



CHAPTER NEWS

September / October 2007 Edition

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



President's Message



As the end of summer rapidly approaches, I hope that each of you had an opportunity to relax, take a vacation or otherwise decompress from your busy life! The board has certainly decompressed after an active Spring/Early Summer programming calendar and is ready to power through the remainder of the year. As always, we are looking for volunteers to assist the chapter in meeting its goals, expanding services and providing the many benefits to which chapter members

have grown accustomed. Our website is an area upon which we are particularly interested in expanding. As such, the board has approved the addition of a Webmaster volunteer position. If any chapter members have an interest in Web technology and/or design, please consider this volunteer opportunity. We are also seeking volunteers to serve on several committees. This would give you an opportunity to give back to the chapter on a smaller scale than a board position. If you would like to find out more about volunteer opportunities with our chapter, please join us on Wednesday, October 3rd for a Member Benefits Orientation. This is a free luncheon event that provides members with information on the many benefits and services provided, not only by CIC-SHRM, but SHRM as well. Look for an email soon regarding this event. You may also contact any board member to inquire about volunteer opportunities. The more the merrier!!

In keeping with the goals we have set for this year, we are gearing up for another networking event for our members – The Road Show to Mel-O-Cream Donuts! Chapter members will have an opportunity to network while touring this facility. You may even get a donut as part of the deal!! By the time of this newsletter, you should have received an email detailing this networking event.

Finally, please join us at our regular chapter meeting on Wednesday, September 19th for a presentation titled "HR's Role in Disaster Preparedness" at the Route 66 Hotel and Conference Center. Donna Rogers, SPHR of Rogers HR Consulting will conduct this informative and timely presentation. I hope to see you all there!

Thank you for your continued support!

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

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

CIC-SHRM Calendar

2007 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at Route 66 Hotel and Conference Center. Meetings will be held on the following dates:

- September 19
- November 14

Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held at Illinois Bankers' Association Training Center

- September 12
- October 9
- November 7
- December 12

All members are welcome.

Special Events

Mel-O-Cream Donuts tour on September 5 at 8:00a.m.

New Member Orientation on October 3.

A special Diversity event will be held on October 17 during lunch.

Richardson Manufacturing tour on December 5.



SHRM 2008 Annual Conference and Exposition

June 22-25, 2008 | Chicago, Illinois

Ok here it is, mark out these dates on your calendar **June 22** through **June 25, 2008**. Why Dave, why? Because, it's the [SHRM 60th Annual Conference & Exposition](#), and in 2008 it is going to be in Chicago. That is of course our home state. Here is the irony in this, I am telling you to go to this conference, and I have never been to an Annual Conference myself. I am, however planning on attending this one, and as would be said in *valley speak* fur sure.

Although I have not attended this specific event, I have attended a couple of SHRM National events and they host pretty awesome events. Additionally, I have had conversations with some people, specifically Penny Mc Carty (our current past president) who did attend this year's event in Las Vegas and said it was quite inspiring.

I have attended several conferences (for the National Convention of State Legislators - NCSL) with my wife, where there were 15,000 attendees, and I have to say it is very cool to be part of an event on that scale. I understand the SHRM annual conference boasts 20,000+ attendees. There will be a wealth of training sessions and fine entertainment as well, that you can take to the bank!

With the event being in Chicago, travel costs will be less than if you had to fly across the country to attend. *If* we could drum up enough interest our chapter could contemplate chartering a coach for the trip there and back. I would be happy to coordinate this effort, if the interest is there. The conference will no doubt be pricy, but if you plan ahead, you might be able to split a hotel room, and/or get your employer to pay for a portion of the event.

If the coach trip has any appeal to you, let me know dryan@mel-o-cream.com 483-7272 work or 971-1144 cell phone.

Member Spotlight



Joyce Sprague started in HR 20 years ago and has been the HR Manager for the Hospital Sisters of St. Francis for 19 years. She attended University of Illinois, and she received her PHR in May 2001.

In her job, Joyce is responsible for all aspects of HR management including recruitment, benefit administration, payroll, HR policies and procedures, legal compliance, compensation, and advise to management on HR issues.

The biggest challenge she sees in HR is staying on top of all of the ever changing legislation, regulations, and employment law. She feels it can also be a challenge recruiting employees, especially for some of healthcare positions, and some religious positions unique to a Catholic Convent setting.

As far as HR trends, Joyce sees Health Savings Accounts (HSA) continue to gain popularity, especially for those employees nearing retirement, and as health care costs continue to rise. She thinks we'll see more High Deductible Health Plans (HDHP) with HSAs as health insurance premiums continue to increase.

Joyce wants to spend more time educating employees on the importance of planning for retirement, and the cost of waiting to save. Throughout her career she has seen how important it is to plan and save for retirement.

Joyce is married to Bill, and has 4 sons, 1 daughter, 2 granddaughters, and a grandson.

Coming Soon - SHRM Student Chapter!

The Central Illinois Chapter of SHRM (CIC-SHRM) has been working on efforts to start a student chapter within the Springfield, IL area. This chapter is open to students from all the major schools: UIS, Benedictine, LLCC, and Robert Morris.

To be eligible, the student must be enrolled in six credit hours of a degree-seeking program, where your coursework (taken or planned) supports an interest in Human Resources. As a student member, you will have the ability to:

Participate in HR-related chapter projects and activities that will help you prepare to enter the profession.

Experience the "real world" of human resources through interaction with HR practitioners in your local professional SHRM chapter.

Network with the business leaders of today and make the contacts that will help you find a job tomorrow.

If you would also like to join a larger group (optional), the costs for one year student membership are \$25 for CIC-SHRM and \$35 for SHRM national. Fees for the student chapter will be determined by the student board. And speaking of the board, there will also be opportunities to participate as a board member and develop your leadership skills! For more about the details and benefits of SHRM involvement, please go to www.shrm.org/students.

Please help us pass the word by telling any students you may know about this opportunity. We will be trying to get out to the campuses to hold informational meetings in September. We must try to reach as many interested students as possible because eight student members are required to affiliate as a chapter. Anyone interested in finding out more information or being on the e-mail distribution list can contact Heather Dykes, College Relations Chair at CollegeRelations@cic-shrm.org or 747-2875.

Changes to the Human Rights Act

The governor signed a bill last week making several changes to the Human Rights Act. Full text of the bill is here:

<http://www.ilga.gov/legislation/publicacts/95/PDF/095-0243.pdf>. A summary of the changes follows. The major thrust of it is that the Commission ("IHRC") is taking over the review functions that are currently performed by the Chief Legal Counsel ("CLC"), and that in many instances plaintiffs will now eventually have the right to file a complaint in an Illinois circuit court. Specifically:

If the IDHR does not finish its process within the 365-day time limit, the complainant may now file a complaint either with the IHRC or in circuit court. If a charge is dismissed or a respondent is defaulted because they failed to appear at a fact-finding conference and could not show good cause, the decision is appealable only to the IHRC (not the CLC).

If a charge is dismissed for lack of substantial evidence, the complainant may file a complaint with the IHRC (within 30 days of the dismissal) or in circuit court (90 days) -- there is no longer an option for review by the CLC.

If the IDHR finds substantial evidence, the complainant has two options: either request (within 14 days) that the IDHR file a complaint with the IHRC (which the IDHR must then do within 90 days), or file a complaint in circuit court (within 90 days).

If the IDHR finds substantial evidence, conciliation is no longer mandatory, but is at the IDHR's discretion. If the IDHR does order conciliation, that does not toll the deadlines for filing suit with the IHRC or in circuit court.

These changes are effective 1/1/08, which means that they apply only to charges filed on or after 1/1/08.

Chapter Chatter

New Members – Welcome!

- Beth Favero, HR Manager - Marine Bank
- Diana Jordan, Pension Consultant - Sikich Retirement Plan Services, LLC
- Allan Woodson, Exec Dir, Business/Education Partnership of Sangamon County (BEPSC) - Greater Springfield Chamber of Commerce
- Tim McCormick, Insurance Advisor - Nicoud Insurance

Congratulations Susan A. Whewell on receiving her PHR certification in June!

Congratulations Crystal Webb on being the grand prize winner at the RMS McGladrey booth at the 2007 IL State SHRM Conference!

Donations for Silent Auction

Our annual Silent Auction will be held at the November membership meeting, benefiting the SHRM Foundation.

Donations of all types and sizes are currently being accepted for auction and can be submitted to Penny McCarty at any time in advance of the meeting.

All donations are tax-deductible!



Employers Must Learn About Domestic Violence Laws, Formulate Policies By Joanne Deschenaux

As more states pass laws protecting the workplace rights of victims of domestic or sexual violence, employers...should establish written policies on leave requests and related issues, said Maya Raghu, senior staff attorney at Legal Momentum, a women's advocacy group.

Different Types of Laws, Different Requirements

Generally, there are three types of laws that regulate employer leave policies for domestic violence victims, Raghu said. The **first type**...specifically requires employers to grant leave to victims of domestic violence, sexual assault and stalking. There are about a dozen of these laws, according to Raghu, but they differ greatly from one another in ways such as:

- The number of employees an employer must have to be covered by the law.
 - Length of service and hours worked per week necessary for an employee to be protected by the law.
 - How much leave must be granted.
 - Exactly what the leave can be used for.
- Some states permit the leave to be used only for court proceedings; other laws are broader, allowing time off to be used, for example, to obtain services from a domestic violence shelter or program, to seek medical or legal assistance, or to obtain counseling.
- What type of notice and documentation the employee must provide.
 - While all the state laws permit the leave to be unpaid, the laws vary as to whether an employee must first exhaust all available vacation and sick leave before taking the unpaid leave, although most do require that paid leave be used first.

A **second** type of law, on the books in almost all states in some form, Raghu said, is similar to the law in Virginia and provides some type of job protection for all crime victims. Again these laws vary greatly, and while most require that covered employers provide some unpaid leave, in some states the leave is only required if the employee is required to appear at court proceedings; other laws are broader and include such activities as meeting with police or seeking services from victims' service providers.

A **third** kind of law, which has been enacted only in Illinois, New York City and Westchester County, N.Y., according to Raghu, goes beyond leave issues. These jurisdictions have amended their antidiscrimination laws to include victims of domestic violence, sexual abuse or stalking.

First Educate, Then Formulate Policy

... employers need to learn about the specific requirements of the state laws in the state or states in which their organizations do business.

Wright stressed that HR can play an important role here by educating managers as to the requirements of the law... and suggested that managers be required to direct requests for leave to HR, so that HR can evaluate whether the leave is protected.

To review the Illinois Law go to:

http://www.state.il.us/agency/idol/forms/PDFS/vess_aout.pdf

8th Circuit: Fired Worker Wins Religious Discrimination Claim By James J. McDonald Jr.

An employee who was fired after complaining about employer-sponsored spiritual practices prevailed on his religious discrimination claim in a case before the **8th U.S. Circuit Court of Appeals**. (this includes ND, SD, MN, IA, MO, AR)

Doyle Ollis Jr., a former sales representative of HearthStone Homes, sued for religious discrimination after he was fired following his complaint that various practices and displays of spirituality in the workplace were in conflict with his religious beliefs as a member of the Assemblies of God Church.

The owner of the defendant company was a strong believer in reincarnation and that a person's past lives can explain behavior in the present life. The company put on "Mind Body Energy (MBE)" sessions to "cleanse the negative energy" from its employees to enhance their work performance. The company encouraged its employees to attend an MBE course in California and it required employees to carry a card setting forth the company's core values, which included spirituality and the beliefs that everything in the universe is connected (including animals and past lives) and that uncorrected problems from past lives must be corrected in the present life. The company employed MBE coaches (including one who claimed to speak with animals) to assist employees in releasing negative energy from their bodies. The company owner's wife, who served as the company's human resources manager, kept a log of employees' attendance at MBE coaching sessions.

Professional Pointer: At least one employee in just about every workplace will likely be offended by religious or spiritual activities. A religious person may complain about nontheistic spiritual activities or a nonreligious person may complain about religious activities or displays. Religious employees also may complain of religious activities that are oriented toward a different religion than their own. The best approach is to eliminate religious activities and displays from the workplace altogether. This includes proselytization by managers or co-workers, display of religious symbols, and signing off e-mails with quotes from Scripture or sayings such as "Have a Blessed Day."

(con't p.5)

Congressional Action... Military Leave

Leave for Military Families Advances in the Senate.

Last week, the Senate unanimously adopted two amendments that would expand family and medical leave to family caregivers of injured service members. The amendments were sponsored by three Democratic candidates for President -- U.S. Senators Barack Obama (D-IL), Chris Dodd (D-CT) and Hillary Clinton (D-NY).

Proponents of expanding leave for military caregivers were bolstered by a recent **report** from the President's Commission on Care for America's Returning Wounded Warriors, which recommended expanding the Family and Medical Leave Act (FMLA) to provide up to 6 months of leave for family members caring for injured service members.

One of the amendments would expand FMLA to allow a spouse, son, daughter, parent or next of kin of an injured service member to take up to 26 weeks of leave to provide care for their loved one. Taking another different approach, the Senate also adopted a second amendment that would provide up to 52 weeks of employment protections to family members caring for injured service members.

Since the military leave provisions are unrelated to the underlying children's health insurance bill, it is not clear whether or not these two amendments will be retained in the final version of the legislation. The House-passed version of the children's health insurance bill does not include military leave provisions.

However, regardless of what happens in the children's health insurance bill, proponents of expanding leave for military families could push these proposals again when the Senate takes up the Defense Authorization bill in September.

While efforts to expand the FMLA cause concern amongst HR professionals, SHRM recognizes this is an important issue for military families and continues to explore ways to address these concerns.

Congress Takes Step To Nullify Ledbetter Decision

If a House-passed bill becomes law, you may need to consider retaining all employee records indefinitely. On July 31, the U.S. House of Representatives passed **H.R. 2831**, the "Lilly Ledbetter Fair Pay Act," by a vote of 225 - 199. If enacted into law, the bill would overturn the U.S. Supreme Court's recent decision in *Ledbetter v. Goodyear Tire & Rubber Co.*, and greatly expand the time period for filing a pay discrimination claim by linking it to every time an employee receives a paycheck or pension payment from an employer. SHRM opposes H.R. 2831 because it could keep employers liable for actions taken decades earlier. SHRM believes this indefinite liability for employers runs contrary to Congress's intent in establishing the statute of limitations in the Civil Rights Act back in 1964.

The Supreme Court's Ledbetter decision held that former Goodyear employee Lilly Ledbetter had not brought a discrimination claim within the time period provided by the statute of limitations in current law. Title VII of the 1964 Civil Rights Act gives

employees the right to file an employment discrimination charge with the U.S. Equal Opportunity Commission within either 180 or 300 days of the alleged unlawful practice, depending upon whether an employee's home state has a fair employment agency.

H.R. 2831 would change Title VII by allowing an employee to file a charge within 180 days of receiving compensation -- such as a paycheck or pension payment -- from an alleged discriminatory employer. This means the statute of limitations would start and restart with every check.

Illinois Legislature... Employment eligibility verification.

Governor Approved

House Bill (H.B.) 1744, which has now passed the House and is before the Senate, would bar Illinois employers from enrolling in any employment eligibility verification system, including the federal Basic Pilot program **Synopsis As Introduced** Amends the Right to Privacy in the Workplace Act. Provides that employers are prohibited from enrolling in any Employment Eligibility Verification System, including the Basic Pilot program, as authorized by federal law, until the Social Security Administration and Department of Homeland Security databases are able to make a determination on 99% of the tentative nonconfirmation notices issued to employers within 3 days, unless otherwise required by federal law. Provides that an employer who enrolls in the Basic Pilot program is prohibited from the Employment Eligibility Verification Systems, to confirm the employment authorization of new hires unless the employer attests, under penalty of perjury, on a form prescribed by the Department of Labor, to certain specified information. Preempts the exercise of home rule powers. Provides that the Department of Human Rights shall establish a statewide advisory council to study the effects of Employment Eligibility Verification Systems, including the Basic Pilot program, on employers and employees in Illinois. Provides that the advisory council shall, 18 months after the effective date of this amendatory Act, submit a report to the Department of Human Rights and the Department of Labor.

House Amendment No. 1

Deletes provision that states that it shall be unlawful for any employer to collect and maintain data that is not required by the Basic Pilot Program. Deletes provisions creating the statewide advisory council to study the effects of Employment Eligibility Verification Systems.

Illinois: Employee Misclassification Incites Legislative Action

Governor Approved

Synopsis As Introduced

Creates the Employee Classification Act. Provides
(con't p.6)

that an individual performing services for a contractor is deemed to be an employee of the employer. Provides that an individual performing services for a contractor is deemed to be an employee of the contractor unless it is shown that: (1) the individual has been and will continue to be free from control or direction over the performance of the service for the contractor, both under the individual's contract of service and in fact; (2) the service performed by the individual is outside the usual course of services performed by the contractor; and (3) the individual is engaged in an independently established trade, occupation, profession or business; or (4) the individual is deemed a legitimate sole proprietor or partnership. Provides that subcontractors or lower tiered contractors are subject to all provisions of the Act. Provides that the Department of Labor shall post a summary of the requirements of this Act in English, Spanish, and Polish on its official web site and on bulletin boards in each of its offices. Provides that it is a violation of the Act for an employer or entity not to designate an individual as an employee under the Act unless the employer or entity satisfies the provisions of the Act. Provides for civil remedies and civil penalties. Amends various Acts to make conforming changes. Effective January 1, 2008.

Illinois: Family and Medical Leave Act Proposed...Passed the House / In Senate Rules Cmty

House Bill 374 would create the Illinois Family and Medical Leave Act (FMLA), with provisions similar to the federal FMLA, **Synopsis As Introduced**

Creates the Illinois Family and Medical Leave Act. Contains provisions similar to those in the federal Family and Medical Leave Act of 1993, except that it applies to a son-in-law, daughter-in-law, father-in-law, or mother-in-law who has a serious health condition, and some of the provisions of the federal law pertaining to federal employees and federal matters have been deleted or changed. Effective 6 months after becoming law. This bill has a lot of supporters—the Illinois AFL-CIO, the Illinois affiliates of the American Federation of State, County, and Municipal Employees, the Department of Labor and the chiropractors. Opposition comes from the Illinois Chamber of Commerce and National Federation of Independent Business oppose the bill.

Illinois: State Going After Sex-Based Unequal Pay

Illinois recently marked the fourth anniversary of the state Equal Pay Act, highlighting its successes in eliminating gender-based wage discrimination. Since the law, enacted in 2003 to take effect in January 2004, the Illinois Department of Labor (IDOL) has responded to some 3,500 calls on the Equal Pay Hotline, handled 249 cases, prompted 10 private settlements, and recovered almost \$30,000 in back wages. The Equal Pay Act addresses the wage disparity apparent in U.S. Census Bureau data, showing working women in 2004 earned only 77 percent of the earnings of working men. The state law expanded the federal Equal Pay Act of 1963 by providing better enforcement mechanisms, stiffer penalties, and a requirement that employers post notices summarizing workers' rights. Employers found guilty are required to make up the wage difference to the employee and possibly to pay legal costs and civil fines of up to \$2,500 per violation.

Join us at the September Meeting and Hear Donna Rogers Talk About HR's Role in Disaster Preparedness & Recovery

With recent disasters over the last few years it has made a lot of organizations think about planning for the future. Some businesses were completely wiped out, some had major damage, and some were just affected for a few days. One thing they all had in common is what to do with employees. Did they have a plan in place? Was there sufficient communication early enough for them to know what to do? Did companies pay valuable time for employees to stand around once they arrived on the property? These Human Resources related issues should be included in an overall company strategy for disaster preparedness and recovery.

HR needs to step up and take action. Have a plan when disaster strikes. Know the who, what, when, where and how. OSHA already requires us to train our staff and have documented Emergency Evacuation Plans in place, but what about those situations when employees are not at work when disaster hits.

Some examples of questions to have answers to are:

- How to communicate with employees? Do you have an emergency number for them to call? Perhaps a cell phone? Is there a phone tree set up for management to make calls to their employees and are these phone numbers kept off site? Should they be listening to a particular radio or TV station and do they know what that is?
- Are payroll records backed up on a server off-site so you can pay employees when you're relocating to another building? Are personnel records maintained in a locked fire safe cabinet that is structurally sound?
- How are you going to handle situations where the business is ok, but employees have been impacted dramatically by the disaster. Such as loss of homes, family members, power, transportation, etc. Will these absences affect their attendance?

These are just a few of many topics to consider affecting how you manage your human resources in a disaster situation. Are you ready? If so, are your plans up-to-date? If not, you might want to consider drafting a plan or a policy for the next disaster today or at least in the very near future! Definitely before the next major unplanned disaster happens in your business!

SHRM Foundation Drive

At the July meeting we collected \$270.00 for the SHRM Foundation.

Thank you for your support!

Upcoming HR Events

For more information about these and other events, visit www.cic-shrm.org

Demystifying HR Measurement

Chicago, IL
September 11

How to be a REAL Success

Bloomington, IL
October 1

Diversity Program

Springfield, IL
October 17

Employers' Association Annual Conference

Peoria, IL
October 24

HR Technology Conference

Chicago, IL
October 10 – 12

HR Networking Forum

Oak Brook, IL
November 13
Facilitator: Donna Rogers
Contact: Kimberly McNamara, 800-875-4462, ext. 2109, email kmcnamara@ima-net.org

Surviving America's "Perfect Storm" The Economic Challenge and Opportunity of Diversity

Plans for the October special program focusing on Diversity are taking shape. At present arrangements for partnerships with the Greater Springfield Chamber of Commerce and the Central Illinois Chapter of the American Society for Training and Development are being formulated. The two-hour event will feature media presentations as well as panel discussions by local leaders in championing diversity. The program will also provide for small group discussion and participation.

Members who are interested in working on this are welcome to contact committee chair Robert (Bob) Hotes at 217-726-6220 or email dbldoc@sbcglobal.net

CIC-SHRM Road Show Continues....

In September our chapter will be hosting a third in a series of four plant tours here in the Springfield area. You should be receiving an email regarding this in the near future.

On September 5, 2007 members and a guest (or two) are welcome to tour the Mel-O-Cream Donut manufacturing plant. The tour will begin at 8:00, so plan to arrive a few minutes ahead of that. The tours have been lasting 45-60 minutes.

Mel-O-Cream is located at 5456 International Parkway in Springfield. That is just west of the I-72 and Wabash junction.

If you need help with directions or have any questions about this, you can call Dave Ryan at 483-7272.



Your Foundation at Work:

Generating Research-Based Knowledge

Over the past ten years, the SHRM Foundation has funded more than \$1 million in research grants for 79 research projects. The SHRM Foundation promotes the use of "research-based knowledge". What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. The Foundation is funding practical research every year to help you do just that. Current research projects focus on critical areas such as *Technology & HR*, *HR Measurement*, *Global HR*, and *The Changing Role of the HR Professional*. Research results will help provide research-based answers to questions such as: How should a mentoring program be structured for maximum effectiveness? How do HR leaders make a strategic impact on their organizations? To review the results of recently completed SHRM Foundation research, visit <http://www.shrm.org/foundation/findings.asp>

Managing Smart: Teaching Line Managers how to Supervise

Managing Smart is a unique service available to members of SHRM. Every quarter, a new collection of articles is provided that can help your company's line managers supervise their staffs effectively—and legally.

This online newsletter features advice from SHRM about communicating with, training, rewarding and motivating employees, complying with employment laws and many, many other hands-on duties managers face on a daily basis.

Best of all, as a member of SHRM, you are authorized to distribute copies, excerpts or e-mails of the newsletter for educational purposes internally within your organization.

Read more about Managing Smart at www.shrm.org/managingsmart

Leadership Team

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

President	Nicole Ralph, PHR 786-2342 President@cic-shrm.org
Past President	Penny McCarty, SPHR 545-5693 PastPresident@cic-shrm.org
Vice President	Vicky Fowler, PHR 787-5864 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	Angela Tippey, PHR 632-3583 PublicRelations@cic-shrm.org
College Relations Committee Chair	Heather Dykes, PHR 747-2875 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lindsey Perrine 793-1005 x201 Recognition@cic-shrm.org
School to Work Committee Chair	Kim Wonnell, SPHR 789-0400 WorkforceReadiness@cic-shrm.org
Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan, SPHR 483-7272 Treasurer@cic-shrm.org

CIC-SHRM Member Benefits Orientation Program

Wednesday, October 3, 2007

11:30 – 1:00 PM

TRUTTER CENTER, LLCC

Please join us to learn about all the benefits CIC-SHRM provides. Learn how to use our chapter to its fullest extent. This is a FREE presentation provided to anyone interested. A box lunch will be provided.

Here is a sampling of the topics we will cover:

- CIC-SHRM website
- Local benefits, including professional development, the HR library, the job bank, and much more!
- How to become involved in the chapter
- Benefits of national SHRM membership
- SHRM Foundation

There's something for everyone...

CURRENT MEMBERS – invite someone that you think could benefit by becoming a member of our chapter.

NEW MEMBERS – come learn more about us and meet the Board Members.

PROSPECTIVE MEMBERS – come see if we can be your HR resource.

LUNCHEON MEETING NOTICE

September 19, 2007

Route 66 Hotel and Conference Center
625 E. St. Joseph St.

Program: "HR's Role in Disaster Preparedness and Recovery"

Speaker: Donna Rogers, Rogers HR Consulting

***RSVP for the September 19th luncheon by Wednesday September 12th**

Reservation Reminders

- ◆ Registrations can be made via rsvphq.com (a link is provided in the e-mailed invitation and on the Event notice posted to our website).
- ◆ Cost for the luncheon is \$15/person. All reservations must be paid at the door unless prepaid Advantage Member. No charge for attending the meeting only (no meal).
- ◆ Guests of members are welcome to attend; guests will receive a complimentary meal only for the first meeting they attend.
- ◆ An RSVP is required in order to secure a meal for each member or guest attending. Reservations made after the deadline will not include a meal. Non-registered attendees will not be eligible for a meal but are welcome to enjoy the meeting and network with fellow members.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.