

WRC and SHRM Foundation to Benefit at November Program Meeting

In addition to an excellent presentation on effective and legal performance reviews, November's program meeting will offer an opportunity to contribute to two great causes:

- We will hold a **silent auction to benefit the SHRM Foundation**. LAHRA board members have each donated items to the auction, and bids will be taken throughout the meeting. Once the auction closes, payment will be collected in the form of cash or check from the highest bidders, so **be sure to bring your checkbook and come early!** (for more information on the SHRM Foundation, see the President's Message on page 2).
- Ladies are asked to **bring in business attire in good condition for donation to the Women's Resource Center**. WRC will make your **interview-appropriate donations** available through their Career Boutique. Clothing in the boutique is normally free or available at a nominal cost for Livingston County women who are experiencing challenging life changes. You **don't have to worry about having your donations cleaned!** WRC has teamed with Snedcor's to clean all donated clothing before it goes to the boutique.

Legal Corner by Tim Cornelius LAHRA Legal Chair & President-Elect



Halloween may have come and gone, but day's-end November 7th will be the real witching hour for Michiganders. At stake in the 2006 General Election are state-wide ballot proposals that will affect us all. The good news is that this election is in the home stretch (I don't know about you, but I am overwhelmed by the assault of political advertising on the TV, radio and newspapers).

On the national level, nothing less than control of the US Senate and the US House of Representatives is up for grabs. Back in Michigan, Jen and Dick continue to battle after the debates over who will be the best Governor of our fair state for the next six years.

With so much at stake I encourage you to educate yourself (objectively if possible) on all of the candidates and ballot proposals. You may learn more about the Michigan ballot proposals by doing an internet search, reading the paper or talking to your friends and colleagues. Finally, I encourage you to take advantage of the opportunity influence your world, and VOTE!

Join us for the November LAHRA Program Meeting

Effective and Legal Performance Reviews

Presented by **Louis Rabaut**

Even the best managers and HR professionals find it difficult to write performance reviews that both assess *and* motivate employees. Performance discussions hold great importance for employees and are normally tied to salary, which is why it is so important that performance reviews be fair, effective and legal.

Please join us for our November program meeting where we are pleased to have Louis Rabaut, partner at Warner, Norcross and Judd, to discuss this important topic. Louis will provide tips on how to deliver performance reviews that are both meaningful and motivational. This is a great presentation not only for people in the HR field, but for anyone who is responsible for writing performance reviews (so please bring a guest or two):

Date: Wednesday, November 15th

Time: 11:30 am – 1:00 pm (*registration begins at 11:15*)

Please note this has been changed from a breakfast to a lunch meeting

Place: Genoa Woods Conference Center, Brighton

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

Reservations: Complete the registration form at on page 4 of this newsletter and either fax it to the attention of Tracie Maisonville at 810-222-0358 or email it to her at tracie@roofcon.com

Reservations must be received by Monday, November 13th

About Our Speaker Louis Rabaut



Louis Rabaut is a partner at the law firm of Warner, Norcross & Judd LLP in Grand Rapids. He practices extensively in employment law, and is a frequent speaker on the subject. He has been published in *Michigan Bar Journal*, *Wayne Law Review* and *Detroit Mercy Law Review*. He has also been listed in *The Best Lawyers in America*. In his free time, Louis is actively involved in a number of civic organizations in the city of Grand Rapids.



President's Message

The SHRM Foundation: A Benefit to the Profession



Cheryl Tompson, SPHR

In November, we're asking you to come to the program meeting with your pocketbooks! LAHRA board members have donated a number of items that will be sold to the highest bidders, all to benefit the SHRM Foundation. The auction will be a fun event, and some appealing items have been donated. Winning bidders will end up with cool stuff! But just as important, our chapter will be supporting the not-for-profit affiliate of SHRM that funds research, publications and education to advance the HR profession and enhance the effectiveness of all HR professionals.

I didn't realize that the SHRM Foundation funds a service I've used several times: the SHRM Information Center. 70,000 times per year, it responds to inquiries on a broad range of HR issues. A Foundation grant ensures that the Information Center has the latest technology and most current resources to help HR practitioners get the answers they need quickly and easily. I've appreciated the prompt, thorough and accurate responses I've received, and now I know the SHRM Foundation is partially to thank.

I've also attended Masters Series programs at SHRM's national conferences, and volunteered at the Collegiate HR Games (an energetic Jeopardy-style tournament in which college chapters match HR knowledge); both are SHRM Foundation supported programs. I've also relied on its research when developing training.

The SHRM Foundation is a worthy cause that benefits us all. Please plan to enjoy the bidding and support this fine organization at our November meeting.

What is the Women's Resource Center?

The Women's Resource Center (WRC) is a privately held, non-profit organization whose mission is "To enhance womens' abilities to cope with change or crisis and to promote the prevention of child abuse and neglect.," in Livingston County. Your clothing donations will go toward an excellent cause.

Save the Dates



Tuesday, December 12th, 5:30 to 7:30.

ALL MEMBERS are invited to our SHRM chartering ceremony. That's right, our application to charter as an official SHRM chapter has been approved (see the short announcement on page 3), and we are celebrating at Ciao Amici's! Look for invitations to arrive in your in-box soon.

Wednesday, January 17th

LAHRA's January program meeting will be held from 11:30 a.m. to 1:30 p.m. at the Genoa Woods Conference Center, and the topic will be

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New LAHRA Members

- **Kevin Mayo**, Dr. Schneider Auto
- **Nancy McKeague, SPHR** Michigan Health & Hospital Association
- **Toni Knechtges, SPHR**, Eastern Michigan University

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By the Numbers...

LAHRA member organizations:

<u>Members</u>	<u># of Employees</u>
13	101 to 500
9	26 to 100
8	501+
7	1 to 25

Bob Crisan Offers Advice on Managing Health Care Costs at October Program Meeting

Bob Crisan offered practical advice to attendees at October's program meeting on how to shift, reduce and contain rising health care costs. Employee awareness and education, including employer sponsored wellness programs such as smoking cessation and weight management were among the key suggestions he offered.

He also cautioned HR professionals to do the due diligence before implementing HSAs, "Be sure you know exactly how the plan will affect your employees." He also stressed the importance of integrity in making any decisions that will likely have a significant impact on employees' lives.

Announcements

CONGRATULATIONS LAHRA!



LAHRA's application to charter with SHRM has been approved! Thanks to you, our growing member base, and your dedication to making this group a success, we are now an official SHRM chapter. Members will receive an invitation to our chartering ceremony to be held Tuesday, December 12th soon.



Donna
Anderson,
SPHR

Member Spotlight Donna Anderson, SPHR



When Donna Anderson began her career at Chem-Trend in Howell she couldn't have imagined that seventeen years later she would lead the U.S. Human Resources department. Donna started out in an administrative role but, after several years, applied for an opening in the HR department because she thought that area might hold more opportunity for her. In 1992 she accepted a lateral move to an HR support role, and the decision was a turning point in her career. The Vice President of HR, Chris Young, "...was a key part of my development," says Donna. Seeing her potential he acted as her mentor and coach for ten years, encouraging her to serve in a variety of roles to round out her skill set.

Since moving to HR she has earned her Bachelor's degree from Cleary University, her Masters from Central Michigan University and her SPHR. Today Chem-Trend employs 225 employees in the U.S., and Donna grapples with issues such as increasing health benefit costs and succession planning. She sees the retiring baby boom generation, and the talent void it could create as an upcoming problem. "We're going to have to be creative and come up with ways to keep them," by offering flexible hours and part time opportunities.

She looks back at a 1996 re-organization, and subsequent position eliminations, as a painful learning experience. The changes affected morale for several years, and as a result HR changed the way it dealt with future organizational shifts by offering voluntary buy-outs, creating a win-win for both the employees and the organization.

Donna is happy to see a professional HR group form locally. She's found LAHRA's monthly program meetings informative and loves having local people to network with. We look forward to seeing her at future meetings!

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.

Thanks to this month's contributors: **Amy Bayerl, Steve Williams** and **Cheryl Tompson**

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LAHRA Member Meeting Registration Form

Effective and Legal Performance Reviews

Presented by **Louis Rabaut**

11:30 am - 1:00 pm on Wednesday, November 15th (*registration begins at 11:15*)
Email or fax this registration form to Tracie Maisonville no later than Monday November 13th:

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.

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