

Chapter News



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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

Message from the President



Vicky Fowler, SPHR
President

2011 has started off with a bang! We all survived the "Great Snow Storm of 2011" and there are a lot of activities coming up soon for the CIC-SHRM.

The next membership meeting, March 16, 2011, covers "Curtailling Worker's Compensation Fraud". In today's market this is a very important task for many HR practitioners as more and more employees look for ways to "take advantage of the system". Mike Holt and Dave Kelm with Hennessey Roach Law Firm will impart information on how HR professionals can fight against false WC claims.

We will also be gearing up for our annual Clothes for Careers Drive. A guest speaker with Clothes for Careers will join us in March to provide information about the program and get us started on our clothing drive, which we will hold during the May 2011 membership meeting.

The 2011 Annual Legislative Conference, will again be a two day event, held in conjunction with the Illinois State Council-SHRM. There are many excellent topics, networking opportunities, and a visit to the Illinois State Capital building is being planned. Overall, CIC-SHRM has sent in for six re-recertification hours for day one and ISC-SHRM will have another three to four on the second day for a total of nine to ten credit hours. Be on the lookout for more information soon. This is one event that you don't want to miss.

2011 is looking to be a busy year for the CIC-SHRM. Your CIC-SHRM Board works hard to support the chapter, advance the HR profession and support the HR professionals within our chapter. If you are interested in volunteering for any CIC-SHRM committee or would like to help plan upcoming events, please let me know. Your CIC-SHRM Board members would welcome the help.

Vicky I. Fowler, SPHR
CIC-SHRM President

*"I look forward to
serving as your
chapter President"...*

Inside This Issue

- 1 **Message from the President**
- 2 **Member Spotlight**
- 3 **Meeting Notice**
- 3 **March Speaker**
- 4 **Calendar**
- 5 **Legislative Update**
- 6 **Information**
- 7 **Board Member List**



Member Spotlight

Elaine Thomas
Human Resources Coordinator
Mel-O-Cream Donuts International Inc.

Background:

Elaine is a graduate of Southern Illinois University where she has earned two Bachelor's degrees and a Master's degree. She has a BA in Pre-professional English (technical writing) with a minor in Ancient Civilization with an emphasis in Latin, and a second BA in Psychology with a minor in Political Science. In 2009 she also received a MA in English.

Nature of Work in HR:

Since 2009, Elaine has served as the HR Coordinator for Mel-O-Cream Donuts International, Inc. "This is my first HR title, though my past roles have prepared me very well for my current position." Prior to entering the HR field, Elaine gained valuable experience as an educator. While completing her Masters she was offered an assistantship as a Rhetoric and Composition Instructor. She also worked for a Not-Profit Social Service program for many years. "This was a very rewarding and challenging experience, as I worked closely with both the homeless and transitioning communities."

Biggest Challenges in HR:

"I have noticed that the world of HR is not as clearly defined as other areas of business... HR professionals wear many hats and are encouraged to take up more projects outside of the obligatory personnel relations and benefits administration. While some see this as a daunting or negative challenge, I see this as a drawing point to the profession. In fact, the breadth of this field allows me, and I assume others like me, to incorporate their multifarious interests into improving organizations. Now that's an exciting challenge!"

Trends in HR:

"Unless you've been living under a rock the past two or three years, the hottest trend, of course, is digitalizing HR. By this I mean the inclusion of social media as a strategy for PR and company-wide communication, online recruiting, e-learning, etc. This is something that is all but expected to be provided to Millennials entering into the workplace. But there is a stratification that is apparent for one reason or another; while some organizations have embraced this technological shift in the workplace, others are or will be playing catch up. This could be the crux of whether or not organizations can obtain and retain high-potential employees."

Future Plans:

Elaine has been very busy studying for the PHR this past year and plans to take the exam this Fall. "I'm looking forward to cultivating my career in Human Resources. I will continue to be an active member in CIC-SHRM and learn what I can from the best in the field."

"This is my first HR title, though my past roles have prepared me very well for my current position."



Elaine Thomas
Human Resources
Coordinator

Mel-O-Cream Donuts
International, Inc.

"...this field allows me and I assume others like me, to incorporate their multifarious interests into improving organizations. Now that's an exciting challenge!"

Membership Meeting Notice

Wednesday, March 16 at the UIS PAC Restaurant.

Registration & Networking: 11:15 a.m.

Lunch: 11:30 a.m.

Business Meeting: 11:45 a.m.

Presentation: 12:00 – 1:00 p.m.

Presentation: “*Curtailing Worker’s Compensation Fraud*” presented by Mike Holt and Dave Kelm with Hennessey & Roach, P.C., Springfield, Illinois.

Worker’s compensation fraud costs Illinois employers millions of dollars per year. The 2005 amendments to the Illinois Worker’s Compensation Act enacted substantive fraud provisions to protect Illinois employers. This presentation will cover the enumerated acts of fraud on both the employee and employer, the potential criminal and civil penalties, and results of prosecutions for the last few years. The presentation will also address what to look for, or the “red flags” of possible employee fraud. Attendees will get a basic and level understanding of worker’s compensation; and will walk away educated on Illinois worker’s compensation law – nuts and bolts, fraud and red flags for fraud; and how to minimize worker’s compensation costs through proven cost reduction techniques.

About the Speakers:



Michael J. Holt is a Partner in the Springfield office of Hennessey & Roach, P.C., with concentration in the defense of workers’ compensation and general liability claims. He graduated from The John Marshall Law School, Chicago, Illinois in 1990 with Juris Doctor, Cum Laude.



David A. Kelm is an Associate in the Springfield office with concentration in the defense of workers’ compensation and general liability claims. Previously, he was the firm-wide Director of Communications. David graduated in 2010 from St. Louis University School of Law, St. Louis, Missouri with Juris Doctor, and Concentration in Civil Practice.

As a reminder:

**Registrations must be made through C-Vent before March 11!
Registrations after this date cannot be accepted.**

**Guests may attend a CIC-SHRM Chapter meeting one time for free.
Repeat guests are required to pay for the meeting and meal.**

This program has been pre-approved for 1 general credit hour!

Let's Get Certified

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

SPRING 2011 TESTING WINDOWS

PHR/SPHR: May 1, 2011 to June 30, 2011

APPLICATION DEADLINES FOR TEST REGISTRATION:

PHR/SPHR: March 11, 2011

(Late registration is allowed until April 15, 2011 for an additional fee)

WINTER 2011 TESTING WINDOW

PHR/SPHR: December 1, 2011- January 31, 2012

Refer to www.HRCI.org for further details on testing registration.

Mark Your Calendars

Submitted by: Diane Murphy Workforce Readiness Chair

The Greater Springfield Chamber of Commerce will hold a Career Fair on Thursday, April 28, 2011 from 3:00 pm to 6:00 pm at the Crowne Plaza Hotel in Springfield.

The Career Fair will be a great chance for employers to meet with prospective employees, including professionals, veterans, high school students and college students. Job seekers from all over Central Illinois will be attending the Career Fair, which will be widely publicized throughout the area.

For more information or to register for the event, contact:

Sharon Thieson
The Greater Springfield Chamber of Commerce
 217-525-1173, ext 212
stheison@gsc.org

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:

- **March 16, 2011**
- **May 18, 2011**
- **July 20, 2011**
- **September 21, 2011**
- **November 16, 2011**

Special Events:

- **August 4, 2011, CIC-SHRM Member Social**
- **October 2011, Diversity Program (Date/Time TBD)**

New Member Orientation

- **October 12, 2011, LLCC Trutter Center**

11th Annual HR Conference – Full day Legislative Conference

- **April 12-13, 2011, Capital City Training Center, Springfield**

Legislative/Legal Update

Submitted by

Cheryl Davis, PHR, CIC-SHRM Legislative Chair

CIC-SHRM Legislative Conference

As Human Resource Professionals, it is imperative that we keep abreast of legal changes that impact the workplace. During this year's Legislative Conference, you will have the opportunity to hear about a variety of topics as well as to network with your peers.

Agenda:

Tuesday, April 12, 2011

8:00 a.m. Registration/Continental Breakfast

8:45 – 10:00 a.m. Lenny Sachs, Howard & Howard Attorneys, PLLC - **Union Organizing & the Regulatory End-Run Around and the Failed Employee Free Choice Act**

10:15 – 12:00 p.m. Keith Braskich, Davis & Campbell, LLC - **The Five Deadly Workplace Legal Risks of the 21st Century**

12:00—1:00 p.m. Lunch

1:00 – 2:45 p.m. Dawn Lurie, Greenberg Traurig, LLP - **An ICE Cold Spring is Expected**

3:00 – 4:15 p.m. Michael Powers, Howard & Howard Attorneys, PLLC - **Healthcare Reform – Where We've Been and Where We're Going**

Wednesday, April 13, 2011

(times TBA)

Michael Layman, National SHRM – **Federal public policy update**

Rob Cross, Brown, Hay & Stevens – **7th Circuit case law update**

Registration information will be posted on the cic-shrm website.

Educational Discount for CIC-SHRM Members!

The Central Illinois Chapter of SHRM is 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.

Register online or call 866-352-9539. Please use **priority code 16129** and **discount code Y6101017** when registering

[Http://www.lorman.com/training/SHRMCIC/](http://www.lorman.com/training/SHRMCIC/)

UPCOMING LORMAN COURSES

- 3/1/2011 Health Savings Accounts
- 3/2/2011 Defending Illinois Workers' Comp Claims
- 3/3/2011 Payroll Overpayment Challenges: Legal and Practical Implications
- 3/4/2011 Employee Discipline for Conduct Outside of Work
- 3/8/2011 Best Practices in Managing FMLA Leave
- 3/10/2011 Sales Compensation Design: Retaining and Motivating A High-Performance Sales Force
- 3/15/2011 Conflict Management Strategies
- 3/17/2011 Workers' Compensation: Return to Work Issues
- 3/18/2011 Using Travel Policy to Control Costs
- 3/21/2011 How to Handle Travel Pay Legally
- 3/23/2011 Employment Law From A to Z
- 3/23/2011 Responding to an EEO Charge
- 3/24/2011 Utilizing Mobile and On-Site Medical Clinics to Reduce Health Care Costs
- 3/29/2011 Best Practices in Managing FMLA Leave
- 3/30/2011 Web
- 3/31/2011 How to Handle Travel Pay Legally
- 4/4/2011 Everything You Wanted to Know About Drug and Alcohol Testing but Were Afraid to Ask
- 4/6/2011 Medicare Secondary Payer Act: Protecting Medicare's Interest In Insurance Settlements
- 4/7/2011 Change Management
- 4/8/2011 International Payroll Compliance Issues
- 4/12/2011 Successful PTO Programs
- 4/14/2011 Jeopardizing Exempt Status
- 4/20/2011 Medicare Secondary Payer Act: Protecting Medicare's Interest In Insurance Settlements
- 4/28/2011 Jeopardizing Exempt Status

CIC-SHRM Leadership Team

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

President	Vicky Fowler, SPHR 217-787-5864 President@cic-shrm.org
Past President	Pattie Curry, SPHR 217-245-2183 PastPresident@cic-shrm.org
Vice President	Mary Curl 217-789-9340 VicePresident@cic-shrm.org
Diversity Committee Chair	Kim Elder 217-786-2214 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 217-535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Chris Marecki 217-241-6224 Membership@cic-shrm.org
Public Relations Committee Chair	Ginette Comstock 217-528-2323 PublicRelations@cic-shrm.org
College Relations Committee Chair	Inez Harris, PHR 217-788-1482 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Phil Talley 217-528-5679 x 107 Recognition@cic-shrm.org
Workforce Readiness Committee Chair	Diane Murphy, PHR 217-558-4277 WorkforceReadiness@cic-shrm.org
Secretary	April Cook, SPHR 217-843-2230 Secretary@cic-shrm.org
Treasurer	Christine Haley 217-787-9400 Treasurer@cic-shrm.org
Webmaster	Elaine Thomas 217-483-7272 webadmin@cic-shrm.org

Chapter Chatter

DECATUR SPRING PHR/SPHR STUDY GROUP BEGINS THIS MONTH!!!

The Decatur Chapter will start their spring study group on Feb 22nd at St. Mary Hospital in room G-18. (Down stairs by the Cafeteria). CIC-SHRM has routinely partnered with them as they hold the study group for the Spring and we do the fall study group here in Springfield.

If you are interested in participating in the study group please let Sarah Orner and/or Inez Harris know ASAP. You can call 217-619-4240/217-741-2483 or email either sarahornberg@yahoo.com or Inez.harris@sj-r.com. There is a need for at least 4 interested parties otherwise it would not be feasible to run the group. If you are not sure you want to test this coming spring, start studying with a group of colleagues NOW!!! It is a great experience and well worth your time commitment.

The study group is free to any SHRM member. If you are in need of study materials please let us know. If we have enough people who want to buy new material, we can get a discount through SHRM National with a group order. Otherwise the materials are \$815 for non national members and \$650 for national members individually.

