



CHAPTER NEWS

November / December 2006 Edition

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



President's Message

It is hard for me to believe, but 2006 will soon be coming to a close along with my term as chapter president of CIC-SHRM. As this is my final message as president, I would like to reflect on accomplishments and extend my gratitude to all who made my term as president a memorable one.

We started 2005 with the creation of a new CIC-SHRM logo, thanks to Vice-President Vicky Fowler's hard work, and soon after launched an updated website with an online library and job bank, compliments of PR Chair Heather Dykes. We have now awarded two HR Professional of the Year and HR Champion awards locally in order to Advance the Profession of HR here in the capital city. Both Vicky Fowler and Recognition Chair Charlotte Montgomery worked to make that initiative a reality.

Within the last year, Kim Wonnell has been working with Robert Morris College, Benedictine University, and UIS to launch a multi-campus SHRM student chapter, the first of its kind in Springfield. Already, students have participated in HR-led panel discussions, interview skills sessions, and a meeting on networking. Currently, the chapter is offering students a \$500 scholarship and has also donated publications for each institution's library, in order to expand HR-related offerings for students interested in HR.

Beginning last year, board members created our CIC-SHRM orientation for new and potential members to learn more about local and national member benefits to support recruitment and retention in our chapter. Speaking of recruitment, with Membership Chair Pattie Curry's leadership, we have met, and will soon surpass, our 2006 member goal of 115. Pattie has rekindled the membership committee who has been doing a great job making contacts, inviting new members to meetings, and is concluding a membership drive that has truly helped to take membership to a higher level.

From a Workforce Readiness perspective, we have now partnered with the Chamber's Business Education Partnership and the Illinois Department of Employment Security to offer resume building / creation at both Chamber career fairs in 2006. Much of the hard work surrounding this event is thanks to Treasurer Dave Ryan. In other programming, Larry Small again coordinated, nearly single-handedly, our all-day HR Conference in both 2005 and 2006, and Bob Hotes has helped us deliver two diversity speakers this year to help keep a chapter focus on the importance of diversity.

I also thank our Secretary Mary Minder who has done a great job organizing Board information and keeping up-to-date with meeting minutes as well as Nicole Ralph who has supported me on many occasions as she is preparing to lead our chapter during the next two years.

(con't on p.2)

CIC-SHRM Calendar

2006 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at Hoogland Center for the Arts. Meetings will be held on the following dates:

- November 15

Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held as follows:

- November 8
- December 13

All members are welcome.

Special Events

November 15: CIC-SHRM Silent Auction (during luncheon meeting)

Visit the CIC-SHRM website at www.cic-shrm.org

President's Message (con't)

I cannot say enough about how proud I have been to be a part of such a hard-working group of people, and I thank our entire membership for making these events a success as well.

We have one more meeting in 2006 I would like to invite all members to attend: "Medical Management – Ideas to Save Health Care Dollars," which will be presented by Dr. Robert Scully, Medical Director, Health Alliance Medical Plans. Certainly, we have all been faced with rising medical costs in recent years and can benefit from Dr. Scully's perspective. Please don't forget about our silent auction which will take place at the November meeting, benefiting the SHRM Foundation. Donna Rogers, who coordinated the event last year, set the bar high for us, as our event allowed us to make the largest CIC-SHRM chapter donation ever to the Foundation. Nicole Ralph, this year's coordinator, and I would love to see our donation increased in 2006.

Again, I extend a special thanks to all of you, as members. We are all a part of an organization for which we can be proud.

I look forward to seeing everyone in November.

Your CIC-SHRM Chapter President,
Penny L. McCarty, SPHR

Board Changes in 2007

Please be aware of the following changes that will take place in January:

Nicole Ralph, President
Chair

Lindsey, Perrine, Recognition

Heather Dykes, College Relations Chair
Penny McCarty, Past President

Angela Tippey, PR Chair

Please join us in welcoming the new board!

Member Spotlight



Kim Wonnell currently serves as the Director of Human Resources for Land of Lincoln Goodwill Industries, Inc., (LLGI) where she has the exciting opportunity to establish a HR

department. Her previous experience was in government, starting as an Executive Recruiter for the Illinois Department of Central Management Services, and then spending most of her career with the City of Springfield, working in a variety of different capacities during her tenure there.

She received her Bachelor's in Business Administration from SIU-Carbondale and her MBA from SSU. Kim was in the first group of public sector HR professionals to achieve the IPMA-CP certified professional designation in 2001, and that motivated her to go on and achieve her SPHR in 2002.

The biggest challenge Kim sees in today's human resource arena is the difficult task employers have in providing affordable health care to employees, and the difficult task human resource professionals face in staying on top of the changing legislation and the regulations that affect human resources. Kim also recognizes the economic trends of off-shoring, the streamlining of business processes and outsourcing.

Kim is married to Paul with 2 kids--Sean (13) and Anna (11)--and 2 boxer/lab mix dogs--Zippy and Ari. Kim's other interests include gardening and cooking. She has won ribbons every year at the Illinois State Fair for her baking. Kim's future plans include looking forward to being part of a new organization and being a part of the leadership team that will move the LLGI in a more strategic direction.

WE'RE MOVING IN 2007!!!

The CIC-SHRM Board of Directors, after input from members and completing an RFP process, has selected a new site for the CIC-SHRM Membership Meetings for 2007.
The winning location for 2007

***Route 66 Hotel and Conference Center
625 E. St. Joseph St.
(one block from S. 6th St. & Stevenson Drive intersection)***

MARK YOUR CALENDARS FOR THE FOLLOWING
MEETING DATES AT THE **NEW LOCATION**:

Luncheon Meetings (11:30 am - 1:00 pm):

January 17, 2007	July 18, 2007
March 21, 2007	September 19, 2007
May 16, 2007	November 21, 2007

Special Breakfast Meeting (8:00 AM - 10:30 AM):

October 17, 2007

Your Foundation at Work: Fueling the Talent Engine

In 2005, the Foundation introduced a new DVD entitled Fueling the Talent Engine: Finding and Keeping High Performers. This case study of Yahoo Inc. demonstrates strategic HR in action. Through a series of interviews with senior Yahoo executives, the video explains how Yahoo's talent management strategy builds competitive advantage for the organization. The DVD includes a bonus discussion guide and a PowerPoint presentation on the organization. This is an ideal resource for professional development, chapter programming and academic settings. Subtitles are included in Spanish, Japanese and Chinese. The DVD is available from the SHRMStore. This educational product was made possible by your generous donations to the SHRM Foundation.

The SHRM Foundation: *Investing in Your Future as an HR Leader*

School Partnership

CIC-SHRM is working through the Business Education Partnership of Sangamon County to assist a couple of local schools. We have been paired with Pleasant Plains High School and Feitshans Elementary and will be providing them with career information and workforce preparedness activities. More information on how you can get involved will be available as this project moves forward.

Upcoming SHRM Professional Development Opportunities

Conferences

- Employment law and Legislative Conference
March 12-14, Washington, D.C.
- SHRM Global Forum Annual Conference and Exposition
March 19-21, Los Angeles, California

SHRM e-Learning

Earn recertification credits online with SHRM e-Learning! Recently added classes include:

- 24-7-365: When Aren't You HR?
- Please Sue Me
- You Were Perfect, I Hired You, You Changed

For more information about these and other classes, visit the e-Learning website at <http://www.elearning.shrm.org/>



Legislative: Congress begins moving smaller-scale immigration bills - By Bill Leonard

Congress appears to have scrapped plans to pass comprehensive immigration reform before the November elections and is shifting its focus to passing smaller-scale changes to U.S. immigration law.

The House has approved four pieces of smaller-scaled immigration legislation designed to improve border security and add teeth to federal, state and local enforcement efforts of current immigration laws. The first to pass ([H.R. 4844](#)) would require a photo identification proving U.S. citizenship for anyone registering to vote in federal elections. The bill passed the House on Sept. 20 by a vote largely along party lines. The House then moved quickly to pass three more pieces of immigration-related legislation on Sept. 21, the Border Tunnel Prevention Act ([H.R. 4830](#)), the Community Protection Act ([H.R. 6094](#)) and the Immigration Law Enforcement Act of 2006 ([H.R. 6095](#)). Most of the provisions in the smaller scope bills were pulled from [H.R. 4437](#), a more comprehensive reform bill passed by the House in December 2005. Political observers say Republicans believe that the smaller-scope bills have a stronger chance of passing before Sept. 29, when Congress is set to adjourn for the November elections. Lawmakers are anxious to show that they are addressing voters' concerns, and any immigration-related bills that pass the House and Senate could be used as signs of progress in election campaigns.

Under H.R. 4844, all states would be required to check photo identification for anyone registered to vote in the November 2008 presidential election. Several members of Congress praised the idea of checking photo identifications and endorsed the idea of improving identification documents for employment purposes.

Rep. David Dreier, R-Calif., chairman of the House Rules Committee, said during a Sept. 20 press conference that he hoped Congress would pass legislation by the end of this year requiring workers to use counterfeit-proof Social Security cards when applying for jobs. The Social Security card proposal could be part of a broader immigration package that lawmakers hope to pass after the elections, he said.

"I doubt that we are going to in the next two weeks be able to pass this, but I will say that we are building strong bipartisan support for it, and I think that this is going to be really a focal point of a package that we can put together, I hope by the end of this calendar year," Dreier told reporters.

Bush did state that he would still like Congress to approve a guestworker program that was included in a reform package ([S. 2611](#)) the Senate passed in May.

7th Circuit Report - Discharge, even with subsequent reinstatement, may be adverse action - By Maria Greco Danaher

An employee who is otherwise performing a job in a manner that meets the employer's legitimate expectations, but suspects that he or she is being discriminated against must be able to point to an "adverse employment action" to sufficiently support a claim of discrimination.

(con't p. 5)

Because adverse employment actions typically involve a material employment disadvantage (i.e., change in salary or benefits), it is fairly simple to classify an employment termination or demotion as an adverse action. But not all such situations are clear-cut. The [7th U.S. Circuit Court of Appeals](#) recently addressed the question of whether employment termination is an adverse action if the employee subsequently is reinstated with back pay. The court determined that reinstatement, even with back pay, does not negate the fact that the firing constitutes an adverse employment action sufficient to support a claim of discrimination. Laura Phelan began work as a mechanical assistant in the Buildings and Grounds Department of Cook County Hospital in 1999. During her employment, Phelan was subjected to abusive behavior by co-workers, including sexually offensive comments and pornographic pictures. At one point, Phelan was assaulted by two male co-workers. After complaining about the assault, Phelan was given the choice of a transfer or termination. She chose to be transferred, and was sent to work as a medical assistant in another area of the hospital that also was part of the Building and Grounds Department.

The inappropriate behavior experienced by Phelan continued after her transfer, and Phelan ultimately applied for a medical leave in August 2000. Although her request was denied, Phelan called in sick and missed work. On Oct. 11, 2000, Phelan was terminated, based on her absence.

On Feb. 7, 2001, Phelan filed a discrimination charge with the EEOC. Two days later, Cook County reversed its decision with respect to Phelan's termination, and reinstated her with back pay. Phelan then obtained a right-to-sue letter from the Equal Employment Opportunity Commission (EEOC) and filed a lawsuit. The district court granted the county's motion for summary judgment on the basis that Phelan had not suffered an adverse employment action, as she had been returned to work with back pay. That decision was reversed by the 7th Circuit, and the case was remanded back to the trial court for further proceedings. The 7th Circuit held that Phelan's four-month termination constituted an adverse employment action. The specific question addressed by the court was whether the fact that Cook County later reinstated Phelan with back pay somehow negated her right to pursue her discrimination claims under Title VII. The court held that it did not, declining to "endorse a rule that would allow employers to escape liability by merely reinstating the aggrieved employee months after termination, whenever it becomes clear that the employee intends to pursue her claims in court."

The court's decision is consistent with decisions made by other appellate courts. For instance, the 6th Circuit held that a 37-day suspension without pay constituted an adverse action, in spite of the fact that the suspension ultimately was reversed and the lost wages paid. That decision recently was affirmed by the U.S. Supreme Court (*see Burlington Northern v. White*, 126 S. Ct. 2045 (2006)). Shorter suspensions also have been held to constitute adverse employment action, as in *NOCO Motor Fuel Inc.* (263 F.3d 208 (2001)), in which a one-week unpaid suspension was determined to be an adverse action, even though the wages ultimately were reimbursed. [Phelan v. Cook County, 7th Cir., No. 01-C-3638 \(Sept. 18, 2006\)](#).

(con't p.5)

Professional Pointer: While reinstatement, even with reimbursement, does not preclude a finding of adverse employment action, it may limit the damages claimed by an employee, as presumably there will be no front pay or back pay loss. However, that fact is small consolation when compared to the disruption and expense of the litigation caused by the original decision to suspend or terminate the employee. Employers should carefully review decisions to discipline employees in a way that causes loss of income, even for some period of time, and should recognize that such action may support a claim of discrimination, regardless of whether the action ultimately is reversed.

Illinois: Can you fire a whistleblower who refuses to run 'bogus sales'? - Business and Legal Reports

Can an employer be held liable for firing an employee who has accused the company of illegal practices? A federal court sitting in Illinois recently examined some of the factors that would make or break employer liability in that situation.

What happened. William Sprinkle worked at Lowe's Mt. Vernon store, selling building materials to commercial contractors. He'd read Lowe's policies, but his store manager, Phil Hornbeak, told him to disregard some of them, such as the rule against taking clients out for drinks and the need for accuracy of mileage reports. Hornbeak also told Sprinkle about "bogus sales"—basically, pretending that customers had ordered items they hadn't authorized in order to give a temporary boost in sales numbers when sales were bad. The "bogus sales" were then reversed during times when sales were good, and customers never saw them on their accounts, so no harm was done. When Hornbeak asked Sprinkle to run some bogus sales, Sprinkle refused, saying that he'd consulted his lawyer and believed that the practice was illegal.

Soon thereafter, members of Lowe's management started fingering Sprinkle for rule violations, including the rule on accuracy of mileage reports. At one point Lowe's even had Sprinkle's co-workers spying on his whereabouts. He was eventually fired for these rule infractions. He sued Lowe's for wrongful firing in retaliation for refusing to take part in bogus sales. Lowe's asked the court to throw out the case before full development of the facts.

What the court said. To prove retaliation, Sprinkle had to show that he engaged in a protected activity, he was fired despite performing his job satisfactorily, and that others who did not engage in the protected activity were treated more favorably. Applying those factors to the facts in the case, the court decided that Sprinkle's refusal to engage in bogus sales, which he believed were illegal, constituted a protected activity and that he had credible evidence to show that he was performing satisfactorily when fired. He was also able to show that he was allowed to violate Lowe's policies before he refused to do bogus sales, but was fired for the same policy violations after doing so. And a jury could have found that Lowe's reason for the firing was pretextual because Lowe's fired Sprinkle after it had placed him under surveillance and gathered proof that he was violating company policies—but absent a retaliatory motive, Lowe's wouldn't have fired anyone for those violations. Thus the early dismissal was premature.

Point to remember: It's risky to take an adverse action against an employee who has accused you of wrongdoing or has a complaint pending against you, unless you have ample, solid, unrelated evidence of poor job performance.

Illinois: Was injury at company picnic compensable? - By Business and Legal Reports

Under what circumstances is an employer's workers' comp program responsible for injuries that happen during holiday parties or other company-sponsored social or recreational events? A state appellate court recently sorted out the criteria.

What happened. William Gooden, a business machine operator for Allstate, spent half of July 21, 2000, at a company picnic and the other half working at his machine. Management had given him the choice of going to the picnic for half the day and working for the other half, or working all day. He would be paid his regular salary regardless. He chose to go to the picnic, and there, he fell while playing volleyball and hurt his back. When his back got worse over the next couple of days, he went to a doctor, was diagnosed with disk herniation, and eventually had surgery. He filed for workers' comp benefits for his injury but was denied. Eventually his claim reached the state court system.

What the court said. Section 11 of the Illinois workers' compensation law states that accidental injuries incurred while participating in voluntary recreational programs, such as athletic events, parties, and picnics, don't arise out of the course of employment even though the employer may have paid for some or all of the cost, except if the employer ordered or assigned the injured employee to participate. Applying this standard to the evidence in the case, the court said that Gooden was clearly not ordered to attend, so the question was whether he was assigned. The court found that he wasn't assigned—Allstate had given him a choice. The court distinguished this from a prior case in which an employee had to choose between attending a picnic or losing pay for the day. His only alternative would have been to use a vacation or personal day. In such a case, it was as if the employee's job assignment for the day was attending the picnic.

Here, Gooden wasn't forced to choose between losing pay or taking a personal/vacation day as a consequence of forgoing the picnic. In fact, he didn't face any loss or repercussion at all. If he chose not to attend the picnic, he could simply work the entire day and be paid as on any other day. The court affirmed the denial of benefits.

Point to remember: To avoid liability for injuries that happen during recreational events, make sure you don't order or assign employees to attend, either directly or indirectly, by conditioning compensation on attendance or requiring them to use accumulated leave if they decide not to attend.

Illinois: Explosive swearing was 'misconduct' - Business and Legal Reports

When an employee verbally assaults a co-worker in a voice mail message, swears under her breath, and slams doors, does her behavior amount to misconduct that would disqualify her from jobless benefits? Yes, a state court of appeals decided.

(con't p. 6)

What happened. Rose Manning worked as a medical assistant in a doctors' office, where she relied on a co-worker, Tiffany Swanson, to drive her to work because she had lost her driver's license. One day Swanson left work without her, and Manning, stranded, left an angry, expletive-laced message on Swanson's voice mail. Because she'd been left behind, her co-workers said, Manning was slamming doors and swearing under her breath. Her employers sent her two letters of reprimand about her behavior, and a few days later, she was discharged for making a "hostile and intimidating and vulgar phone call" to Swanson. When she applied for unemployment benefits, she was disqualified for misconduct. She appealed that decision all the way into the Illinois Court of Appeals, claiming that her message was not misconduct because it didn't harm anyone.

What the court said. According to Illinois law, misconduct occurs when there is a "deliberate and willful violation" of a rule or policy, the rule or policy was reasonable, and the violation either harmed the employer or was repeated by the employee despite previous warnings. The harmfulness should be viewed in the context of potential, not actual, harm, and the employer doesn't have to show direct evidence that it had a specific rule, but one may be inferred by a commonsense realization that certain conduct harms an employer's interest. Applying these principles to the case, the court said that although the voicemail message may not have directly harmed the employer, it was potentially harmful to its interests because hostile and intimidating language could adversely affect employee morale and cooperation and ultimately harm the employer. Despite the lack of a written policy on abusive language toward co-workers, common sense implies that hostile, intimidating, and vulgar language "intentionally and substantially disregards an employer's interests." The court upheld the disqualification.

Point to remember: Workplace violence experts maintain that slamming doors—and other objects—and using explosive language is a form of violence, which has the potential to escalate.

Student Chapter Making Progress

The student chapter is slowly moving forward. The fourth meeting was held in September with 16 students in attendance. Penny McCarty, Dave Ryan and Heather Dykes held an informative panel discussion on their personal career development and HR in their respective industries. A special thanks goes out to Dyanne Ferk for hosting the meeting prior to one of her HR classes, and to UIS for donating 4 national student memberships. A drawing was held from the names of those in attendance to select the winners. We need eight national student members in order to establish an official chapter, so while we're building additional memberships, our goal is to develop bylaws and identify potential student leaders for the chapter.

CIC-SHRM in the Community

Several of our chapter members volunteered their time at the September Chamber of Commerce job fair to assist job seekers. An area was set up for members to critique resumes and to develop basic resumes on site for attendees who did not already have one. Other CIC-SHRM members partnered with Illinois Employment Training Center Staff to discuss job search strategies and interview skills with job fair participants.

Chapter Chatter

New Members – Welcome!

- Pamela Woodson, Consultant/Trainer – Pamela Speaks
- Mary Johnson, Branch Manager - Labor Ready
- Agnes Wood, Sales Specialist - Labor Ready
- Julie Croak, Administrative Assistant - Human Resources - Central Illinois Community Blood Center
- Doug McDonald, Community Relations Rep, MOHA & Memorial Industrial Rehab
- Jamie Fugnitti, Personnel Consultant - Unique Personnel
- Heather Bigard, Chief Financial & Operations Officer - Springfield College/Benedictine University
- Tina Bestudik, HR Senior Learning Consultant - AIG American General
- Jennifer Brennan, Business Administrative Director - Midwest Cellular, Inc.
- TracyThompson, Executive Assistant - M.J. Kellner Co., Inc.
- Tina Gist, Human Resource Generalist – Bunn-O-Matic Corp
- DeAnn Martin, Senior Staffing Consultant – Express Personnel Services
- Julie Kilgore

Your Foundation at Work: Graduate Programs Directory

Thinking about getting your master's degree? The **SHRM Foundation** can help. The Foundation has compiled the first-ever comprehensive directory of master's degree programs in human resource management, HRD, I/O psychology and more. Visit www.shrm.org/foundation/directory to view profiles of more than 114 HR-related master's degree programs across North America. The directory provides information on programs of study, location, curriculum, tuition, student demographics and more. Full-time, part-time, online and distance learning programs are included. Access to the online directory is free to SHRM members and the printed version, **Graduate Programs in Human Resource Management**, is available for purchase from the SHRMStore by calling 1-800-444-5006.

The SHRM Foundation: Investing in Your Future as an HR Leader

CIC-SHRM Silent Auction – November 15

I want to invite you to participate in a very special event. Our Chapter will hold its annual silent auction at our November 15th meeting, proceeds from which will go to benefit the SHRM Foundation. We need your help to make it a success.

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 other Chapters' auctions are gift baskets, wine, holiday items, children's items, food items, gift certificates, electronic equipment, artwork, and books. Please contact me at PresidentElect@cic-shrm.org for a donation form.
2. Mark your calendar now and plan to attend the auction on November 15th. The auction will be held in conjunction with our regularly scheduled Chapter meeting at the Hoogland Center for the Arts. 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. Together we can make a difference!

Sincerely,

Nicole Ralph
President-Elect, CIC-SHRM

Warm thanks to our current sponsor, **Bansal Occupational Solutions (BOS)** - Springfield Area's choice for work injury prevention, treatment and results. To find out more about the premiere Occupational Medicine Services at Bansal Occupational Solutions, (BOS), contact Kevin Epley at 217/529-0300, or by cell phone at 217/553-0043.



School Partnership

CIC-SHRM is working through the Business Education Partnership of Sangamon County to assist a couple of local schools. We have been paired with Pleasant Plains High School and Feitshans Elementary and will be providing them with career information and workforce preparedness activities. More information on how you can get involved will be available as this project moves forward.

Kim Wonnell
Workforce Readiness Chair, CIC-SHRM

Leadership Team

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

President	Penny McCarty, SPHR 545-5693 President@cic-shrm.org
President Elect	Nicole Ralph, PHR 786-2342 PresidentElect@cic-shrm.org
Vice President	Vicky Fowler, PHR 787-9600 VicePresident@cic-shrm.org
Diversity Committee Chair	Robert Hotes, PhD, SPHR 726-6220 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Larry Small, SPHR 787-2080 Legislative@cic-shrm.org
Membership Committee Chair	Pattie Curry, PHR 245-2183 x1224 Membership@cic-shrm.org
Public Relations Committee Chair	Heather Dykes, PHR 747-2875 PublicRelations@cic-shrm.org
Recognition Committee Chair	Charlotte Montgomery, CPA 782-5969 Recognition@cic-shrm.org
School to Work Committee Chair	Kim Wonnell, SPHR 757-8660, x1095 WorkforceReadiness@cic-shrm.org
Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan 483-7272 Treasurer@cic-shrm.org

LUNCHEON MEETING NOTICE

September 20, 2006

Hoogland Center for the Arts
420 S. Sixth Street

Program: "Medical Management – Ideas to Save Health Care Dollars"

Speaker: Dr. Robert Scully, Medical Director, Health Alliance Medical Plans

***Remember to RSVP for the November 15 luncheon by Wednesday November 8**

Reservation Reminders

- ◆ We prefer registrations via rsvphq.com (reply to e-mailed invitation). You may also leave a message on the chapter's message line at 698-6919 or e-mail Reservations@cic-shrm.org.
- ◆ 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 one complimentary meal.
- ◆ 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.