

Join us for the January LAHRA Program Meeting!

Compensation Trends

Presented by **Jay Edwards**

Please join us at our January program meeting for a discussion on current trends in the area of compensation. We are pleased to have Jay Edwards as our speaker. With over 30 years of experience in human resources and business consulting, Jay has seen many shifts and changes in the way companies compensate their employees. With both salary and variable compensation reviews just around the corner for many of us, we're confident this presentation will offer the concrete and timely advice you need. We hope to see you there!

Date: Wednesday, January 17, 2006

Time: 11:30 a.m. – 1:00 p.m. (*registration begins at 11:15 a.m.*)

Place: Genoa Woods Conference Center, Brighton

Cost: \$25 Members/ \$35 Non-Members/ \$20 Student Members

Reservations: Complete the registration form on the last page of this newsletter and either fax it to (810) 222-0358 or email it to tracie@roofcon.com.

Reservations must be received by Monday, January 15th

About Our Speaker

Jay Edwards

Over a span of 36 years, Jay held a variety of HR positions for General Motors, including Vice President of Human Resources for GMAC. He also spent just over a year consulting for and directing HR functions for the Detroit Public Schools, as well as working with SCORE, a program associated with the Small Business Administration that assists start up companies. Although he is technically retired, Jay now lends his experience and knowledge to volunteer organizations, including Forgotten Harvest.

LAHRA SHRM Chartering Ceremony:

Success to Be Proud of

December twelfth was a night of honor and celebration as LAHRA was named the Society for Human Resource Management's 708th affiliate chapter. LAHRA members, as well as national SHRM leaders, were present at Ciao Amici's in Brighton to help commemorate the occasion. Cheryl Tompson opened the meeting with a short presentation; our brief history was recapped, board members were introduced, and a few special announcements were made. A plaque was presented in honor of Lisa McQuillin in thanks for giving us the "spark" we needed to get LAHRA up and running, and we also recognized our 50th member, Dawn Mullaly, with a small cake.

Martha Ramirez, Manager of SHRM for the North Central Region, was there to officially swear in Cheryl Tompson as our very first LAHRA President, and presented the chapter with an SHRM plaque and banner. Board members were then sworn in, and each charter LAHRA member was presented with a certificate. Next, Deb Fennell, SHRM State Director for Michigan, offered words of congratulations and encouragement. Of course in typical HR fashion there was plenty of time left for great food and networking.

It was an exciting moment in the life of our new chapter and we should all be very proud of the accomplishment we've worked so hard for. We look forward to a successful future together!

... continue to page 2 for more photos of the Chartering ceremony



LAHRA members Amy Bayerl, Debbie Goll and Jan Camden.



Martha Ramirez, SHRM Manager for the North Central Region, Cheryl Tompson, LAHRA President, Deb Fennell, SHRM State Director, Toni Knechtges, SHRM State Director-elect, Sue Smith, MISHRM District Director - Eastern Michigan and Barbara Hagan, President of HRAGD.

LAHRA Members Generously Support the HR Profession and Our Local Community

The November program meeting was a success not only for the great speaker and presentation, but also because our members came together to provide generous support to two worthy causes. LAHRA members organized their efforts to donate interview-appropriate clothing to the Women's Resource Center in Brighton, which assists women transitioning back into the workforce by providing them with professional clothing. LAHRA members took this initiative seriously and altogether donated two trucks full of clothing. The amount of clothing was so overwhelming we weren't able to collect it all at Genoa Woods; an entire truck was delivered to Snedcor's in advance of the program meeting!



Tim Cornelius & Marlene Hardesty during LAHRA'S silent auction to benefit the SHRM Foundation.

In addition to the clothing drive, LAHRA members also had a great time bidding on a variety of items in a silent auction to support the SHRM Foundation. The SHRM Foundation is the not-for-profit affiliate of SHRM that funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. Board members had donated a number of items for the auction, including a gift certificate to Stillwater Grill in Brighton, home made chocolate-caramel apples and a hand knit scarf. By the time the bidding was done we'd raised \$274 in bids. With an additional \$45 donated by the LAHRA treasury, we were able to contribute \$319 to the SHRM foundation.

November Program Meeting a Practical Lesson in Performance Reviews

Effective And Legal Performance Reviews was the focus of last months meeting, presented by Lou Rabaut, Warner Norcross & Judd, LLP. Mr. Rabaut discussed the function of the performance review as a check-up on an employee's ability to do their job.

After learning about common mistakes, we walked through how HR professionals can drive the process through effective design and vigilant implementation:

- Reviewers must have access to historical documents
- Training should be available for supervisors and managers
- Reviews should define daily expectations
- Reviewers may not stray from the process
- Reviewers must legitimize their ratings
- Reviewers should be assessed by the reviews they give
- General Guidelines: Specificity, Objectivity, Connectivity

Feedback from attendees was excellent. Hopefully we were all inspired to review the assessment process at our organizations.



Save the Date

Wednesday, February 21st

February's program meeting will be a breakfast meeting held from 7:30 a.m. to 9:30 a.m. The topic will be Succession Planning, presented by Sonya Jacobs.

(LAHRA Chartering Ceremony- continued from page 1...)



LAHRA Board Members Marlene Hardesty, Kari Olds, Tracie Maisonville, Cheryl Tompson, Helen Bidol, Cheryl Cunningham, Michelle Vorase-Biskner and Tim Cornelius.



LAHRA members Kristi Stutz, Helen Bidol, and Marlene Hardesty.



Dawn Mullaly was recognized with this small cake as our 50th member.



Martha Ramirez swearing in Cheryl Tompson as LAHRA'S first President.



President's Message -The LAHRA Year in Review

Cheryl Tompson, SPHR - LAHRA President

When I come to a LAHRA meeting, I'm overwhelmed. I'm impressed by the caliber of the programs we offer, and the quality of the newsletter that promotes them. I'm impressed with our registration team and greeters. I'm impressed with the special initiatives the organization takes on. I'm impressed with the fine job Genoa Woods does hosting our events. I'm MOST impressed with all of you: the professionals who find value in our speakers and networking opportunities.

But what really blows me away is the fact that none of this existed eight months ago! Last April, a small number of interested professionals met at Cleary College to consider the possibility of forming a local chapter of SHRM. We didn't know if there would be sufficient interest, and we weren't exactly sure what we were in for. We planned a program meeting in May. More than 30 people attended, and most of them volunteered to assist as the organization formed. We were on to something.

Since then, we've had six more terrific program meetings, most of which were approved for HRCI recertification credits. We've elected a board of amazing professionals, who have given countless hours of volunteer time to make LAHRA a success. We have a superb group of members who enthusiastically volunteer on committees, and who will no doubt make fabulous future board members. We have grown to **50 members!**

As a chapter, we've contributed more than \$300 for the SHRM Foundation, and have donated two trucks full of interview-appropriate suits to the Women's Resource Center Career Boutique. We have a logo, banners, business cards, an email address and a (soon to be developed) website: www.LAHRA.net. To top everything off, we met the affiliation requirements for SHRM, and were recently recognized as their newest chapter!

I'm not responsible for all of this, and neither is the board. **We all are, together.** We've accomplished so much in our first year, and I know 2007 will be even more exciting. If you have any ideas or suggestions, please share them: email me at ctompson@gannett.com.



Legal Corner - How will the Recent Mid Term Elections Impact the HR Profession?

Tim Cornelius, LAHRA Legal Chair & President-Elect

The party that controls the majority in state legislatures can significantly affect the type of legislation introduced. Prior to the elections in November, Republicans controlled 28 governorships and the Democrats 22. Next year that ratio will be reversed with the Democrats in control of 28 governorships. In 2007 party control of the state legislatures will also change in favor of the Democrats. The question is: how will this affect the HR profession?:

Health care reform: In July 2007 the state of Massachusetts will require all residents who can afford it to buy health care insurance. Employers in Massachusetts who fail to provide certain levels of health care coverage to their employees will pay \$295 per employee, per year into a state-run fund to offset the cost of providing coverage to the uninsured poor. If the Massachusetts program is deemed to be successful, other states may consider enacting their own version of this type of reform.

Paid leave/family leave: In 2003 California passed the most comprehensive paid family and medical leave insurance program in the US. Employees may take up to 50 weeks of leave a year to recover from a serious health issue, and the plan is primarily employee funded. In 2006, state legislatures have considered 19 similar bills and 38 job protection bills but the political climate has not been conducive to an *employer paid* leave model. It is possible that an employee paid leave model like that of California's will gain ground.

Paperless payroll: Paperless payroll would give employers the discretion to pay wages to employees in cash, by check, direct deposit, or via a reusable payroll card. A reusable payroll card would make available the total balance of an employee's wages.

Adapted from the November, 2006 SHRM Legal Update



Member Spotlight Amy Bayerl



Amy Bayerl

As one of LAHRA's active volunteers, Amy Bayerl currently serves on three of our committees: Programs, Membership, and Communication. A key ingredient she brings to her HR career and her LAHRA volunteer work is her communication expertise. She earned a Bachelor's degree in Communication from Michigan State University, a top-five program in the country for that discipline.

Amy joined Edcor, a Pontiac-based learning management services company, in 1991, when it had 42 employees, and after positions in various departments, eventually moved onto a human resources career path. While she grew as an HR professional, the company grew in size to 462 employees, with an HR team of seven. One of the accomplishments she's most proud of was the development of their new hire training program.

What Amy likes best about being a human resources professional is the variety of the work. She enjoys the recruiting function best because of "meeting new people, the feeling you get when you find the right fit (for a position), and the opportunity to work with your managers in a different capacity."

Amy joined the Livingston County human resources community two years ago, when she accepted an offer with a global automotive supplier. She is currently HR supervisor at American Mitsuba, a Japanese company with its North American headquarters in Brighton.

Amy commutes to work from her home in Ferndale, but she and her family hope to move to Livingston County as soon as they can sell their house. Her three year old daughter attends daycare in Brighton, along with the children of some of our other LAHRA members, so it's already starting to feel like home.

She became a LAHRA member in August. "As sole HR in my location, it's great to have the local resources here to talk with," she said. Amy's next professional development goal is to earn her PHR certification; she plans to take the exam soon.

New LAHRA Members



- **Dawn Mullaly** - Rahmberg Stover & Associates
- **Cleary University (Dr. Jim Krolik, PHR)**
- **Debbie Goll, PHR** - Trillium Staffing
- **Larah Henderson** - Asahi Kasei
- **Louis Rabaut** - Warner Norcross & Judd LLP

LAHRA Board of Directors

President

Cheryl Tompson, SPHR

Livingston County Daily Press & Argus
ctompson@gannett.com
517-552-2822

President Elect

Tim Cornelius

Transtar Autobody Technologies
tcornelius@tat-co.com
810-220-3017

Treasurer

Tracie Maisonville

Roofcon, Inc.
tracie@roofcon.com
810-229-8490

Communications Chair

Michelle Vorase-Biskner, PHR

Citizens
mvorasebisk@hanover.com
517-540-4436

Secretary

Kari Olds, PHR

Amerisure
kolds@amerisure.com
248-615-8551

Program Chair

Cheryl Cunningham

Cunningham, Inc.
Cheryl@leaderslearning.com
810-225-0490

Membership Chair

Marlene Hardesty, PHR

TG Fluid Systems USA
Marlene.hardesty@tggroupna.com
810-534-1103

Diversity Chair

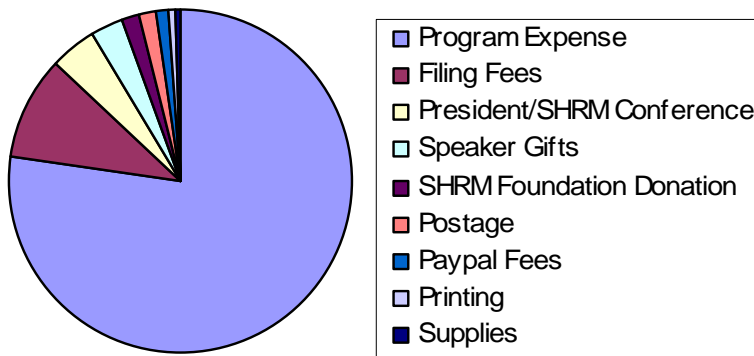
Helen Bidol, SPHR

Groundwater & Environmental Services
hbidol@gesonline.com
800-368-0337

LAHRA Annual Financial Review Tracie Maisonville - LAHRA Treasurer

As the first half of our fiscal year winds down, I would like to share some financial information with all of our members. I am extremely pleased to state that the financial strength of our chapter is very solid. As a new chapter just getting off the ground, we have been very successful financially in addition to all our endeavors. However, we have been extremely conservative in our spending. We have a long itemized budget for anticipated costs during our first year, but our true cost expectations are somewhat unclear.

The bulk of our initial expenditures were for many start-up items such as incorporation filings, tax exempt status, post office box rental, business cards, and a website domain name. We currently carry an average of \$3,000 in our account, which allows us to cover program expenses and also gives us room to pursue other activities that will help the chapter fulfill its mission and grow. A pie chart below shows a summary of our expenses to date, which total \$3,064.48. If you have any ideas for chapter growth activities, or would like any more information on our finances, please do not hesitate to contact myself or any of our Board members.



Contribute to the Monthly Newsletter

The Communications Committee is looking for creative people like you! Do you enjoy writing or photography?

We're always looking for interesting content: someone who felt inspired by our program meeting to write up a summary... or someone to take a few digital pictures during meetings. Please contact Michelle at 517-540-4436.



The National SHRM Annual Conference - A Worthwhile Investment

The annual SHRM conference and exposition is a great opportunity to network, challenge your mind, and get practical tips, tools and ideas. In addition to the great Concurrent Session selections, the General Sessions, the Masters Series and Certificate Programs that have long been available, this year's conference features some new offerings:

- Innovation Track - New sessions focused on creative thinking.
- Sustaining a Competitive Advantage Through a Culture of Excellence Certificate Program - New program presented in partnership with the Disney Corporation.
- Talent and the Top Performing Organization Certificate Program - New certificate offered in partnership with Harvard Business School Publishing.
- Enhanced On-Site Registration - Bags, badges and tickets can now be picked up in one convenient location.

Now through January 12th a special preview rate - *last year's* early bird rate - is being offered. So write up your proposal now while the savings are still available!

LAHRA Member Meeting Registration Form

Compensation Trends Presented by Jay Edwards

11:30 am - 1:00 pm on Wednesday, January 17th (registration begins at 11:15)
Email or fax this registration form to Tracie Maisonville no later than Monday January 15th:

tracie@roofcon.com

Fax: 810-222-0358

<input type="checkbox"/> I will attend	<input type="checkbox"/> I am a LAHRA Member, meeting fee \$25
First Name	Last Name
Email Address	Phone Number
Pay option <input type="checkbox"/> PayPal (preferred option) <input type="checkbox"/> Cash or check at meeting	
<i>If you register for this meeting and do not attend, you will be billed for your meeting fee.</i>	

To pay using PayPal:

1. Go to www.paypal.com and register or sign in. Select "Send Money."
2. The recipient email is LivingstonHR@charter.net. In the subject line, note "September meeting," and that you are paying for "Goods." Follow the prompts to complete the transaction. You will receive a confirmation email from paypal when your transaction is complete.

PayPal users are occasionally fraud targets. Please heed these warnings from PayPal:

Be aware of email greetings.

Emails from PayPal will always address you by your first and last name or the business name associated with your account. Fraudulent emails often begin with a generic salutation, such as, "Dear PayPal User."

Don't download attachments.

PayPal emails will never ask you to download attachments or software. Attachments often contain viruses that harm your computer or may compromise your account.

Never reply to an email with personal information.

If we require information from you, we will always request that you securely log in to your PayPal account first.

