

Join us for the September LAHRA Program Meeting!

Networking for HR Success

Presented by **Joan Moore, J.D., SPHR**

Networking: Webster's Dictionary defines it as "the exchange of information or services among individuals, groups, or institutions." Sounds pretty simple, but networking is one of the most important skills HR professionals can possess. Yet many of us don't realize how to effectively build a professional network or how to keep our network alive once we have it established.

Do you want to be known as a well-connected individual? Someone who has a wide variety of resources, right at their fingertips? If you would like to develop or refine this extremely valuable skill, please join us Wednesday, September 20th for our September meeting where we will learn about "Networking for HR Success". Our presenter is nationally recognized Joan Moore.

We hope to see you there!

Date: Wednesday, September 20, 2006

Time: 7:30 – 9:00 a.m.

Place: Genoa Woods Conference Center, Brighton

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

Reservations: Complete the registration form on page 4 of this newsletter and either fax it to (810) 494-3004 or email it to marynye@lcunitedway.org

You may also register at www.paypal.com.

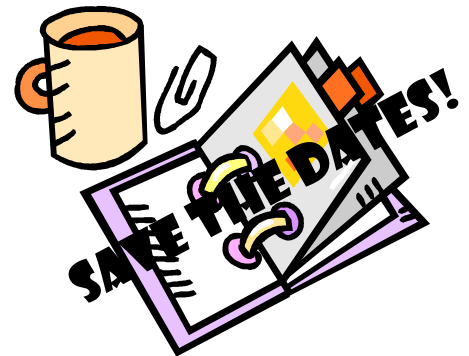
Reservations must be received by Monday, September 18th

About Our Speaker

Joan E. Moore, J.D., SPHR is president and founder of *The Arbor Consulting Group, Inc.*, a national human resource management consulting firm that celebrated its 23rd anniversary February of this year. Ms. Moore is an attorney, nationally recognized speaker, author and certified Senior Professional in Human Resources (SPHR). She has served on the Organizational Development Special Expertise Panel for the Society of Human Resource Management (SHRM) and several national SHRM task forces and committees. Ms. Moore was named by *Crain's Detroit Business* as one of their 100 Most Influential Women.



Joan Moore, J.D., SPHR



September 20-22: Michigan Council of SHRM State Conference in Grand Rapids:

"Raising the Bar in HR."

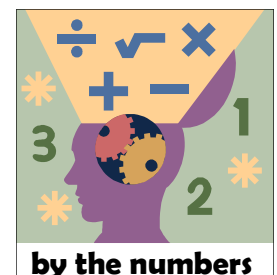
At 500 attendees, state conference registration is at capacity and registration has been discontinued. Are you planning to attend? If so, email LivingstonHR@yahoo.com and we'll put you in touch with other LAHRA attendees.

October 18: LAHRA program meeting at Genoa Woods. This will be a luncheon meeting, from 11:30 – 1. Registration begins at 11:15. Program to be announced.

Going forward, all our meetings will be held at **Genoa Woods** on the third Wednesday of the month, unless we plan a joint meeting with another area chapter. We've made this arrangement with them because their fine facility suits groups our size, and because of their convenient central location.

A Few Findings from the 2006 Greater Livingston County Salary, Wage and Benefits Survey

- Average cost per non-exempt hire is up 175% from \$1,559 in 2005 to \$3,641 in 2006
- 31% of respondents reported instituting a hiring freeze in 2006 as a means to control compensation costs.
- Respondents anticipate an average merit increases for 2006 as 3.58% for non-exempt employees, 3.90% for exempt employees and 6.53% for executives.
- Increases for human resource professionals in Livingston County average 7.8% over the last two year period.
- 27% of respondents report offering some sort of variable pay to their employees
- On average, Livingston County employers spend 5% - 9% of payroll on health care.
- 73% of respondents offer some sort of tuition reimbursement to their employees





President's Message

By Cheryl Tompson, SPHR



Some Thoughts about HR Certification

When you exchange business cards with other LAHRA members, you'll see that many of our members have PHR or SPHR following their names. Some of you may not be familiar with these: PHR stands for Professional in Human Resources, and SPHR stands for Senior Professional in Human Resources. A professional earns these designations by meeting some minimum qualifications, then by taking a comprehensive four-hour multiple choice exam covering a wide body of HR knowledge.

After passing the exam (and yes, some people don't pass), professionals retain their certifications by accumulating credit hours toward recertification every three years. Volunteering with LAHRA is one way to earn credits toward recertification; others include education, on-the-job experience, instruction and national professional memberships.

The certifications were around a long time before I got around to earning mine. I always thought that if I were looking for a new job, my resume would speak for itself. I changed my mind after I conducted a search for a senior HR generalist. So many candidates—whose background looked every bit as good as mine—had their certification! I decided that I never wanted to not be considered for a position because I lacked something that my peers had earned (the certification institute promotes far more lofty reasons to certify, but what can I say?). Within the year, I'd taken a preparation course, sat for the exam and earned my SPHR.

On this page, you'll find information on taking the SPHR or PHR exams later this year. We've also provided contact information for a preparation course that's offered through EMU at several locations in the Detroit metro area. Even if you're a confident practicing professional, the preparation course can be helpful. In it, you review material that is the basis for the exam, and you take quizzes made up of questions similar to exam questions. An online prep class is also available.

Make this the year that you take the plunge and demonstrate that you've "made a personal commitment to professional excellence" by earning your PHR or SPHR certification. If you'd like to join other LAHRA members in a study group, email the organization at livingstonHR@yahoo.com, and we'll put you in touch with other interested members.

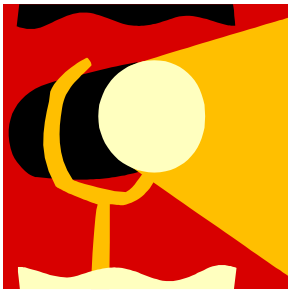
HR Certification: Information on Fall Testing

Here is information on the testing window & fees for the PHR, SPHR & GPHR exams:

Exam	Exam Availability Window	Regular Registration Deadline	Late Registration Deadline
PHR/SPHR	December 1, 2006—January 31, 2007	October 13, 2006	November 17, 2006
GPHR	December 1—December 31, 2006	October 13, 2006	November 17, 2006

Exam/Membership Status	Nonrefundable Application Fee	Exam Fee if Submitted by Regular Deadline	Total Due if Submitted by Regular Deadline	Total Due if Submitted After Regular Deadline
PHR - SHRM Member	\$75	\$175	\$250	\$300
PHR - Non-Member	\$75	\$225	\$300	\$350
SPHR - SHRM Member	\$75	\$300	\$375	\$425
SPHR - Non-Member	\$75	\$350	\$425	\$475
GPHR - SHRM Member	\$75	\$300	\$375	\$425
GPHR - Non-Member	\$75	\$350	\$425	\$475

Eastern Michigan University offers preparation courses at several locations, including Ypsilanti, Southfield, Troy and Livonia. Cost to take the course is \$895 for SHRM members and \$935 for non-members. The course can also be taken online for \$995. For more information, go to www.ce.emich.edu/noncredit. For information regarding course content, or the HRCI exam, contact Dr. Fraya Wagner-Marsh, SPHR, at fraya.wagner@emich.edu or call (734) 487-3240.



Member Spotlight

Helen Bidol, SPHR

By Michelle Vorase-Biskner, PHR



Helen Bidol, SPHR

Variety is the spice of life for **Helen Bidol**. Helen's professional career started at a corporate audio-visual pro-

duction house after earning her Bachelors degree in Communication from the University of Michigan. Helen's life in HR did not begin until after earning her Masters degree, again in Communication, when she began working for Knight Ridder Newspapers in Miami, Florida.

Helen had been teaching Communication courses at CMU, and decided applying her studies was the way to go. She began with Knight Ridder as an Internal Communication Specialist in a shared services environment and soon determined she would need to pursue more learning in core HR. She quickly became a SHRM member, passed the SPHR exam the first time through, and hasn't looked back since.

Her role evolved at Knight Ridder, and during her seven year stay she created and implemented a 360 feedback process that boasted high participation. She also created the company's first intranet, and headed self-service, self-directed online learning: *Self Directed University* was the name of the tool.

Today she is Senior HR Generalist for Groundwater and Environmental Services in Brighton. Helen supports 650 employees in 23 states, and serves as the company's general employment and employee relations lead. Somehow she still finds time for variety – after our conversation Helen planned a trip to the fabric store to buy red, white and blue ribbons to make over 700 pins for employees. It was part of GES' plan to honor the 5-year anniversary of the September 11th terrorist attacks. What does Helen like about HR? – “Everything is about communication. If employees hate their benefits, they probably don't understand them and they need to be better communicated. If they hate their co-worker, it's communication. If they don't get along with their boss, it's communication.”

Helen's
key to HR
success?
“Communi-
cation.”

We are proud to announce that in addition to her duties with GES, Helen has accepted a Board position with LAHRA. Helen will be serving as LAHRA'S first Diversity Chair. Good luck Helen!

Your LAHRA Board of Directors

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Cheryl Tompson, SPHR

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minimum wage than that dictated by the federal government. When a state's minimum wage is greater than the federal minimum wage, the employee is entitled to the higher of the two minimum wages. To review minimum wage requirements in other states, go to www.dol.gov/esa/minwage/america.htm

How is your company affected by the change in minimum wage? Respond to LivingstonHR@yahoo.com

Minimum Wage increase is effective October 1

Michigan's minimum wage jumps from \$5.15 to \$6.95 per hour on October 1, 2006. An exception to this increase affects workers under age 18; their new minimum wage is \$5.91 per hour. This lower wage is designed to help small employers that can't afford to hire young workers at the higher minimum wage.

Subsequent increases will occur on July 1, 2007 (\$7.15) and July 1, 2008 (\$7.40).

On August 30, 2006, the Michigan Legislature addressed a flaw in the minimum wage legislation previously

passed. The original law did not allow an overtime exemption for several classifications of employees that are exempt under the FLSA. Had the legislature not acted, outside salespeople, commissioned sales employees who work at retail or service establishments and drivers whose driving is regulated by the US Department of Transportation (among others) would have been eligible for overtime pay for hours worked over 40 in one week.

On October 1, Michigan will join nineteen other states and the District of Columbia in mandating a higher mini-

LAHRA Meeting Registration Form

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7:30 - 9:00 am on Wednesday Sept. 20 (Registration begins at 7:15)

Please email or fax this registration form to Mary Nye no later than September 18:

marynye@lcnitedway.org

Fax: (810) 494-3004

<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.

