRM

Annual Recognition Event

For those of you who missed the Annual Recognition Event earlier this summer, we have a photo to share with you!



Pictured from left to right: Larry Small, SPHR winner of the Lifetime Achievement Award, Nicole Ralph, PHR, CIC-SHRM President, Dave Ryan, SPHR winner of the HR Professional of the Year Award.

It was an evening of friends, networking, good food and entertainment! If you weren't able to join us this year, we hope you will have the opportunity to attend in 2009. It is sure to be another great event!

Save the Date

Member Benefits Orientation
will be held on *October 1*.

This meeting includes a
free lunch!

Mark your calendar today!

Upcoming HR Events

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

HR Seminar

Springfield, IL
September 11, 2008

Central Illinois Organizational Development Network Meeting

Springfield, IL
September 24, 2008

Annual Employer Conference

Naperville, IL
September 25, 2008

Member Benefits Orientation

Springfield, IL
October 1, 2008

Annual Diversity Event

Springfield, IL
October 15, 2008

Employers' Association Annual Conference

Peoria, IL
October 22, 2008

LOOK AT THIS!

By Dave Ryan, Treasurer

With the blessing of the chapter board I have been looking into a single source vendor for all of our internet activities. We are looking at utilizing a service called CVent. You can find them on-line at www.CVent.com.

Our conversations have them managing the following services for our chapter: All outgoing Emails, Creation/Maintenance of List Serves, On-line membership information (which can be maintained by individual members), Ability for new members to register and pay on-line, On-line registration for events (currently using www.rsvphq.com), On-line credit card payment for event registration or for dues, and On-line surveys (currently using www.surveymonkey.com).

More in the coming months....

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

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

Leading Indicator of National Employment (LINE)

The Society for Human Resource Management (SHRM) and the Rutgers University School of Management and Labor Relations are working in collaboration to produce and publish a new monthly indicator, the SHRM/Rutgers Leading Indicator of National Employment (LINE).

The SHRM/Rutgers LINE index is based on a monthly survey of Human Resource professionals at manufacturing firms. LINE measures change in five components: number of employees, number of vacant positions, difficulty in recruiting highly qualified employees, compensation offered to new hires, and hiring plans for the upcoming month.

You can sign up to receive updates when the SHRM/Rutgers LINE is released each month. To find out more about LINE, go to www.shrm.org/line.

To access this service, you must be a member of SHRM.

LUNCHEON MEETING NOTICE September 17, 2008 University of IL at Springfield PAC Restaurant – Private Dining Room

Program: Overcoming the Barriers: Hiring People with Disabilities presented by Cory Hoedebecke, Workforce Development Program Manager for Land of Lincoln Goodwill Industries

***RSVP for the September 17th luncheon by Wednesday, September 10th**

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.