

Chapter News



NOVEMBER/DECEMBER 2010 EDITION

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



**Pattie Curry, SPHR
President**

Message from the President

As my final message I would like to thank you for letting **ME** be your chapter President. The past two years have flown by with a big flurry of activity and although I enjoyed every minute of it, I'm also looking forward to passing the baton to Vicky so she can begin her presidency. I will still have one year left as past-president and at the same time I will be a member of the Illinois State Council as their District Director for District 6. I'm excited to stay active in the council and will continue to support the local chapter as well.

I would also like to thank my fantastic board members for making my job very easy. Our chapter is often referenced as an "ideal chapter" when we are compared to other state chapters. I would believe that it is because of the professionalism and dedication of past and current board members. We really do have good board members, a great chapter and recognition events, and super financial responsibility. We have done a fantastic job in pursuing our CIC-SHRM's mission of **Support the Professional and Advance the Profession.**

So thank you to everyone for helping to make CIC-SHRM a success and I look forward to networking with you at future events.

Pattie Curry, SPHR
President, CIC-SHRM

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*"...thank you for letting **ME** be your chapter President."*



Member Spotlight

Rick Lamb, HR Representative-ICG Illinois Viper Coal Mine

Background:

Rick moved to Lincoln, Illinois in 1972, to attend Lincoln Christian College. He was married for 26 years (presently widowed), with 5 children and soon to be a sixth grandchild. He was a pressman at the Lincoln Courier for 8 years. Rick was hired in January of 1983 at Turriss Coal Company, in Elkhart, Illinois. He started as a mine technician, working the first 10 years in underground production. This was followed by 10 years at the mine's surface preparation plant, 3 years as a mine examiner, and 3 years in the engineering department. The organization went from being owned by Shell Oil Company and operating as Turriss Coal Company in the 1980's, to currently being owned by International Coal Group and operating as Viper Coal Mine. The journey to a degree only took 36 years. After courses through Lincoln College, Western Illinois University and Lincoln Land Community College, he moved onto a degree completion program. Rick graduated with a Bachelor's degree, from Greenville College in Organizational Leadership in 2008, followed by a Masters in Organizational Behavior, from Benedictine College in Springfield in 2009.

Nature of work in HR:

Rick has been working in the HR department at the mine for the last couple of years, assisting in safety and training. With the practical side of the mining industry as his setting, he attempts to offer the academic backdrop as well. Organizational Development is a passion and he tries to instill those values throughout the organization. Rick is a founding board member and current president-elect of the Central Illinois Organizational Development Network (CIODN).

Biggest Challenges in HR:

For Rick, learning the HR dimension of the business presents some tremendous and welcome challenges. "The HR world is an exciting, sometimes frustrating, job. Overall it is quite satisfying. The laws are changing as we speak, especially with healthcare. Keeping informed of all the current law and regulation changes is of tantamount importance."

Any trends you see coming in HR:

Rick says, "I think Organizational Development is going to play a more important role as we get deeper in this century." Rick sees many organizations are streamlining their operations in these hard economic times. It is imperative that organizations still care about their people and attempt to offer more versatility. For the Baby Boomers, it will become increasingly important to hand over the reins to those following. Mentoring will play a progressively more significant role as we enter the next couple of decades.

Future plans:

Rick states, "I am currently enjoying my life quite a lot. Each day is a blessing. I enjoy my kids and my grandkids very much. I enjoy time with my girlfriend of 7 years. Anyone who knows Rick knows he is quite passionate about all kinds of music, amassing quite a collection. You can bet in the future that his passion for music will not waver, nor his passion for life.

"I think Organizational Development is going to play a more important role as we get deeper in this century."



**Rick Lamb
HR Representative
ICG Illinois Viper Mine**

"The HR world is an exciting, sometimes frustrating, job. Overall it is quite satisfying. The laws are changing as we speak, especially with healthcare. Keeping informed of all the current law and regulation changes is of tantamount importance."

SHRM Foundation News

Your Financial Support Makes A Difference!

As you reflect on the many causes and organizations worthy of your charitable support, please consider giving back to your profession through a tax-deductible gift to the SHRM Foundation. The CIC-SHRM will be hosting our annual SHRM Foundation Silent Auction at the November 17, 2010 membership meeting.

The SHRM Foundation provides comprehensive, research-based answers to your HR challenges through its support of research grants, scholarships, educational programs and practitioner resources. With your financial support, the SHRM Foundation strengthens and advances the HR profession by assisting individuals in their pursuit of greater academic credentials, by supporting researchers who bring us greater understanding of the complexities of HR, and by creating materials that explain how practitioners can capitalize on the new knowledge that research provides.

Help the Foundation provide a substantial and sustained investment in the future of HR.
GET YOUR BIDS IN EARLY AND OFTEN AT THE CIC-SHRM NOVEMBER 2010 SILENT AUCTION!!!!

Evaluating Human Resources Programs

The SHRM Foundation co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs.

The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes.

To order a copy of *Evaluating Human Resources Programs*, visit the SHRM Store online (www.shrmstore.shrm.org).

News from the SHRM Foundation:

Submitted by

Vicky Fowler, SPHR, CIC-SHRM President Elect.

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:

[Complying With OSHA Recordkeeping Requirements](#)

November 17, 2010

[Phased Retirement in The New Economy](#)

November 18, 2010

[Changes to Cafeteria Plans: What You Need to Know to Prepare](#)

November 19, 2010

[Curbing FMLA Abuse: How to Manage Manipulative Employees](#)

November 22, 2010

[Curbing FMLA Abuse: How to Manage Manipulative Employees](#)

November 30, 2010

Teleconferences:

Seminars:

[Employee vs. Independent Contractor: Making the Distinction](#)

Chicago, IL - December 3, 2010

Teleconferences:

[Status Classification: Exempt vs. Nonexempt](#)

December 1, 2010

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

December 2, 2010

[Form 5500 Reporting Update](#)

December 3, 2010

[Legal Causation and Disability in Workers' Compensation](#)

December 6, 2010

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

December 7, 2010

[Understanding Massachusetts' Exemptions to Employment at Will](#)

December 8, 2010

[Requirements for Providing E-Forms W-2 and W-2c](#)

December 8, 2010

[Behavioral Based Interviewing: The Next Evolution](#)

December 9, 2010

[Understanding Your Summary Plan Descriptions](#)

December 13, 2010

[Status Classification: Exempt vs. Nonexempt](#)

December 15, 2010

[Reduce Unemployment and Turnover Costs With Decision Making Leave](#)

December 16, 2010

[How Can End-of-Life Planning Resources Benefit Your Workplace?](#)

December 17, 2010

[HR Budgeting Fundamentals: Translate Your Goals into Revenue Terms](#)

December 20, 2010

November Membership Meeting Program

Remember to park in Lots "C" or "D" or risk a parking ticket!

Next CIC-SHRM Membership Meeting is
Wednesday, November 17
UIS PAC Restaurant

******Please note the agenda changes for the day!!!!******

Registration and Auction – 11:00 – 11:15 a.m.
Lunch – 11:15 a.m.
Business Meeting – 11:30 a.m.
Program – 11:45 a.m. – 1:00 p.m.
Auction Winners announced after program!

You won't want to miss this timely topic:

Health Care Reform & HR

One Checkup You Should Not Miss

by Mike Aitken, SHRM's Director of Government Affairs
facilitated by Donna Rogers, Med., SPHR / Rogers HR Consulting

This program has been preapproved for 1 Strategic Credit Hour towards recertification!

The *Health Care Reform & HR* DVD is designed to provide you with vital, up-to-date information regarding key components of the Patient Protection and Affordable Care Act of 2010 (PPACA). This information is essential to your respective roles now and in upcoming months as various provisions of the law become effective.

This just-in-time SHRM program includes:

- A 50-minute DVD presentation on the Patient Protection and Affordable Care Act of 2010 (PPACA) delivered by health care reform expert Mike Aitken, SHRM's director of Government Affairs, and A reproduction of his slide presentation. Keep it as a useful reference guide!

In March 2010, the Society for Human Resource Management (SHRM) publicly pledged to promote the mission and activities of the Employer Support of the Guard and Reserve (ESGR). In support of this initiative, our local chapter will be holding a signing ceremony at the November 17th membership meeting.

Each CIC-SHRM member will be able to put their support in writing by signing a Statement of Support for the National Guard and Reserve, at the signing ceremony, and receive a certificate to display at their worksite.

Conducting the signing ceremony will be retired Brigadier General Jay Sheedy and Dr. Michael Ayers, Executive Vice President of the Illinois Chamber of Commerce and Chairman of the Illinois Committee for Employer Support of the Guard and Reserve (ESGR).

As a chapter we are proud to take part in this very worthwhile initiative, and expect to have an impressive turnout in support of our military.

CIC-SHRM Leadership Team

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

President	Pattie Curry, SPHR 245-2183 x1224 President@cic-shrm.org
President Elect	Vicky Fowler, SPHR 787-5864 PresidentElect@cic-shrm.org
Vice President	Mary Curl 789-9340 VicePresident@cic-shrm.org
Diversity Committee Chair	Kim Elder 786-2214 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Chris Marecki 241-6224 Membership@cic-shrm.org
Public Relations Committee Chair	Ginette Comstock 528-2323 PublicRelations@cic-shrm.org
College Relations Committee Chair	Inez Harris, PHR 788-1482 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lisa Leach, PHR 522-8841 Recognition@cic-shrm.org
Workforce Readiness Committee Chair	Diane Murphy, PHR 558-4277 WorkforceReadiness@cic-shrm.org
Secretary	April Cook, SPHR 843-2230 Secretary@cic-shrm.org
Treasurer	Diana Jordan 862-1842 Treasurer@cic-shrm.org
Webmaster	David Ryan, SPHR 483-7272 webadmin@cic-shrm.org

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:

➤ **November 17**

Chapter Chatter

Welcomes New Members:

Angela Valuck
Rita Williams
Lisa Miller

AND

Congrats!
Ginette Comstock, Regional Director for Manpower has accepted the position of Public Relations Chair for CIC-SHRM.

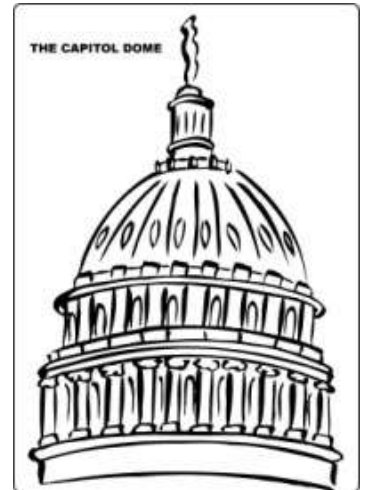
Legislative/Legal Update

Submitted by

Cheryl Davis, PHR, CIC-SHRM Legislative Chair

[ICE Announces Record-Breaking Worksite Enforcement Statistics](#)

Department of Homeland Security Secretary [Janet Napolitano and ICE Director John Morton revealed](#) that in fiscal year 2010, U.S. Immigration and Customs Enforcement (ICE) enforcement numbers climbed to historic high numbers. This surge included a 500% increase in penalties from worksite enforcement actions, a nearly two-fold increase in I-9 audits (2,200), a record-breaking 180 criminal prosecutions of employers and the debarring of more than 97 businesses (compared to 30 last FY). Average fines exceeded \$110,000.



ICE Director John Morton said that enforcing worksite laws not only promotes fairness in the workplace, but it also substantially reduces the incentive for aliens to enter the United States illegally.

"We will continue to enforce the law in a firm, sensible manner," said Morton. "And we will do it based on a rational set of priorities—priorities that focus on criminals, unscrupulous employers and those who game the system—priorities that promote public safety, border security and the integrity of our immigration system."

So, why is this important?

Well, with the current economic climate and views on immigration, these statistics are the clearest example of what people are calling the Obama administration's "quiet immigration raid" policy. Instead of the high-profile immigration raids of years past, ICE has been focusing less on rounding up illegal workers and more on targeting unscrupulous employers through the use of Form I-9 audits and investigations of their hiring practices.



John Morton

[As we previously reported](#), ICE released a worksite enforcement memo which details the most common reasons why a company might receive an audit, as well as who can be targeted. Frequently, ICE investigates companies based upon an employee or public whistleblower complaint.

Employers located in nuclear power facilities, airports and surrounding companies, and companies located in landmark buildings are also going to be targeted. ICE will also pursue high turnover industries, such as retail and food service. Lastly, it's now possible that the audit happened completely by chance – perhaps simply because of where your company is located.

So how can you best prepare for a potential ICE audit?

First, companies should consider conducting a preemptive internal audit to get your I-9 house in order. Then analyze your results, initiate targeted training, and standardize your I-9 practices and procedures.

As you will probably find out, the paper Form I-9 process is error-prone and hard to centralize. Therefore, after conducting the internal audit you will want to implement a trustworthy electronic management system to keep track of all the I-9 documents, deadlines, and work visa reverification requirements.

These steps are especially important for companies that have a large number of employees, high turnover rates, and/or multiple worksites. Of course, employers should always consider the need for involving informed counsel on your employment and immigration issues.

Disclaimer: The content of this post does not constitute direct legal advice and is designed for informational purposes only. Information provided through this website should not act upon it without consulting legal counsel as individual situations and facts may vary.

Half of companies audited by Immigration and Customs Enforcement (ICE) get fined \$110,000 or more. If you're like most employers, 30-50% of your I-9 forms may have issues that put you at risk.

Labor and Employment Alert

.....
NLRB Aims for 'Speedy Remedy' in Cases Involving an Allegation
of Discriminatory Termination during an Organizing Campaign
.....

October 15, 2010

Employers should brace themselves for an increase in claims for interim injunctive relief related to alleged unlawful firings during organizing campaigns. A memorandum issued recently by the Acting General Counsel of the National Labor Relations Board emphasizes the goal of "a speedy remedy" under Section 10(j) of the National Labor Relations Act.

The [memorandum](#), issued on September 30, 2010, by Acting General Counsel Lafe E. Solomon, outlines the Board's renewed focus on interim injunctive relief under the NLRA in such cases involving alleged unlawful firings during organizing campaigns. It states that the goal "is to give all unlawful discharges in organizing cases priority action and a speedy remedy." The memorandum sets forth an optimal timeline and procedures for processing "Nip-in-the-bud Discharge Cases."

In essence, the Board affirmed its commitment to identifying unlawful firing charges as potential 10(j) cases and obtaining injunctive relief, if appropriate, as soon as practically possible. This agency-wide initiative highlights the NLRB's authority under Section 10(j) to seek a federal district court injunction, granting temporary relief, while the Board processes an unfair labor practice charge. The General Counsel must seek Board authorization to seek an injunction in federal court.

The Board has used Section 10(j) injunctions in the past to require employers to offer interim reinstatement to discharged employees pending Board resolution of a case. Acting General Counsel Solomon stressed that the aim of the renewed focus on Section 10(j) was to ensure that “the passage of time does not undercut our ability to provide effective remedies in these cases.”

The timeline and procedures set forth in the memorandum are to be considered best practices by the Regional Offices. Some of the significant directives by the Board follow:

- Potential Section 10(j) organizing campaign discharge cases should be identified by the Region as soon as possible after the filing of the charge.
- Where possible, the lead affidavit should be taken within seven calendar days from the filing of the charge.
- Regions should attempt to obtain all of the charging party's evidence within 14 calendar days from the filing of the charge.
- If the charging party's evidence points to a *prima facie* case on the merits and suggests the need for injunctive relief, the Region should notify the charged party in writing that the Region is seriously considering the need for Section 10(j) relief and request that a position statement on that issue be submitted to the Regional Office within seven calendar days after the written notification.
- A Regional Director will normally make a determination on the merits of the case within 49 calendar days from the filing of the charge. If the decision is to issue a complaint, the decision with respect to the need for Section 10(j) relief should be made at the same time.
- Regions must submit to the Injunction Litigation Branch all meritorious 8(a)(3) Nip-in-the-bud Discharge Cases that do not settle, including those currently pending in the Regions and before an administrative law judge. Acting General Counsel Solomon will personally review and decide whether Section 10(j) authorization should be sought in all such cases.

Employers should prepare to defend against a Section 10(j) injunction in cases where there has been an unlawful discharge case filed during an organizing campaign.

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.

[Http://www.lorman.com/training/SHRMCIC/](http://www.lorman.com/training/SHRMCIC/)

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 Ken Mitchell at 217-522-5512 x 227 or at kmitchell@ilchamber.org.

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