

Chapter News



JULY / AUGUST 2010 EDITION

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

Message from the President



**Pattie Curry, SPHR
President**

Every two months I sit down to write my President's message and try to come up with something clever to say. This month, I want to talk about Succession Plans. Many of our companies currently have one in place while some do not. This got the board members thinking about our own succession plan for CIC-SHRM. This year, we're going to start our nomination process sooner so the new board members have the opportunity to attend the SHRM Leadership Conference in November. Being a board member is a rewarding experience. Ask any past or present board member and they will tell you the personal gratification they've gotten from serving on the board. It's about coming together as a group and making decisions, planning events, promoting the profession, and serving the professional.

We have several positions that are opening up next year and are looking for someone willing to dedicate a little time, assist with some events, and have some fun. Really, it is a lot of fun. I've made some great friendships and learned a ton from my fellow board members past and present. We will be sending out the list of available positions in a few weeks and ask that you please consider volunteering for the board.

If you missed the Recognition Event you missed a really good time. The food was great, the drinks were flowing, and the awards were presented with care. This event is free for all CIC-SHRM members and gives us an opportunity to recognize our fellow chapter members for their contributions to the chapter. It's also nice to get together at an event that is less structured than our chapter meetings so we can have time to network with each other.

Next up is our Member Benefit Orientation to be held on October 13th at LLCC's Trutter Center from 11:30-1:00. This meeting will discuss the benefits of being a CIC-SHRM member as well as benefits for joining SHRM. This is also a good meeting to invite guests so they can evaluate membership in our chapter and have the opportunity to talk one-on-one with all the board members. Please forward any prospective members to Chris Marecki, Membership Chair, so she can invite them to the presentation.

In October we will be presenting a 2-hour diversity event that you won't want to miss. Kim Elder, Diversity Chair is in the planning stages and will be getting more information out soon. We hope to see you there!

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"We have several positions that are opening up next year and are looking for someone..."



P.O. Box 2938; Springfield, IL 62708-2938

E-mail: info@cic-shrm.org Website: www.cic-shrm.org

Member Spotlight

Todd Chance: HR Manager, Richardson Manufacturing Company

Background:

Todd is married with three sons. He has a Bachelor's Degree in Organizational Leadership Management. Todd received his PHR certification in 2009.

Nature of work in HR:

Currently, Todd is the Human Resources Manager at Richardson Manufacturing Company. He previously owned and operated a construction company, worked in the staffing industry as a Staffing Consultant and worked in the hotel industry as a Hotel Sales Manager.

Biggest Challenges in HR:

Todd says that it has always been a challenge trying to find workers in this area with technical skills in manufacturing. He states it's become even more difficult due to the economic downturn. With companies laying off workers, moving out of the country or closing completely, it has certainly impacted recruiting. Todd says that he's spoken with several skilled employment candidates outside of this area who are very skeptical about relocating due to the ups and downs over the last couple of years. Those who do want to relocate are faced with the difficult challenge of selling their homes in a tough housing market.

Trends in HR:

Todd believes that as the economy starts to turn around there will be a high percentage of employees leaving their current positions for other opportunities. With this in mind, Todd says it's very important for companies to be engaged with their workforce and to communicate any news about the company's future. He also says that employers need to ensure their employees feel appreciated for all their hard work and dedication and focus on employee development.

Future Plans:

Todd says that he plans to obtain his SPHR soon and continue his education. He said that he has often thought about going back to school to pursue his Master's Degree.

...challenge trying to find workers in this area with technical skills in manufacturing.



Todd Chance
HR Manager-
Richardson Manufacturing
Company

...as the economy starts to turn around there will be a high percentage of employees leaving their current positions for other opportunities.

Research on Human Capital Challenges

The SHRM Foundation recently released a study that concluded that "finding and retaining the best talent" is the most critical challenge facing America's chief executives and their organizations. The results of this study are being used by the SHRM Foundation to design tools and resources to help organizations address many of the future challenges that research participants identified. The research revealed that the five most significant future challenges facing companies (regardless of size, location, or industry) were: 1) succession planning; 2) recruiting and selecting talented employees; 3) engaging and retaining talented employees; 4) providing leaders with skills to be successful; and 5) rising health care costs. Visit the SHRM Foundation website to read the full report (www.shrm.org/foundation/07chro.pdf).

HR Scholarships:

Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? With generous underwriting from the J. J. Keller Foundation, Inc., the SHRM Foundation will award \$100,000 in scholarships to SHRM professional members in 2010. The application deadline was July 15, 2010. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website (www.shrm.org/foundation).

News from the SHRM Foundation:

Submitted by

Vicky Fowler, SPHR, CIC-SHRM President Elect.

DON'T MISS the JULY SPEAKER

The ADA and You - The Employer

Navigating an ADA situation with an employee can be a sensitive and complicated process. This presentation will help you develop a strategy and process to effectively and efficiently manage these situations with a disabled employee. Objectives:

Following this presentation attendees will be able to: Explain what the new Americans with Disabilities Act generally requires of employers; Identify specifics employers should incorporate in an accommodation process; Discuss how ergonomics can assist with issues of accommodation.

Nathan Yeager, MOT, OTR/L, CEA

Nathan holds a Master's Degree in Occupational Therapy from the University of North Dakota and is a Certified Ergonomic Associate from the Board of Certification in Professional Ergonomics. He works together with the other members of the multidisciplinary team at Memorial Industrial Rehab to facilitate effective rehabilitation and return to work for his patients. Nate is adept at evaluating work environments to assess levels of risk that might have potential to cause injury and modify them to improve safety and efficiency. He is also trained to evaluate the various causes of injury, such as biomechanical, physiological, psychological and social. As an Occupational Therapist, he specializes in the evaluation and treatment of shoulder, arm and hand injuries. He is a member of the American Occupational Therapy Association and has given presentations about health and wellness, injury prevention, ergonomics, body mechanics and the ADA to various local and regional companies.

P.O. Box 2938; Springfield, IL 62708-2938

E-mail: info@cic-shrm.org Website: www.cic-shrm.org

Upcoming Human Resource Training Events

SHRM-Central Illinois Chapter is dedicated to providing cost-effective training opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. SHRM-Central Illinois Chapter has partnered with Lorman Education Services to provide continuing education in the HR industry.

Members receive a 15% discount on all orders. You may register online or call Lorman at 866-352-9539. Please use Priority Code 16129 and Discount Code Y6101017 when registering.

Teleconferences:

[Texas Payday Act](#)

July 15, 2010

[New York Wage and Hour Law-Compliance is a Must!](#)

July 15, 2010

[Telecommuting: The Next Wave of Wage and Hour Litigation](#)

July 19, 2010

[Avoiding Exposure Under The Illinois Wage Payment And Collection Act](#)

July 20, 2010

[Intermittent Leave Under FMLA](#)

July 21, 2010

[Do the Mid-Summer Blues Have Your Interns Suing You?](#)

July 22, 2010

[Telecommuting: The Next Wave of Wage and Hour Litigation](#)

July 26, 2010

[Do's and Don'ts for Internal Investigations of Employment Issues](#)

July 27, 2010

[Developing a Sound HR Metrics System](#)

July 28, 2010

[Employee Driven Health Care: A Checklist for Employers](#)

July 29, 2010

Teleconferences:

[Satisfying OFCCP's Internet Applicant Rules](#)

August 2, 2010

[The FLSA Comp Time Controversy](#)

August 3, 2010

[Safely Navigating the Minefield: Disciplining or Terminating a Workers' Compensation Claimant](#)

August 5, 2010

[Evaluating Your Third-Party Administrator: Are You Getting What You're Paying For?](#)

August 9, 2010

[EEO-1 Form: Reporting for 2010](#)

August 11, 2010

[Understanding the HIRE Act and Form 941](#)

August 12, 2010

[Satisfying OFCCP's Internet Applicant Rules](#)

August 16, 2010

[Creating and Using a Salary Increase Matrix](#)

August 17, 2010

[Is Your Health Care Plan Grandfathered Under the Health Care Reform?](#)

August 18, 2010

[Social Networking in the Workplace: Policies, Monitoring and Discipline Issues](#)

August 19, 2010

[Safely Navigating the Minefield: Disciplining or Terminating a Workers' Compensation Claimant](#)

August 23, 2010

[Implementing Employee Threat Assessments: Are Your Employees Ticking Time Bombs?](#)

August 24, 2010

[Using Payroll Audits to Detect Errors and Fraud](#)

August 25, 2010

[Developing a Policy for Employee Use of Mobile Devices](#)

August 26, 2010

[Creating and Using a Salary Increase Matrix](#)

August 31, 2010

CIC-SHRM Annual Recognition

CIC-SHRM hosted its 5th Annual Recognition Event on Thursday, June 24, 2010. This year's event was held at the Illini Country Club.

The country club turned out to be a lovely location for CIC-SHRM members and guests, 41 in all, to enjoy a cocktail while networking. CIC-SHRM Public Relations Chair, Doug McDonald then took the podium to welcome everyone and acknowledged the events sponsors: **Sikich Financial, Peerless Cleaning & Restoration, Nicoud Insurance Services and Alice Campbell Staffing.** Everyone then enjoyed a buffet dinner and dessert.

President Pattie Curry took the podium following dinner, to present awards to CIC-SHRM outgoing board members. Outgoing board members who were recognized included Nicole Ralph-Treasurer 2003-2005 and four years from 2006-2009 in the



Brad Wike, HR Champion of the Year Award

President-Elect, President and Past-President roles, Robert Hotes-Diversity Chair 2006-2009, Angela Tippey-Public Relations Chair 2007-2009 and Janine Griffith-Membership Chair 2008-2009.

An annual highlight to the event was the presentation of the CIC-SHRM Awards of Professional Excellence. The 2009 HR Champion of the Year Award went to Brad Wike, Owner/CEO of Peerless Cleaning & Restoration.



Kim Wonnell, HR Professional of the Year

Mr. Wike was unable to attend the event and his award was accepted on his behalf by Peerless Sales Representative, Andrea Miller. The 2009 HR Professional of the Year Award, sponsored by Sikich Financial, was awarded to former board member, Kim Wonnell. Kim was one of three nominees considered for this award. In presenting the award, President Pattie Curry noted Kim's passion for the HR profession, the partnership she



Donna Rogers, HR Lifetime Achievement Award



award to Donna, President Curry noted her long-time involvement with CIC-SHRM, serving as a board chair, Vice-President and President. President Curry also noted that Donna will be the Director of ISC next year. Donna is also involved in HR on a personal level, as she runs her own HR consulting company, Roger's HR Consulting. She



for trips to the 2010 Illinois State SHRM Conference and a drawing for a gift basket from Peerless Cleaning and Restoration.

The CIC-SHRM welcomes feedback and suggestions to continually improve our annual recognition event. Anyone wishing to make comments and/or suggests can send them to Recognition@cic-shrm.org.

created between CIC-SHRM and the Chamber, her help with clothing drives and book donations and her service on the CIC-SHRM Board in several roles. In winning this award, Kim also received a certificate good for \$1000 towards the 2011 National SHRM Convention.

The Lifetime Achievement Award was presented to Donna Rogers. In presenting this



has taught at a couple of universities and is currently teaching HR topics at UIS. Donna also partners with the Chamber, bringing seminars on current HR topics to the HR community.

The evening was wrapped up with the drawings



Save the Date!



**IL State Council Conference
August 2-3, 2010 - Oak Brook, IL**

Also

**SHRM Leadership Conference
November 18-20, 2010 - Arlington, VA**

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:

- **July 21**
- **September 15**
- **November 17**

Board Meetings

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

- **July 14**
- **August 11**
- **September 8**
- **October 13**
- **November 10**
- **December 8**

All members welcome.

Special Events:

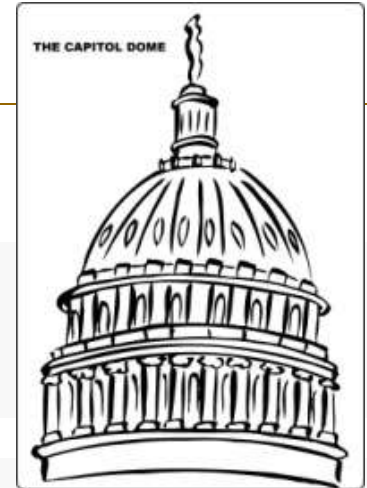
New Member Orientation

- **October 13**

Legislative/Legal Update

Submitted by

Cheryl Davis, PHR, CIC-SHRM Legislative Chair



Early Retiree Reinsurance Program (ERRP) — HHS Issues New Guidance That Employers Should Evaluate Before Filing the ERRP Application

On June 29, 2010 the federal government posted online:

- The final ERRP application
- Instructions for completing the application
- Dos and don'ts for applicants
- FAQs containing *important new information affecting employer applications*.

In addition, HHS posted an "important update" on June 30 reporting that a new version of the official application had been posted that corrected small bugs in the original final version, and clarifying how applicants are to send their applications.

All of these materials are available on the website of the [Department of Health and Human Services Office of Consumer Information and Insurance Oversight](http://www.hhs.gov/ociio/regulations/) (<http://www.hhs.gov/ociio/regulations/>). The application and instructions remain substantially unchanged from an earlier draft version; however, HHS used the FAQ format to provide new details of the ERRP programs and to confirm some earlier information. Because the FAQs contain information that, if not heeded, could lead to an application being rejected or returned to an employer for correction, anyone working on an ERRP application should carefully review these FAQs before filing the application.

Background

Under the health reform law enacted March 23, 2010, the federal government is authorized to reimburse certain medical costs covered under employer group health plans for retirees aged 55 through 64 (Public Law 111-148, Section 1102).

Reimbursements will be available for 80% of individuals' medical claims costs for health benefits between \$15,000 and \$90,000 for as long as the law's \$5 billion appropriation lasts. Employer plan sponsors with approved ERRP applications will be able to submit claims for medical care going back to June 1, 2010.

New or Revised Information on ERRP Will Affect Many Employers

The new FAQs include confirmation from HHS that while ERRP applications will be processed in the order they are received, that order will not determine the order in which ERRP funds are distributed. According to HHS, all qualified applications will be approved and ERRP payments made only when plans with approved applications submit their claims, not in the order that applications were submitted or approved. Once an employer's application is approved, it can submit claims for early retiree costs. Those claims will be processed in the order they are received.

This clarification is significant because the \$5 billion in available funds is expected to be depleted rapidly; however, it is apparently not the sequence in which ERRP applications are submitted that will determine the order of fund distribution, but rather the sequence in which approved plans submit claims for reimbursement that will establish priority in payment. HHS has the authority to stop accepting applications only if the \$5 billion in federal funding proves to be insufficient as reimbursements are being paid out. A plan can't submit a claim until its application is accepted, but the claim submission process has not yet been finalized. According to HHS, the critical step in receiving reimbursement is actually the submission of the request for claim reimbursement.

The following points highlight some of the information that is revealed or confirmed by the new FAQs.

Definitions

Early retiree — HHS will generally defer to a plan's existing written rules to determine whether someone is an active employee or an early retiree (e.g., a disabled individual). In the absence of such plan rules, HHS will default to the Medicare Secondary Payer standards for determining those who are in "current employment status."

Early retiree under non-employer-sponsored plan — When the plan sponsor is not an employer (e.g., is a union or association), the individual must not be an active employee of an employer contributing to the plan.

Number of plans — A sponsor may consider multiple health benefit arrangements as one "employment-based plan" unless (1) it is clear from the instruments governing an arrangement or arrangements to provide health benefits that the benefits are being provided under separate plans, and (2) the arrangement or arrangements are operated pursuant to such instruments as separate plans. However, a multiemployer plan and a non-multiemployer plan are always separate plans.

In borrowing these principles on identifying plans from the IRS's COBRA rules (which were also used under the Medicare Part D RDS program), HHS goes beyond the May 5 ERRP regulations to provide employers with a greater degree of flexibility in identifying "plans." Under these standards, an employer could have more of fewer plans than the number of Form 5500s that it files, depending on the employer's documents and its operational facts and circumstances. Since the "plan" is the context for applying ERRP funds to lower the future costs of participants or the sponsor, this may be a significant clarification for some employers.

Number of benefit options — In the application sponsors must identify each benefit option within a plan for which it might request program reimbursement, by name and by creating a Unique Benefit Option Identifier (UBOI). According to HHS, the sponsor should identify a UBOI for each different health insurance issuer, TPA or vendor through which health benefits are provided or administered.

HHS' position on UBOIs is illustrated by the following example in the FAQ:

...within a single employment-based plan...a sponsor offers a self-funded major medical arrangement administered by Third Party Administrator "A", as well as separate insured major medical coverage arrangements through Insurer "B" and Insurer "C". Insurer "C" offers both a "low" and a "high" option of major medical coverage. The self-funded arrangement and Insurer "B" offer prescription drug benefits through Prescription Benefit Manager "D", while Insurer "C" offers prescription drug benefits through

Prescription Benefit Manager "E". The sponsor should assign names, and identifiers, to the arrangements provided by Third Party Administrator "A", Insurer "B", Insurer "C", Prescription Benefit Manager "D", and Prescription Benefit Manager "E." (The sponsor should assign only one name, and only one identifier, to the arrangement provided by insurer "C", notwithstanding the fact that Insurer "C" offers both a low and a high coverage option). The sponsor should list those names, and the identifiers, as the benefit option names and benefit option identifiers, respectively, in the application.

Thus the number of UBOs appears to be equal to the number of vendors. This vendor-based approach may puzzle some sponsors; however, it is the approach that HHS has requested in its FAQ.

Applications

Expected timing of use of funds — HHS says that an employer planning to use ERRP proceeds only to reduce the sponsor's increased costs, but is concerned that increased costs in a year might be insufficient to consume the funds, should disclose in the application that any remaining funds will be applied to offset the sponsor's increased costs for the following plan year (or alternatively to use the proceeds to reduce the participants' costs in the current or future plan year).

Chronic and high-cost conditions — HHS confirms that a plan's programs and procedures for chronic and high-cost conditions must be in place at the time the sponsor submits the application. Moreover, HHS states that "it would be helpful" for an applicant to explain how it determined which conditions to address (i.e., how was it determined that the chronic and high-cost condition has generated, or is likely to generate, \$15,000 in claims in a plan year), how the program and procedures will generate cost savings with respect to plan participants with these conditions, a description of the programs and procedures, and who benefits from the cost savings (i.e., the plan sponsor and/or plan participants). While HHS only expects a summary, the application must describe how any assertions would be supported in the event of an audit.

Delivering the application — Completed applications should be submitted via the U.S. Postal Service to:

HHS ERRP Application Center
4700 Corridor Place, Suite D
Beltsville, MD 20705

While an HHS statement on June 29 indicated that use of the U.S. Postal Service is "preferred" and confirmed that courier delivery would be acceptable, the June 30 "important update" clearly communicates HHS' desire that applicants use the U.S. Postal Service.

Territories — Sponsors located in U.S. territories and territorial governments are not eligible to participate in ERRP (e.g., American Samoa, Federated States of Micronesia, Guam, Midway Islands, Puerto Rico and the U.S. Virgin Islands).

Claim Submission and Reimbursement

Submitting claims — HHS will announce instructions detailing the manner and timing for submitting this information in the near future. Plan sponsors will then be able to submit claim data and reimbursement requests. Sponsors will need to monitor the OCIO webpage at HHS for this and other program information.

Use of Reimbursements

Permitted uses — Sponsors must use ERRP proceeds (1) to reduce the sponsor's health benefit premiums or health benefit costs, (2) to reduce plan participants' health benefit premium contributions, copayments, deductibles, coinsurance or other out-of-pocket costs, or any combination of these costs, or (3) any combination of (1) and (2). The sponsor cannot use ERRP proceeds as general revenue. To ensure that ERRP proceeds are not *de facto* used as general revenue, sponsors must maintain their level of financial effort in supporting the applicable plan or plans. To the extent a sponsor decides to use the reimbursement for its own purposes, it can do so only to offset *increases* in its health benefit premiums or health benefit costs. The sponsor must explain in the program application how it will maintain its level of effort for the plan.

May not target participants within a plan to benefit — If a sponsor uses some or all of the ERRP proceeds to reduce plan participants' health benefit premium contributions, copayments, deductibles, coinsurance or other out-of-pocket costs, it must do so *for all plan participants*, and not just for early retirees. For this purpose, "plan participant" means anyone enrolled in an applicable plan, including an early retiree, a retiree, a retiree's spouse and dependent, an active employee, and an active employee's spouse and dependent.

Administrative costs and ERRP expenses — Plan sponsors may not use ERRP funds to pay increased administrative costs generally related to the administration of the plan nor use the funds to pay for expenses that are created by participation in the ERRP program.

Holding proceeds in reserves — The sponsor of a self-insured plan could place ERRP proceeds funds into a *separate account* provided that, when audited by HHS, it could show how and when the reimbursement was used as required under the program. HHS' view is that it could be difficult to make such a showing if the program reimbursement is placed into an ongoing pool of funds.

Reporting Data Inaccuracies

When and how to report — Sponsors must disclose the amount of post-point-of-sale negotiated price concessions that were received but not accounted for in their claim data and report other data inaccuracies; however, HHS has not yet set the manner and timing of making those disclosures. Sponsors will need to monitor the OCIO webpage at HHS for this and other program information.

Fraud, Waste and Abuse

Vendors — The requirement that a plan sponsor attest that it has fraud, waste and abuse policies and procedures in place can be satisfied if the vendors contracted by the sponsor to pay plan claims and/or to submit ERRP claims have their own fraud, waste and abuse procedures in place. Those policies and procedures must be able to effectively detect and reduce fraud, waste and abuse related to the ERRP program, although they need not specifically reference or be specifically designed for the ERRP program.

Maintenance of Effort (MOE)

Employer MOE — Plan sponsors need not maintain the same level of employer support as they did before applying for ERRP funds if they will use ERRP proceeds exclusively to reduce or offset increases in plan participants' health benefit premium contributions, copayments, deductibles and coinsurance.

Baseline — To show maintenance of effort, the baseline year for an employer is generally the plan-year cycle that ended immediately before the ERRP application was submitted. However, in cases where governmental or private-sector employers may be cutting health care budgets, HHS says it will look to a baseline that was the sponsor's finalized budget, provided it was finalized before June 1, 2010. The sponsor must be able to show upon audit that the budget was finalized prior to June 1, 2010.

Same dollar amount — HHS interprets its ERRP regulations to require that the sponsor show that it is contributing the same specific dollar amount as it paid during the baseline year, not the same percentage of plan cost.

Aggregate MOE — A sponsor must demonstrate that it meets the ERRP maintenance of effort requirement in the aggregate, for all plan participants, but not necessarily for each participant. For a multiemployer plan, HHS will look to the amount spent from the trust on health benefits or health premiums compared to the baseline year.

Contributions to an irrevocable health trust — According to HHS, if an employer-sponsor's payments into a fund or trust are irrevocable and can be used only for health benefits, it will look to those contributions in the baseline year compared to the applicable year to determine MOE compliance (i.e., as if such contributions were insurance premiums).

Employers using a VEBA trust will need to review carefully whether the facts and circumstances of their situation will satisfy these HHS requirements (e.g., are non-health benefits also payable from the trust).

Next Steps

Plan sponsors now have the final forms necessary to file an ERRP application. The new ERRP FAQs issued on June 29 provide additional clarity, and some new regulatory interpretations, that could affect the preparation and content of ERRP applications. The knowledge that one's application filing date does not dictate the ability to obtain ERRP proceeds provides employers with a brief but reasonable opportunity to consider how this new information should affect their ERRP filing strategy, for example, on the number of plans and the number of benefit options, and the description of programs for high-cost and chronic conditions, among other issues. Prior to filing their application, sponsors should review earlier decisions that may have been made regarding definition of a "plan" and intended use of funds, as the FAQs provided clarification on these issues that may differ from earlier interpretations and potentially have far-reaching impact for plan sponsors on how the ERRP funds will be requested, tracked and used.

Past Bulletins

- 23 June: [Agencies Issue Interim Final Regulations on Preexisting Condition Exclusions, Lifetime and Annual Dollar Limits and Patient Protections Under the PPACA](#)
- 15 June: [Interim Final Regulations Issued on Grandfathering and Retiree-Only Plans Under PPACA](#)
- 10 May: [Interim Final Rules on Health Coverage for Adult Children Under the Patient Protection and Affordable Care Act \(PPACA\)](#)
- 05 May: [HHS Issues Guidance to Implement Early Retiree Reinsurance Program on June 1](#)

CIC-SHRM Leadership Team

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

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Treasurer	Diana Jordan 862-1842 Treasurer@cic-shrm.org
Webmaster	David Ryan, SPHR 483-7272 webadmin@cic-shrm.org

Chapter Chatter

CIC-SHRM congratulates these accomplishments....

Certifications:

Diane Murphy...PHR
Kathleen Cross...SPHR

AND

Congrats!

Abby Detmers - for the birth of:
Emerson Andrew Detmers
Born 6/15/2010 @ 5:36AM
9 pounds 4.2 ounces
22" long



A Special Thanks to our July Chapter Meeting Sponsor:



Prevention:

- Ergonomic/Job Site Analysis
- Job Description Development
- Post-Offer Pre-work Screening
- Injury Prevention Education

Intervention:

- *Physical & Occupational Therapy*
- *Functional Capacity Evaluations*
- *Work Conditioning*
- *Aquatic Therapy*

Consultation:

- Causality Job Site Analysis
- Telephonic Support
- Illinois Workers' Compensation
- Americans with Disabilities Act
- OSHA

775 Engineering Ave., Springfield, IL 62703
Phone: **217-588-2100** Fax: **217-523-1489**

IndustrialRehab.org

Educational Discount for CIC-SHRM Members!

The Central Illinois Chapter of SHRM is partnered with Lorman Education Services!

In order to stay up to date in today's ever changing regulatory environment, you are eligible to receive a **15% discount** on all continuing education programs. We invite you to take advantage of this discount in order to stay up to date on all aspects of our industry.

HR Compliance Manuals and Posters

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

The latest two are:

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

Illinois Employment Forms Book (with CD-ROM)

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

SHRM Foundation News: Connecting Research to HR Practice

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

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

To learn more, visit the SHRM Foundation website:

www.shrm.org/about/foundation

LUNCHEON MEETING NOTICE

July 21, 2010

University of IL at Springfield
PAC Restaurant – Private Dining Room

Program

Navigating an ADA situation with an employee can be a sensitive and complicated process. This presentation will help you develop a strategy and process to effectively and efficiently manage these situations with a disabled employee. Following this presentation attendees will be able to: Explain what the new Americans with Disabilities Act generally requires of employers; Identify specifics employers should incorporate in an accommodation process; Discuss how ergonomics can assist with issues of accommodation.

Reservation Reminders

- ◆ Registrations can be made via Cvent (a link is provided in the e-mail invitation).
- ◆ Cost for the luncheon is \$18/person. All reservations must be paid at the door unless prepaid Advantage Member.
- ◆ Guests of members are welcome to attend; guests will receive a complimentary meal only for the first meeting they attend.
- ◆ An RSVP is required in order to secure a meal for each member or guest attending.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.