

Chapter News



MARCH / APRIL 2010 EDITION

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

Message from the President



Pattie Curry, SPHR
President

I'm very proud to announce that CIC-SHRM has been awarded with the SHRM Chapter Achievement Plan Superior Merit Award for the sixth year in a row. This award is presented to chapters that have demonstrated a commitment to both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession. We are extremely honored to receive this award as it recognizes all the hard work our board members have given to the chapter.

This year the Chapter Achievement Plan has been replaced with the 2010 SHRM Affiliate Program for Excellence (SHAPE). This plan will ensure a stronger connection between CIC-SHRM and SHRM from a business perspective. The board members are committed to become Gold Excel Award winners during this inaugural year of the SHAPE.

We had a great response to our volunteer survey that was sent out last month. We had at least one volunteer for every category and in some areas we had several volunteers. For those that indicated you'd like to volunteer, let me say **THANK YOU!!** One of the board members will be contacting you soon to explain how you can help.

Don't forget to make your nominations for HR Champion and HR Professional for our recognition event on June 24th. Contact Lisa Leach at recognition@cic-shrm.org to make your nomination now. The HR Champion is a fantastic way to acknowledge someone in your company that champions you in your role as a human resource professional and to thank them for support. Help recognize one of your peers by nominating them for HR Professional. You could even nominate someone in the chapter that you feel should be recognized for their assistance with a question or a problem. We have several members that are called upon for their wisdom and expertise with certain situations – nominate them and tell them how much you appreciated their help. The event should be a lot of fun – hope to see everyone there!

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*...awarded with the
SHRM Chapter
Achievement Plan
Superior Merit Award...*



Member Spotlight

Kathy Chastain, HR Manager-Simplex, Inc.

Kathy Chastain has been working in Human Resources for nearly 15 years. She received her Bachelor's in Business Administration from Belmont University in Nashville, TN. Kathy and her husband will soon be celebrating 21 years of marriage and are the proud parents of 9-year-old Blake and 6-year-old Morgan.

Kathy is currently the HR Manager for Simplex, Inc. Simplex, Inc. which is a manufacturing company, making Load Banks and Fuel Supply systems. As with many in the Human Resources field, she is a department of one and thus wears many hats including payroll, benefits, performance evaluations, policy writing, employee relations, hiring and training...just to name a few. Prior to joining Simplex, Kathy's background included Banking, Manufacturing and Employment Services.

Kathy feels that a couple of the larger challenges in Human Resources right now are keeping up with the ever-changing healthcare changes and the ever-changing Federal regulations. She says that with these challenges, today's HR Managers need to be part-time legal specialists in addition to all other roles.

As far as trends in Human Resources, Kathy says that the methods we used to help retain good employees in the past (i.e. 401(k) matches, reasonable health insurance costs for families, etc.) will not necessarily be the same strategies that companies use in the future. She feels that HR Managers will have to be more creative to attract and retain good people according to what a company can afford without affecting their bottom line.

Kathy's future plans include being the best she can be for Simplex and to make her HR department an organized resource for employees that work there. So what does Kathy plan after this initial strategy with Simplex? She's going to Disney World! Yes, Kathy and her family are planning a trip to Disney World and she says, "The kids can't wait to go!"

*...keeping up with
the ever changing
healthcare
changes...*



**Kathy Chastain,
HR Manager-
Simplex, Inc.**

*... HR Managers
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Effective Practice Guidelines

SHRM Foundation News: Scholarships for HR Professionals

Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? With generous underwriting from the J. J. Keller Foundation, Inc., the SHRM Foundation will award \$100,000 in scholarships to SHRM professional members in 2010.

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. Recipients are selected primarily on merit, and a significant portion of the selection criteria includes HR involvement and future career plans, as well as volunteer activities and leadership experience.

Academic scholarships are available to those working toward a graduate or undergraduate college degree in HR or a related field. Certification scholarships are available to those working toward certification (SPHR, GPHR, PHR, or California) and to affiliated SHRM chapters and state councils that are organizing local certification preparation programs.

The application deadline is July 15, 2010. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website (www.shrm.org/foundation).

News from the SHRM Foundation:

Submitted by

Vicky Fowler, SPHR, CIC-SHRM President Elect.

DON'T MISS the May SPEAKER

If you weren't lucky enough to attend the successful 2010 Legislative Conference in April – here is your chance to catch a topic that spurred a lot of questions!

Legal Concerns of Social Media for Employers

Lisa Callaway, JD, SPHR, Vice President & General Counsel for The Management Association of Illinois, will address the legal aspects of social media from the employer's perspective, highlighting strategies, guidelines, procedures and policies that every employer should be carefully considering.

Mark your calendar for Wednesday, May 19 at the UIS PAC Restaurant. An invitation through C-Vent will be coming soon!



Lisa Callaway

Upcoming Human Resource Training Events

The Central Illinois Chapter of SHRM is pleased to announce that we have partnered with Lorman Education Services to bring you a **15% discount** on all programs. We invite you to take advantage of this discount in order to stay up to date on all aspects of our industry.

Visit <http://www.lorman.com/training/SHRMCIC/> for a complete list of courses.

Please visit <http://www.lorman.com/training/SHRMCIC/> for a complete listing of courses. Register online or call Lorman at 866-352-9539.

Teleconferences:

[Taxation of Gifts, Prizes, Bonuses and Awards](#)

May 20, 2010

[Employee Expense Reimbursement Best Practices](#)

June 2, 2010

[Dealing With Employees Who Have Been Charged With a Crime](#)

June 3, 2010

[Low Back Claims: From Injury to MMI](#)

June 7, 2010

[Affirmative Action Compliance Update](#)

June 8, 2010

[Hot Wage and Hour Issues: Assuring Proper Exempt and Nonexempt Classification of Your Employees](#)

June 10, 2010

[HR Time Lines: The Complex Integration of FMLA, WC, Disability and COBRA](#)

June 15, 2010

[Health Insurance Basics For Employers](#)

June 16, 2010

[Behavioral-Based Interviewing](#)

June 17, 2010

[Hot Wage and Hour Issues: Assuring Proper Exempt and Nonexempt Classification of Your Employees](#)

June 21, 2010

[Return-to-Work Compliance When Jobs Are Gone](#)

June 23, 2010

[HR Time Lines: The Complex Integration of FMLA, WC, Disability and COBRA](#)

June 24, 2010

[Return on Investment for Wellness Programs](#)

June 28, 2010

[To Test or Not to Test: The Legal Implications of Pre-Employment Testing](#)

June 30, 2010

Seminars:

[Health Care Reform: What it Means for Employers](#)

Naperville, IL - July 9, 2010

WE NEED YOUR HELP! Nominate Someone!

Chapter Recognition and Awards Dinner

- **When: Thursday June 24, 2010
5 P.M.**
- **Where : Illini Country Club
1601 Illini Rd
Springfield, IL**

There is No Charge for Members
(Cash Bar)

We REALLY need your nominations for these awards:

- **H.R. Champion**
- **H.R. Professional of the Year**

Visit the website www.cic-shrm.org to get the nomination form so you may nominate your boss or a friend (the nomination time has been extended).



ILLINI COUNTRY CLUB
1906 CENTENNIAL 2006

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 19
- July 21
- September 15
- November 17

Board Meetings

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

- May 12
- June 9
- July 14
- August 11
- September 8
- October 13
- November 10
- December 8

All members welcome.

Special Events:

- New Member Orientation
- October 13

CIC-SHRM Leadership Team

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

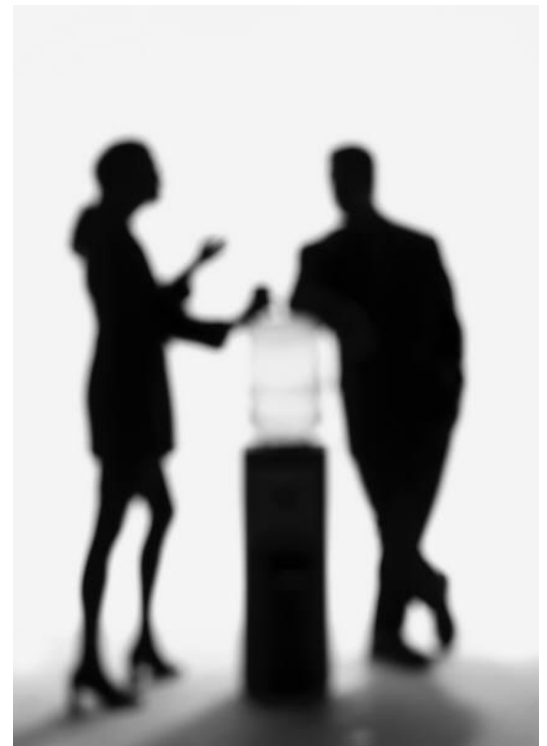
President	Pattie Curry, SPHR 245-2183 x1224 President@cic-shrm.org
President Elect	Vicky Fowler, SPHR 787-5864 PresidentElect@cic-shrm.org
Vice President	Mary Curl 789-9340 VicePresident@cic-shrm.org
Diversity Committee Chair	Kim Elder 786-2214 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Chris Marecki 241-6224 Membership@cic-shrm.org
Public Relations Committee Chair	Doug McDonald 588-2102 PublicRelations@cic-shrm.org
College Relations Committee Chair	Inez Harris, PHR 788-1482 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lisa Leach, PHR 522-8841 Recognition@cic-shrm.org
Workforce Readiness Committee Chair	Diane Cavanagh 558-4277 WorkforceReadiness@cic-shrm.org
Secretary	April Cook, SPHR 843-2230 Secretary@cic-shrm.org
Treasurer	Diana Jordan 862-1842 Treasurer@cic-shrm.org
Webmaster	David Ryan, SPHR 483-7272 webadmin@cic-shrm.org

Chapter Chatter

Ms. Linda Healey got married and is now Mrs. Linda Fox ...Congratulations!



Also...Effective April 17, 2010, Dr. Sunil Bansal has closed Bansal Occupational Solutions. All medical records have been turned over to Springfield Clinic for storage and access. To arrange for copies or transfer of these records, contact Springfield Clinic 217-528-7541. Dr. Bansal encouraged his clients and patients to resume care with Midwest Occupational Associates (MOHA).



A Special Thanks to our March Chapter Meeting Sponsor:

National City

Now a part of



PNC

Thank Our Sponsor!

Legislative Conference Overview

CIC-SHRM and the Illinois State Council hosted its first combined Legislative Conference, held on April 20th & 21st. The two days were packed with educational and valuable information for all HR practitioners. All of our sessions were HRCI approved for recertification credit – a total of 7.25 general and 1.0 strategic hours for both days. It's a great way to earn recertification credits – right in your own backyard! Although we were plagued with some first-time challenges, everyone pulled together and the event was a nice inaugural event.

A short recap of the speakers:

Keith Braskich of Davis & Campbell LLC spoke on how to keep your workplace free from unions. The Employee's Free Choice Act bill has essentially died, but recent appointments in the NLRB may change all that. **Donna Rogers**, Rogers HR Consulting, discussed how to perform disciplinary investigations within your company. Knowing when to call outside sources to perform investigations and training supervisors were two key pieces of her presentation. Howard & Howard sent **Tracy Litzinger** to discuss the importance of having policies in place to guard your company against employees misusing the social media available to them. She suggested everyone review their handbooks to ensure they are up-to-date. **Lauren Soderstrom** from the Management Association of Illinois discussed types of harassment and the top 6 ways that supervisors get you sued.

Rob Cross and **Matt Dougherty** from Brown, Hay & Stephens presented cases of retaliation and discrimination to the group and had some good discussion with the attendees. **Jeff Nowack** from Franczek Radlet, gave us the great news about the EEOC hiring 125 new investigators; the DOL hiring 1500 investigators, and the OFCCP planning to conduct more desk audits. I guess that should keep us on our toes. We finished up with **Bob Carragher** from SHRM discussing the economy and some of the Acts that are going through the House and Congress.

At the end of Day One everyone was treated to a very nice reception at the top of the Hilton. There was tons of food, free drinks, great conversation, and an awesome view of the city. We are planning on partnering with the State Council again next year to and hope to draw more people from outside of Springfield to the event. With lessons learned and committed board members we should be able to bring an even better event next year!

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. We invite you to take advantage of this discount in order to stay up to date on all aspects of our industry.

HR Compliance Manuals and Posters

The Illinois Chamber of Commerce publishes an assortment of compliance manuals and posters for employers.

The latest two are:

Illinois Employment Law Handbook, 2nd Ed., (2 volumes with CD-ROM)

Illinois Employment Forms Book (with CD-ROM)

You can get a complete list of the Chamber's publications by contacting

SHRM Foundation News: Connecting Research to HR Practice

The SHRM Foundation awards grants to fund rigorous, original research with practical implications for management practice.

The "Connecting Research to HR Practice" brochure presents the results of four recent SHRM Foundation-funded projects in an actionable way, so HR professionals like you can apply this knowledge in your organization. Topics in this 12-page brochure are: *Making Virtual Teams More Effective*; *Increasing the Success Rate of New Executives*; and *Enhancing the Effectiveness of HR Practices and Stock Options*.

To learn more, visit the SHRM Foundation website:

www.shrm.org/about/foundation

LUNCHEON MEETING NOTICE

May 19, 2010

University of IL at Springfield
PAC Restaurant – Private Dining Room

Program: ***Legal Concerns of Social Media for Employers***
Lisa Callaway, JD, SPHR, Vice President & General Counsel
The Management Association of Illinois,
Reservation Reminders

- ◆ Registrations can be made via CVent (a link is provided in the e-mail invitation).
- ◆ Cost for the luncheon is \$18/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.