

# Chapter News



AFFILIATE OF  
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SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

SEPTEMBER/OCTOBER 2011 EDITION

*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

"WHAT A CONFERENCE!" I attended the "HR Leaders: Inspire, Support, Challenge" Illinois State Conference held on August 22-23. Pattie Curry and I went up on Sunday to help "stuff" the registration bags. From there we were off and running non-stop. As a chapter president, my registration was "free", except for the part where I had to help out somewhere, that felt like everywhere. Pattie, as a core member of the IL State Council, was the volunteer coordinator and I told her to put me anywhere she needed me to help. I worked at registration from 6:30 – 8:30 AM on Monday morning. There was record setting attendance with over 790 attendees. I got to meet HR professionals from all over the state - what great fun! From there we scrambled to see the first keynote speaker, Ryan Estes, for "Passion on Purpose: Winning with a Passion Culture." Then it was back to registration until about Noon for more registration, questions, directions, etc. Next, the afternoon sessions, where I facilitated the 1:45-3 PM session to introduce, Neil Dishman, for a presentation on "Avoiding the Onslaught of Overtime Lawsuits: Best Practices for Wage-Hour Compliance." Then it was visiting the exhibit hall to talk with vendors and receive their fun giveaways. Did I mention the afternoon dessert break – ice cream bar to make your own ice cream sundae, along with cookies and brownies....for a chocoholic this was heaven!!!!

Tuesday started with the IL State Council board meeting at 7 AM. Then it was off to see our keynote speaker, China Gorman, for an "HR Wake Up Call." At 10:45 AM the day's sessions began where I facilitated by introducing Joe Feest, for his presentation on "Five Low Cost Employee Engagement Strategies." Then it was the luncheon where awards and the SHRM Foundation Auction results were handed out. Did I mention that along the way during this time, I also participated in two conference calls to my office to deal with personnel issues?

This year included a showcase area for chapters to be able to share our local membership information with potential at-large conference attendees. Many thanks to Chris Marecki, CIC-SHRM Membership Chair, for setting up and manning the CIC-SHRM table. This year's SHRM Foundation basket auction raised over \$2,000 to support the Foundation. They had the SHRM bookstore set up and an area with book signings from some of the speakers.

All-in-all there were three Keynote Speakers and six tracks, that included a total of thirty different break-out sessions and the opportunity to earn 12.5 Strategic credits. The entire conference was put together very well, ran smoothly, was affordable, and is only a short drive up the road.

Why am I telling you all of this? I want everyone to know that we have a wonderful State Council that is here to support us. Until I took the role of President and went to the conference as a volunteer, I had no idea how much work and effort that it takes to put on such an event. The IL State Council did an outstanding job and I highly recommend that all HR professionals attend the 2012 conference. It is a great way to see some wonderful speakers, obtain some great HR training, and gain your re-certification credits. CIC-SHRM has five members serving as officers and/or directors on the State Council (Donna Rogers, Amy Byers, Pattie Curry, Tami Ireland, and Dave Ryan). They are currently looking to fill the Membership Chair position – any takers?? - we can make it six CIC-SHRM members at the State Council level. If you want to know more, let me know. Mark your calendars now – next year's conference is August 6-7, 2012 in Oakbrook Terrace at the Drury Lane Conference Center. I hope to see all of you there!

Vicky I. Fowler, SPHR  
CIC-SHRM President

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*"...I highly recommend that all HR professionals attend the 2012 conference."*

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## Member Spotlight

### Member Spotlight

#### **Ginette Comstock** **Regional Director** **Manpower**

##### **Background:**

Ginette is the Regional Director for Manpower and has been with the company since 1996. She has held positions as Staffing Specialist and Branch Manager prior to her current role. Ginette and her husband Dave live in Jacksonville. They have three sons, Chris 21, Drew 19 and Jordan 17, all of whom play soccer; Chris for Loras College in Dubuque, Drew for Illinois College in Jacksonville and Jordan is a senior at Jacksonville High. Prior to joining Manpower, Ginette worked in the financial services industry. She achieved her SPHR certification in January of 2010 and currently serves on the Board of the Central Illinois Chapter of SHRM.

##### **Nature of work in HR:**

Ginette is responsible for ensuring that all staff are trained in how to properly interview, assess and place candidates with Manpower's clients throughout the area. "We function as an extension of our clients' Human Resources Departments. It is our responsibility to not only place associates in jobs, but to support, coach and counsel them once they are on assignment."

##### **Trends in HR:**

As we are entering what Manpower has termed, "The Human Age", the competition to obtain the best talent is going to get increasingly difficult. "Social media is one of the best resources to use when looking for that new talent. Gone are the days of posting your help wanted ads in the Sunday paper and waiting for the inflow of potential applicants. If you aren't on the job boards or active in social media, you are going to miss out on the best talent out there."

##### **Biggest Challenges in HR:**

One of the biggest challenges that Ginette sees is staying on top of the rapid changes in the world of work and making sure that those changes are clearly communicated to her staff and clients. "Our clients count on us to provide guidance and to help them avoid hiring missteps."

##### **Future plans:**

Ginette is currently working on her Six Sigma Green Belt certification. She plans on continuing her career with Manpower with possible sights on a corporate-level position. "I love what I do. Every day I get the chance to positively impact someone's life."

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*"If you aren't on the job boards or active in social media, you are going to miss out on the best talent out there. "*



**Ginette Comstock**  
**Regional Director**

**Manpower**

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*"I love what I do. Every day I get the chance to positively impact someone's life."*

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## CIC-SHRM MEMBERSHIP MEETING

**Wednesday, September 21 at the UIS PAC Restaurant**

Registration & Networking: 11:15 a.m.

Lunch: 11:30 a.m.

Silent Auction: 11:30 a.m. – 12:30 p.m.

Business Meeting: 11:45 a.m.

Presentation: 12:00 – 1:00 p.m.

### **Presentation: HR's Leap to Strategic Planner**

**...some HR people may not be suited to the strategic role in many organizations**

**Are You?**

**HR is still largely caught up in its traditional/operational role**

**...but, HR leaders are rethinking their role**

**"Is your HR agenda aligned with the needs of your company?"**

**"Learn how to move HR into the 21<sup>st</sup> century"**

**"Are you meeting key business objectives?"**

**"Are you measuring key business outcomes?"**

**"Are you moving from manager to consultant?"**

In this presentation, you will learn about key consultative skills moving you from administrator to strategist.

### **About the Speaker:**



Carrie has built a training & development practice from scratch into a highly successful, well-recognized business. An impressive client list that includes Fortune 500 corporations to medium and smaller size companies is a testament to Carrie's special talents and hard work.

Her company was founded in 1993 as a training & development firm in the areas of leadership, train the trainer, continuous process improvements, team building, strategic planning, sales/marketing, workforce development and general business consulting. The original mission of her company remains the same today. Actually, it is twofold, (1) to serve other companies, and (2) to take care of her family: biological members, adopted and Associates. Her company leads by its heart with profit as one of the many trailing indicators of success. Her company's discipline is customer intimacy; whereas, the company takes the time to get to know the client.

### **As a reminder:**

**Registrations must be made through C-Vent before September 16!**

**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.**

**No-Shows will be invoiced.**

**This program is approved for 1 strategic credit hour!**



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# SILENT AUCTION

**September 21, 2011**

## **CIC-SHRM**

There is still time to donate an item for the annual Silent Auction. We already have some great items:

- **18 boxes of Girl Scout Cookies and an Assortment of Stuffed Animals-Girl Scouts**
- **Mary Kay Cosmetics & Gift Certificate- Donna Rogers**
- **Bath & Body Works Basket**
- **\$75 Carpet Cleaning Gift Certificate, \$25 Dry Cleaning Gift Certificate. Wine and an Assortment of Other Gifts - Peerless Cleaners**
- **Blue Ribbon Homemade English Toffee-Kim Wonnell**

**TO DONATE CONTACT:  
PASTPRESIDENT@CIC-  
SHRM.ORG**

## Legislative/Legal Update

Submitted by

**Cheryl Davis, PHR, CIC-SHRM Legislative Chair**

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Labor and Employment Alert

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### **DOL Postpones 2011 Filing Date for VETS-100/VETS-100A Forms due to Technical Problems with Web Site**

August 5, 2011

The U.S. Department of Labor (DOL) has postponed for 60 days the September 30 filing deadline for submission of the VETS-100/VETS-100A forms required by the Vietnam Era Veterans' Readjustment and Assistance Act of 1974 (VEVRAA). The DOL had planned on beginning to accept electronic submissions of the forms on August 1, 2011, but technical problems with the DOL Web site have prevented contractors from submitting online. The DOL advises that it is working on the problem, and expects the electronic filing system to be back online by October 1, 2011.

The DOL's announcement is available [here](#).

VEVRAA applies to contracts in excess of \$100,000 entered into by any U.S. department or agency for the procurement of personal property and non-personal services, and any subcontract in excess of \$100,000 entered into by a prime contractor carrying out any such contract. VEVRAA's regulations require covered contractors to submit VETS-100 or VETS-100A annual reports to the Secretary of Labor detailing the number of protected veteran employees and new hires in their workforce.

To address the delays in reporting caused by these technical problems, the DOL announced that it will not initiate enforcement actions against contractors that submit the forms between October 1 and November 30, 2011, but that it may initiate enforcement actions against contractors that have not submitted by November 30, unless further updates regarding the filing deadline are provided in the meantime.

### **New Plans Required to Cover Birth Control with No Cost-Sharing**

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8/3/2011

By Stephen Miller, CEBS

The U.S. Department of Health and Human Services (HHS) on Aug. 1, 2011, issued [guidelines](#) requiring nongrandfathered U.S. health insurance plans to cover women's preventive services, including contraception, without charging a co-payment, co-insurance or a deductible, beginning on Jan. 1, 2013, for most plans.

Policy analysts expect that the cost for these services will result in a slight additional increase to premiums paid by employers and employees.

In 2010, the Obama administration released [new insurance market rules](#) under the Patient Protection and Affordable Care Act (PPACA) requiring all new private health plans to cover "evidence-based" preventive services, including mammograms, colonoscopies, blood pressure checks and childhood immunizations without charging a co-pay, deductible or co-insurance. In addition, the PPACA required that recommended preventive services for people on Medicare be offered at no cost to the consumer.

Under the new HHS guidelines, preventive services that nongrandfathered insurance plans must provide with no consumer cost-sharing include:

- Food and Drug Administration (FDA)-approved contraception methods, including birth control pills.
- Contraceptive counseling.
- Breastfeeding support, supplies and counseling.
- "Well woman" visits.
- Screening for gestational diabetes.
- Human papillomavirus (HPV) DNA testing for women 30 years and older.
- Sexually-transmitted-infection counseling.
- Human immunodeficiency virus (HIV) screening and counseling.
- Domestic violence screening and counseling.

### Effective Date

New health plans will need to include these services without cost-sharing for plan years beginning after July 31, 2012 (Jan. 1, 2013, for calendar-year plans).

The rules governing coverage of preventive services, which allow plans to use reasonable medical management to help define the nature of the covered service, apply to women's preventive services. Plans will retain the flexibility to control costs and promote efficient delivery of care by, for example, continuing to charge cost-sharing for branded drugs if a generic version is available and is just as effective and safe for the patient to use.

### Religious Institutions Exempted

In addition, the administration released [an amendment](#) to the interim final regulations on preventative health services under the PPACA. The amendment allows religious institutions that offer insurance to their employees to choose whether or not to cover contraception services and is modeled on the most common accommodation for churches available in the majority of the 28 states that require insurance companies to cover contraception.

*[Stephen Miller](#), CEBS, is an online editor/manager for SHRM.*

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## Federal Debt Deal Will Affect Employers ... Eventually

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8/3/2011

By Bill Leonard

The debt ceiling and deficit reduction package ([S. 365](#)) that Congress raced to pass was hotly debated, but the legislation's immediate effect on employers appears to be limited, according to sources who have analyzed the measure.

Democratic and Republican leaders touted the legislation, claiming that it eliminated the possibility of a federal government default. President Barack Obama signed the legislation into law on Aug. 2, 2011, the day that the government was expected to run out of money to pay its debts.

The debt ceiling legislation does not include details on what will happen to a 2 percent payroll tax cut and to the

emergency unemployment benefits that are set to expire at the end of 2011. Both of these issues could have implications for employers and their employees, according to business and worker advocacy groups. However, these and many other hot-button issues could be left to a so-called super committee of Congress, which will look for further ways to reduce the federal debt.

The payroll tax reduction and extension of unemployment benefits to the long-term unemployed were included in a tax and economic stimulus package passed by Congress in December 2010. In addition, the 2010 tax package extended a series of tax cuts first enacted during the administration of George W. Bush through 2012.

### **Default Had Loomed**

Most of the key players in the debt ceiling debate spent recent days looking for a political compromise that could avert the country's first-ever debt default.

The president told reporters that the legislation was "an important first step for ensuring that, as a nation, we do not live beyond our means." Although Obama and Democrats had pressed for eliminating tax loopholes and breaks for individuals and businesses, GOP leaders fought to avoid any federal tax increase. Republicans claimed that a tax increase would harm employers struggling to survive in the rocky economy and would stifle job growth.

"This bill is good for small business because it addresses our out-of-control debt without any job-killing tax increases, which will help provide much-needed certainty for our nation's most robust job creators," said Rep. Sam Graves, R-Mo., chairman of the House Committee on Small Business.

The scope of the bill's impact on employers will change as a bipartisan committee of lawmakers discusses and develops a deficit reduction plan. The legislation requires Congress to create a joint select committee on deficit reduction.

The bipartisan committee members would come from both houses of Congress, and the proposal would require the lawmakers to submit a plan by Nov. 23, 2011, to reduce the federal deficit by \$1.5 trillion on top of the cuts planned over the next decade under the new law. The legislation requires Congress to vote on the joint committee's plan by Dec. 23, 2011, or a month after the committee submits its deficit reduction plan. If the Congress cannot reach consensus on how to reduce government spending then across-the-board spending cuts would take effect automatically in 2013.

During the protracted and contentious debt ceiling debate, Democrats insisted that an extension of long-term unemployment benefits through 2012 had to be included in the proposal.

Senate Majority Leader Harry Reid told reporters that allowing the extended unemployment benefits to expire in January 2012 could have a devastating impact on the struggling U.S. economy. In addition, the White House has indicated that Obama will urge Congress to extend unemployment benefits through the end of 2012 and will push for the extension even before the joint committee releases its deficit reduction plan.

Republicans have resisted efforts to extend the jobless benefits and raise taxes on employers. The unemployment benefits extension and the payroll tax reduction will be under close scrutiny from the joint committee and is sure to be hotly debated by the 12-member panel, sources say.

According to Republican and Democratic leaders, any issue affecting government spending is fair game for the joint committee. The cost reduction proposals could affect government programs that help support job training programs such as the Work Opportunity Tax Credit and job training grants and programs managed by the Labor Department. Tax reforms could be on the table, too, and might affect popular tax breaks offered to employers such as Section 127, a tax exclusion for tuition assistance offered by businesses to their employees.

*Bill Leonard is senior writer for SHRM.*

## Let's Get Certified

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

**Fall Study Group – Watch for details coming soon**

### **WINTER 2011 TESTING WINDOW**

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

Refer to [www.HRCI.org](http://www.HRCI.org) for further details on testing registration.

## Mark Your Calendars

### Free Employment Law Seminar

October 26th, The Crowne Plaza Hotel, 3000 South Dirksen Parkway, Springfield, Illinois 62703.

You are cordially invited to attend the upcoming 2011 Lowenbaum Partnership Annual Legal Update Seminar. This annual free Seminar will once again provide informative and insightful legal updates concerning labor law, employment law, employee benefits law and corporate transactional trends. Whether you are a first time attendee or have attended this Seminar in the past, based on the feedback you should find the upcoming Seminar to be both very informative and practical.

The general session will begin at 1:00 p.m. and last until approximately 2:30 p.m. A light snack will be provided. The general session will be followed by separate breakout sessions on current labor and employment law topics, employee benefits, and corporate transactional issues. The breakout sessions allow you to choose the topics most relevant to you. We will then reconvene as one large group to answer any remaining questions and will be finished at approximately 4:45 p.m.

You are invited to bring those individuals from your company and individuals from other businesses that you feel will benefit from the Seminar. The Seminar is offered at no charge.

*To register please visit [www.lowenbaumlaw.com](http://www.lowenbaumlaw.com), fill in the required information and you will be assured a spot at this year's Seminar.*

If you have any questions, please feel free to contact Sarah Leonard at (314) 746-4891.

## 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:

- **September 21, 2011**
- **November 16, 2011**

### Special Events:

- **September 21, 2011, Silent Auction Held during the regular Chapter meeting**
- **October 19, 2011 8:00 a.m. Diversity Workshop Lincoln Land Community College Capital city Training Center**

### New Member Orientation

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

## Guest Essay

### Workplace Romance

Historically, work is where many people meet the person they eventually marry. Work may well increase as a meeting place for serious relationships as we engage increasingly in an economy that calls for close teamwork.

Personnel who travel or work on long projects together sometimes spend more time with coworkers than they do with their spouse. Upon getting home, there are always home-making tasks calling for attention, more so if there are children. With so little time for couples to fill one another's emotional needs, it is easy for work relationships to fill that void. When personnel go beyond work relationships and become emotionally involved, this can damage both personal and professional life.

Work relationships turn into emotional relationships when personnel breach appropriate work boundaries and turn to one another to meet social and emotional needs. When this happens, productivity suffers not only for the immediate parties but for other coworkers who may be drawn into a hostile situation if the romance sours.

When co-workers turn to each other for emotional support instead of their marriage partners, the spouse feels cut out, adding to tensions at home that could lead to estrangement and divorce. When coworkers become sexually involved, the chance of a negative outcome increases substantially. HR professionals find themselves dealing with these messy situations from time to time. Providing advice and counsel in these areas is an important HR function. Hopefully this article can provide a refresher of what most HR professionals already know and offer some guidance.

Needless to say, the best remedy is prevention. Companies should be proactive in making it very clear to their personnel that work is a place for **work**, not dating. There is nothing wrong with personnel developing affinities, falling in love, and marrying. What matters is how they conduct themselves and whether or not their relationship interferes with accomplishing work. When personnel find themselves falling in love, they have an obligation to consult with their employer to determine how they can keep their love relationship from interfering with work. HR is the place to seek advice.

Employers have a right to set limits. While a dating couple might have lunch together, for example, it is a breach of workplace etiquette for them to openly show affection toward one another. Their relationship at work should be strictly professional and not exclude fellow workers. Dating couples should be advised to maintain a strictly professional relationship at work and take part in the collegiality companies want for all staff.

Drawing a clear line between work and pleasure is extremely important. If the company sponsors a bowling team, for example, it's perfectly fine for personnel to join in and enjoy one another's company. However, employers cannot delude themselves that these gatherings will be free of emotional entanglements or sometimes degenerate into grip sessions about work. Make it clear to personnel that work issues should be dealt with at work where managers can hear about and address them.

It is normal and inevitable that some workplace relationships will lead to emotional attachments. It's pointless to fight "Mother Nature." The best approach is to be mindful that everything has its place. Encourage personnel who have become romantically involved to consult with HR or management to assure that their relationship does not interfere with carrying out their work responsibilities. That's the professional thing to do, and knowing that a couple is mindful about the need for keeping work and love separate is often accepted as agreeable in most companies. Sometimes a company may arrange a lateral move to another department depending upon the comfort levels of all parties. That puts company interests first. This strategy can be a good safety measure if the relationship goes sour.

Workplace romance becomes much more complicated when supervisors develop an emotional attachment with a person they supervise. If/when that happens; it calls for decisive and reasonable action. It's OK for the romantic relationship to continue, but the supervisor/supervisee relationship must cease. Why? Managers must be fair to **all** not only in the way they act, but in the way they are perceived. If a dual relationship is allowed to continue, the manager will appear to other personnel as showing partiality. Given human nature, partiality is inevitable between friends, so coworkers have good reason for suspicion.

Sometimes the work situation is such that it is not possible to create appropriate separation of parties to a workplace romance. In these cases, management will need to decide if a termination is warranted. During my career as a CEO, I had that loathsome task only once. Both were people I wanted to keep, but there was no way of making it work. I had to sit down with them, discuss the quandary, and explain that one of them needed to find other employment. I promised to do everything I could to help that party find comparable employment elsewhere. Given that both were excellent employees, I could readily give them solid recommendations. I did not put them under time pressure, knowing that they were being professional in their approach and accepting responsibility for the situation. It all turned out very well. One of the parties was able to find a very good position with another company. I hated to lose this employee, but I exercised what I considered to be my responsibility to the company. Thankfully, for other workplace romances I dealt with during my career, I was able to find suitable in-house arrangements and retain both as employees.

Needless to say, workplace romance is a complex issue that cannot be covered in a single newsletter article. Because this is such an important and wide-ranging issue, I have written a White Paper that goes into considerably greater detail. I would be happy to send readers of this article a complimentary copy of that document. Just send an email to [macekj@charter.net](mailto:macekj@charter.net) providing an email address to which a PDF attachment can be sent.

**John Macek is Publisher of Bosshandbooks ([www.bosshandbooks.com](http://www.bosshandbooks.com)). His career in management includes 17 years as a CEO.**



CIC-SHRM presents its 2011 Diversity Event

## **Finding & Creating a Talent-Rich, Diverse Organization**

As HR professionals, would you say that you struggle more with recruiting a diverse workforce or maintaining a diverse workforce? Are you able to say that your company is doing *everything* it can to perform as an inclusive workplace? Do you believe your company appears to be a diverse workplace to applicants?

**Wednesday, October 19, 2011, Lincoln Land Community College Capitol City Training Center**

8:00 AM – 8:30 AM *Registration and Networking Breakfast*

8:30 AM – 11:45 AM *Diversity Workshop*

Presentation by:

Pamela Woodson

Owner, Pamela Speaks

Free for CIC SHRM Members and Students. Watch for details regarding registration soon!

### 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

- 9/8/2011 How to Handle Travel Pay Legally
- 9/9/2011 When Employee Bloggers Attack: Responding to Negative Employee Comments on the Web
- 9/12/2011 Workers' Compensation: Return to Work Issues
- 9/13/2011 Post-Recession Compensation Strategies
- 9/14/2011 Administering the Family and Medical Leave Act Under the Current Regulations
- 9/14/2011 EEO-1 Form: Reporting for 2011
- 9/15/2011 Health Savings Accounts
- 9/16/2011 Best Practices in Managing FMLA Leave
- 9/20/2011 Giving and Receiving Employment References: Successfully Negotiating the Maze
- 9/21/2011 Surviving the HR Audit
- 9/22/2011 How to Handle Travel Pay Legally
- 9/23/2011 When Employee Bloggers Attack: Responding to Negative Employee Comments on the Web
- 9/26/2011 Why Is This Guy Still on My Health Plan?
- 9/27/2011 Employee Discipline for Conduct Outside of Work
- 9/27/2011 FLSA New Fluctuating Workweek Regulatory Guidance
- 10/3/2011 Everything You Wanted to Know About Drug and Alcohol Testing but Were Afraid to Ask
- 10/5/2011 Medicare Secondary Payer Act: Protecting Medicare's Interest In Insurance Settlements
- 10/6/2011 Responding to an EEO Charge
- 10/11/2011 Using Travel Policy to Control Costs
- 10/13/2011 Rules and Responsibilities Regarding Abandoned Wages
- 10/14/2011 The Open Enrollment Challenge: Strategies for Success
- 10/18/2011 Intellectual Disabilities and Employer ADA Obligations
- 10/20/2011 Self-Auditing Your Employee Benefits: A Guide to What May Need Fixing
- 10/25/2011 Wellness Programs: Underlying Legal Requirements and Impact Developments
- 10/26/2011 Medicare Secondary Payer Act: Protecting Medicare's Interest In Insurance Settlements
- 10/27/2011 Intellectual Disabilities and Employer ADA Obligations

## CIC-SHRM Recognition Dinner held August 4, 2011

Please join us in congratulating the following individuals who were recently recognized at the CIC-SHRM annual Recognition Dinner:

Former Board Members: Dave Ryan, Lisa Leach and Diana Jordan

HR Champion Award: Don Darnell, Executive Director YMCA

Lifetime Achievement Award, Junell Ransdell, Associate VP of HR at Lincoln Land Community College

HR Professional of the Year: Pattie Curry, HR Director, ILMO Products Company

A special "thank you" to our sponsors:

- **ADMINISTRATIVE SERVICES, INC**
- **ADP**
- **ALICE CAMPBELL STAFFING**
- **HUMANA**
- **MANPOWER**
- **NICOUD INSURANCE**



Recognition Chair, Phil Talley, Past President Pattie Curry and President Vicky Fowler at the 2011 Recognition Dinner.

## Thank you to our September Chapter Meeting Sponsor Peerless Cleaning & Restoration Services

New location now open at 128 S. Grand Ave. West, Springfield  
217-787-0725

Offering the following services:

- \*Dry-cleaning \*Carpet and Upholstery Cleaning \*Fire and Water Restoration
- \*Air Duct Cleaning \*Mold Remediation \*Area Rug Cleaning \*Trauma Scene Cleanup
- \*Free Pick Up and Delivery \*20% OFF 1st order of Dry Cleaning



## 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 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
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Diversity Committee Chair	Kim Elder 217-786-2214 <a href="mailto:Diversity@cic-shrm.org">Diversity@cic-shrm.org</a>
Legislative Affairs Committee Chair	Cheryl Davis, PHR 217-535-3510 <a href="mailto:Legislative@cic-shrm.org">Legislative@cic-shrm.org</a>
Membership Committee Chair	Chris Marecki 217-241-6224 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
Public Relations Committee Chair	Ginette Comstock, SPHR 217-528-2323 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
College Relations Committee Chair	Inez Harris, PHR 217-788-1482 <a href="mailto:CollegeRelations@cic-shrm.org">CollegeRelations@cic-shrm.org</a>
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## Chapter Chatter

Please share your news with the Chapter. Email your news to [publicrelations@cic-shrm.org](mailto:publicrelations@cic-shrm.org) for inclusion in the next newsletter.

Please join us in congratulating the following members on achieving their PHR or SPHR designation:

Linda Fox, SPHR  
Jill Steiner, SPHR  
Anne Godman, PHR

