



# CHAPTER NEWS

November / December 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! I don't know where the time has gone but 2008 is coming to end! And so is my term as President! Two years seemed like an awfully long time when I became President, but the time has truly flown by. I am proud of the work our board has done and am honored to have been a part of it. There are many

people to thank, and I would like to take a moment, in my final President's message, to express my sincere gratitude.

I have had the privilege to work with a dedicated group of people throughout my tenure. Vicky Fowler, Vice President, has done an excellent job of providing quality programming for our members. She has also coordinated study groups that have successfully produced several certified chapter members over the years. Dave Ryan, Treasurer, has not only been an excellent steward of the chapter finances, but has been a prolific and creative provider of several chapter initiatives. Dave was the mastermind behind the manufacturing networking events last year. Although we did not schedule similar events in a different industry this year, I'm hopeful that these events will carry on in the future. Mary Minder, Secretary, has kept outstanding minutes for our chapter and board meetings and has provided the board with a comfortable and quiet place for us to conduct business. I also found Mary to be someone who was always willing to help out in any way possible. Bob Hotes, Diversity Chair, has done an outstanding job over the last two years of providing quality, thought-provoking programming on diversity to our membership. The diversity event held on October 15<sup>th</sup> was extremely interesting and left everyone wanting more! I want to thank Cheryl Davis, Legislative Chair, and Abby Detmers, College Relations Chair, for stepping in mid-term as replacements for those who had to leave the board. It's difficult to step in mid-stream, but both have done a good job given the circumstances. Janine Griffith, Membership Chair, has worked to keep those new members coming in! She will be attending the SHRM Leadership Conference in November, and I'm sure she will come back brimming with ideas on how to make our membership grow. Angie Tippey, Public Relations Chair, has done an excellent job of putting together our newsletters and making sure that the membership has the information they need. Kim Wonnell, Workforce Readiness Chair, has been a dedicated and extremely effective member of the board for several years. We will greatly miss her thoughtfulness and insight. I'd also like to thank Larry Small and Heather Dykes who served on the board during my tenure. I truly appreciated their support.

## 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:

- November 19

### Board Meetings

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

- November 12
- December 10

All members are welcome.

And last but not least, I want to thank Pattie Curry, former Membership Chair and current President-Elect, in whose capable hands, our chapter is sure to flourish. She has proven to be a very dedicated member of CIC-SHRM, and I feel confident that she will do an excellent job! Without these individuals, I could not have made it through these last two years. Thank you, thank you, thank you!

I would also like to take this opportunity to congratulate the newly-elected board members for 2009-2010.

- Inez Harris, College Relations Chair
- Angie Tippey, continuing as Public Relations Chair
- Cheryl Davis, continuing as Legislative Chair
- Lisa Leach, Recognition Chair
- Diana Jordan, Treasurer
- Diane Cavanagh, Workforce Readiness Chair
- Dave Ryan, Webmaster

2009 is already shaping up to be a great year!

Lastly, I invite each of you to attend our regular, chapter meeting on Wednesday, November 19<sup>th</sup> at UIS. Jack Myers from the Social Security Administration will be sharing important information about Social Security as well as demonstrating a number of online services they provide. Don't forget...we'll also be conducting our annual silent auction, benefiting the SHRM Foundation. If you have any items you would like to donate to the silent auction, please contact Pattie Curry at [PresidentElect@cic-shrm.org](mailto:PresidentElect@cic-shrm.org). We always have great items and a lot of fun at the silent auction. Please join us!

Again, I thank each of you for making the last two years a great experience for me. I feel very honored to be part of such a great organization.

See you on the 19<sup>th</sup>!

**Your CIC-SHRM Chapter President,  
Nicole M. Ralph, PHR**

## Member Spotlight



Lisa Leach, PHR, is the Human Resources Director for Springfield Pepsi-Cola. She has been in this position for almost two years. Her responsibilities

include recruiting, training, worker's compensation, payroll, benefits coordination, and many other "duties as assigned." Prior to joining Springfield Pepsi-Cola, Lisa was employed with Eaton Hydraulics in Petersburg for 17 years, with nine years devoted to the HR field. She received her PHR in 2005.

Lisa has been married to WMAY Radio's Jim Leach for 17 years. They have two children.

Lisa thinks the biggest challenge in HR is staying current with ever-changing regulations. Recruiting and retention is also a challenge.

With escalating fuel prices, Lisa believes we will see more trends in steps to alleviate these costs to both employees and also employers whose business relies heavily on fuel. For employees, we're seeing more telecommuting, condensed work weeks, and more car-pooling. Another area that we're seeing dramatic cost increases is healthcare. To combat the increases, employers are promoting wellness, through the use of wellness teams, health risk assessments, company-paid flu shots, etc., to help mitigate the blow and keep employees at work.

Lisa's future plans revolve around continued learning in her current job, getting her first PHR recertification, and keeping up with her busy family and their continued involvement in the local theater scene. While her family is all on stage, she does whatever she can to help out behind the scenes.

# Silent Auction

## DONATIONS NEEDED!!

We are seeking donations for our Annual Silent Auction. This year's Auction will be held on November 19, 2008 during our bi-monthly Chapter Meeting. All proceeds will go to benefit the SHRM Foundation.

The SHRM Foundation is a not-for-profit organization that operates as the research and development arm of the HR profession. The Foundation advances the profession and enhances the knowledge and competency of HR professionals through its funding of research, publications, and educational programs. The work of the SHRM Foundation is supported by tax deductible contributions made by individuals, companies, and organizations.



## HERE'S HOW YOU CAN HELP:

1. Please consider contributing an item to the silent auction. You, your employer, or both can donate the item. Some items that have sold well in previous auctions are gift baskets, HR books and DVD's, children's items, food items, gift certificates, jewelry, artwork, and home decorations. Please contact me at [PresidentElect@cic-shrm.org](mailto:PresidentElect@cic-shrm.org) for a donation form.
2. Mark your calendar now and plan to attend the auction on November 19<sup>th</sup>. The auction will be held in conjunction with our regularly scheduled Chapter Meeting at UIS. You will receive more information as the meeting time grows closer. We encourage you to bring a guest (they will get a free lunch!) and your checkbook.

Thank you in advance for your support of this important event. Hope to see you on the 19<sup>th</sup>.

Sincerely,

Pattie Curry  
President-Elect, CIC-SHRM

## 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!



## LEGISLATIVE/LEGAL UPDATE

*Submitted by Cheryl Davis, PHR, Legislative Chair*

On September 25, 2008, President Bush signed into law the [ADA Amendments Act](#) (ADAAA/S. 3406). This law (Public law number 110-325), authored by Sens. Tom Harkin (D-IA) and Orrin Hatch (R-UT), constitutes the first legislative change to our nation's landmark disability statute, the Americans with Disabilities Act of 1990 (ADA). The law becomes effective on January 1, 2009.

The ADAAA is compromise legislation that SHRM Government Affairs staff helped to draft with several employer and disability advocacy groups throughout the year. SHRM and other associations were asked by House leaders in early 2008 to negotiate compromise legislation to the original [ADA Restoration Act](#) (ADARA, S. 1881/H.R. 3195), which would have dramatically changed the definition of "disability" to simply mean "a mental or physical impairment."

The purpose of the ADA Amendments Act is to overturn several Supreme Court and lower court decisions over the past decade that limited the ADA's coverage. However, the ADAAA also will leave intact the first prong of the disability definition language, so that a person will still need to show that he/she has a physical or mental impairment that "substantially limits" one or more of his/her major life activities in order to be protected under the ADA. While the first prong of the disability definition will remain the same, the most significant changes to current law contained in the ADA Amendments Act are as follows:

- **Excludes Consideration of Mitigating Measures** – The ADAAA will prohibit consideration of mitigating measures in determining whether an individual has a disability, with the exception of ordinary eyeglasses and contact lenses. In other words, employees will be evaluated without regard to the hearing aids, medication, prosthetic devices and other measures they use to manage their impairments.
- **Expands the Definition of "Regarded As" Prong** – The ADAAA will provide that an individual is "regarded as" having a disability if the employee establishes that he/she has been discriminated against because of an actual or perceived physical or mental

impairment. This new provision ensures that people who are fired or suffer other adverse they prove that they were discriminated against. However, the "regarded as" prong would not apply to transitory and minor impairments where the impairment is expected to last less than six months. The legislation also makes clear that employers will not be required to provide a reasonable accommodation to individuals that are regarded as disabled.

- **Establishes New List of Major Life Activities** – The ADAAA will introduce a new, non-exhaustive list of major life activities that will now include caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. For the first time, major life activities will also include the operation of major bodily functions, including functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
- **Broadens construction** – The ADAAA will establish a new rule of construction emphasizing the importance of the findings and purpose language in the bill by directing courts to interpret the definition of disability consistent with those provisions.
- **Authorizes regulations** – The ADAAA explicitly authorizes the U.S. Equal Employment Opportunity Commission and the Departments of Justice and Transportation to issue new regulations.

ADDITIONAL RESOURCES: SHRM members can receive additional resources on this topic from SHRM's [Express Request](#) service (select key term ADA AMENDMENTS ACT).

*(con't pg. 5)*

## Illinois: New Law Expands Dependent Health Coverage

Gov. Rod Blagojevich has approved a bill that bars group health plans from dropping dependents from their parents' health coverage when they reach their 20s, and allows veterans who are dependents to keep their parents' coverage even longer. In signing the bill, Blagojevich used his amendatory veto power, which allows him to suggest changes to a bill that reaches his desk—but requires lawmakers to agree with the changes. In this case, the language of the underlying bill, which the amendatory veto did not change, required continuation of group health coverage for dependent college students who take medical leaves of absence or reduce course loads to part-time status because of a catastrophic illness or injury.

With the amendatory veto, House Bill 5285, effective Jan. 1, 2009, allows parents to keep dependents—regardless of college attendance—on the parents' plan until their 26th birthday, and dependents who are veterans on the plan until age 30.

Explaining his move, Blagojevich said that over 300,000 Illinoisans between the ages of 19-25 are uninsured and that many of them lack the means and opportunity to get affordable health insurance coverage. Regarding the veterans, he stated that all ex-military members have health insurance that ends six months after they leave the military. After those six months are up, it can be difficult for them to find their own health coverage because they may not yet have reliable employment.

Until now, Illinois didn't have an age requirement for dependent coverage, but many policies allowed dependents to stay on until age 23 if they were in college. Families will have a three-month period after this legislation becomes effective to add these new dependents onto their policies.

*Contributed by [BLR, Inc.](#)*

## 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](mailto: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](http://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

## ***HR Recertification***

There are many low cost opportunities to earn recertification credit hours that won't take certificants far from home or work such as being a national SHRM member.

Here are some resources available from HRCI:

A new flier "Low Cost Ways to Earn Recertification Credit" which highlights the low cost ways to earn recertification credits is available at:  
[http://www.hrci.org/HRCI\\_Files/\\_Items/HRCI-MR-TAB4-184/docs/Low%20cost%20recertification%20tips.pdf](http://www.hrci.org/HRCI_Files/_Items/HRCI-MR-TAB4-184/docs/Low%20cost%20recertification%20tips.pdf)

Recertification Step-by-Step On-line tour: [www.hrci.org/recertification/vrt/](http://www.hrci.org/recertification/vrt/)

"Recertification: It's Easier Than You Think" Webinar  
Thursday, November 6<sup>th</sup>, 12:15 PM - 1:15 PM, EST  
Click here to join the meeting:  
<http://shrm.na3.acrobat.com/recert/>

## **Chapter Chatter**

### ***New Members – Welcome!***

- Deon Kuntzman, Horace Mann
- Theresa Jones, CQuest America
- Jamie Osborne, Girl Scouts of Central IL

## **Upcoming HR Events**

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

**Health Savings Account Teleconference**  
November 10, 2008

**Affirmative Action in Employment Teleconference**  
November 11, 2008

**Document Retention and Destruction Teleconference**  
November 13, 2008

**Drug Testing in the Workplace Teleconference**  
November 17, 2008

**Behavioral Based Interviewing Teleconference**  
December 3, 2008

**Developing a Wellness Program Teleconference**  
December 10, 2008

## **Educational Discount for CIC-SHRM Members!**

The Central Illinois Chapter of SHRM is pleased to announce that we are partnering 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/SHRM/CIC/](http://www.lorman.com/training/SHRM/CIC/)

## CIC-SHRM Leadership Team

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

<b>President</b>	Nicole Ralph, PHR 786-2342 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
<b>President Elect</b>	Pattie Curry, PHR 245-2183 x1224 <a href="mailto:PresidentElect@cic-shrm.org">PresidentElect@cic-shrm.org</a>
<b>Vice President</b>	Vicky Fowler, PHR 787-5864 <a href="mailto:VicePresident@cic-shrm.org">VicePresident@cic-shrm.org</a>
<b>Diversity Committee Chair</b>	Robert Hotes, PhD, SPHR 726-6220 <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 541-1825 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
<b>Public Relations Committee Chair</b>	Angela Tippey, PHR 652-2164 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
<b>College Relations Committee Chair</b>	Abigail Detmers, PHR 698-2860 <a href="mailto:CollegeRelations@cic-shrm.org">CollegeRelations@cic-shrm.org</a>
<b>Recognition Committee Chair</b>	Lindsey Perrine 793-1005 x201 <a href="mailto:Recognition@cic-shrm.org">Recognition@cic-shrm.org</a>
<b>Workforce Readiness Committee Chair</b>	Kim Wonnell, SPHR 789-0400 <a href="mailto:WorkforceReadiness@cic-shrm.org">WorkforceReadiness@cic-shrm.org</a>
<b>Secretary</b>	Mary Minder 789-9340 <a href="mailto:Secretary@cic-shrm.org">Secretary@cic-shrm.org</a>
<b>Treasurer</b>	Dave Ryan, SPHR 483-7272 <a href="mailto:Treasurer@cic-shrm.org">Treasurer@cic-shrm.org</a>

## WESLEY McNEESE KEYNOTES DIVERSITY PROGRAM

Seventy-eight persons registered for the 2008 Diversity Summit sponsored by the Chapter. Keynoted by Wesley McNeese, MD, the Summit featured a panel which focused on the topic of diversity in the workplace. According to State Council Diversity Chair Robert W. Hotes, PhD, SPHR, approximately 30 students were included in the registration list. The panel which followed Dr. McNeese's address included leaders from the Central Illinois area.

"Diversity is a core value for SHRM," Hotes said. "Efforts to increase the attention paid to diversity issues in the Chapter and SHRM throughout the State of Illinois must continue."

### LUNCHEON MEETING NOTICE

November 19, 2008

University of IL at Springfield

PAC Restaurant – Private Dining Room

**Program:** Helping HR Understand Social Security: Better Assist Employees Thru the Process presented by Jack Myers, Public Affairs Specialist, Social Security Administration

**\*RSVP for the November 19th luncheon by Wednesday, November 12th**

#### Reservation Reminders

- ◆ Registrations can be made via [rsvphq.com](http://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.