

Connections

Volume 3 No. 9 September, 2008



2007 SHRM SUPERIOR MERIT AWARD CHAPTER



Join us for the September LAHRA Program Meeting

FMLA – Amended Statute and Proposed Regulations

Presented by Melvin Muskovitz

This presentation will include how your organization may be affected by the recent expansion of the FMLA (Family Medical Leave Act) to provide time off to employees who have family members in the military service and by proposed changes to the FMLA regulations. Attendees will take away practical tips on how to comply with existing and new requirements.

Date: Tuesday, September 16, 2008

Time: 7:30 a.m. – 9:00 a.m.

Place: Genoa Woods Conference Center, Brighton

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

Reservations: Make online at www.livingstonhr.org by 9/10/08

About Our Speaker:

Melvin Muskovitz is a member at the law firm Dykema, in the Employment practice group. His practice includes defending employers in discrimination, wrongful termination, wage and hour, and other employment-related disputes in state and federal courts and before administrative agencies. He is involved in negotiating union contracts, preparing employment and non-compete agreements, employer policies, and advising employers on all facets of employer/employee relations and employment law compliance. Mel can be reached at 734-214-7633 or mmuskovitz@dykema.com. Articles by Mel can be viewed at www.dykema.com



Save the Dates!



Tuesday, September 16

LAHRA Program Meeting: "FMLA - Amended Statute and Proposed Regulations" presented by Melvin Muskovitz.

October 15-17

MISHRM State Conference in Dearborn "BACK to the FUTURE of HR" For details and to register, go to <http://www.mishrm.org> and click on the Conference tab.

Tuesday, October 21 (lunch)

LAHRA Program Meeting: "Diversity Cafe" presented by Cheryl Cunningham

Wednesday, November 12 (breakfast)

LAHRA Program Meeting: "Abolishing Performance Appraisals" presented by Mary Jenkins

SHRM Foundation Silent Auction (note day change)

Tuesday, December 16 (5:30-?)
LAHRA Holiday Event

Member News



Congratulations to Jennifer Hetheron of TG Fluid Systems on the birth of her baby girl on 8-6-08. Aubrey Rose arrived at 9lbs and 20 inches. Mom and baby are doing great!

Welcome to the following new members....

- Tina Jackson - Work Skills Corp.
- Suzanne O'Connor - Action Associates
- Nicole Hawk - Transtar Autobody Technologies
- Becky Austin - Carcoustics USA

- Robert Kerschbaum - Great Lakes Training Associates
- Kelly Fielding - Edward Jones Investments
- Matthew Breda - Action Associates

Have any other updates (i.e., promotions, certifications, moves)? Email them to stutzkl@kellyservices.com

State Conference offers much



BACK to the FUTURE of HR is the theme for the 2008 State Conference, presented by the Michigan Council of SHRM and

hosted by the Human Resources Association of Greater Detroit. It will take place October 15 – 17, 2008 at the Hyatt Regency Dearborn. 600 HR professionals from throughout Michigan are expected to attend.

The conference program includes two pre-conference workshops on Wednesday October 15, followed by the opening reception for the exhibit hall, where nearly 100 vendors will display their HR products and services. The exhibit hall remains open on Thursday October 16. Thursday also offers two impressive keynote speakers and fifteen different breakout sessions. Additional breakout sessions continue Friday, along with another strong keynote speaker.

Breakout sessions follow five different tracks: Future Trends, Legal, Professional Development, Total Rewards and Master series. Presenters come from coast to coast., and topics cover a wide range of HR interests.

Breakout sessions and keynote programs have been preapproved for credit toward SPHR and PHR recertification. Someone who attends all breakout and keynote sessions will earn 10.25 recertification hours, most of which are approved for strategic credit (required for SPHR recertification). The preconference workshops offer an additional 8 recertification hours. Cost of the conference is \$260. Pre-conference workshops require an additional fee.

Register for the conference at www.mishrm.org. Be sure to note that you're a member of LAHRA, because part of your registration fee is issued to our chapter as a rebate, of sorts.

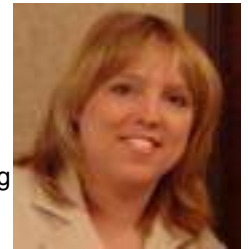
If you'd like to carpool to Dearborn for the conference, contact Cheryl Rogers at clogers@gannett.com

President's Message

By Tracie Wolfe

Perspective from the Job Seeker

This month I would like to write about the perspective from across the HR desk. As a job seeker for the past 8 months, and for the first time in 13 years, I have learned some things about how HR communicates with job applicants.



Tracie Wolfe

It's a tough market out there, and it can feel like a never-ending battle just to get your resume recognized. I have applied for hundreds of positions and have received responses from only a handful of hiring managers. Yet, I continue to see the jobs posted and renewed on job boards. Or, there are times when I have had the opportunity to interview, but not received any status update calls. Having been in HR for many years, I never realized how the act of a simple follow up phone call or email could make such a difference to a job seeker. I've discovered that the "sit and wait" mode is the most difficult part of the job search, and I have certainly learned something from having the "shoe on the other foot". Feedback is crucial to helping the applicants learn from their mistakes and know how to improve and/or redirect job search efforts.

For those of you responsible for recruiting and hiring for your organization, I would like to challenge you to take a step back and think about the job applicant's point of view. I think communication is a key component in the process. I understand that it can be difficult if you have countless applicants, but is it possible for you to be more forthcoming about the reasons someone was not considered or hired? I'm still hopeful that I will find that perfect HR position, but I must admit it has been an exasperating and eye opening experience. I encourage you to try to communicate more with your applicants and help them help themselves. Whether it's advice on skills to develop, resume improvements or interview techniques, you may be surprised how many times you are actually thanked for taking the time to make that call. I know I will make a point to make this a regular practice in my next HR role.

On a different note, I'd like to add how much I enjoyed LAHRAPALOOZA! Thank you to the Programs Committee for planning a fun beach party and to the guests for making it such a great time! It took me a long time to scrape off my new tattoo, but it was worth the effort! I am already looking forward to the 3rd annual party next year!

Cool Tools

Are you thirsty for knowledge? Did you know September is Library Card Sign-Up Month? SHRM is an excellent resource to obtain written information for the HR profession, but the library can be a great avenue as well. Many of the local libraries provide search and reserve (with a membership) options you can access on their websites without leaving the comfort of your office. In addition, most are part of an interlibrary network that allows them to get a book of choice from another library if they don't have it in their inventory. You can also do searches for articles pertinent to specific HR topics of interest. Some

even take purchase requests.

So, in the interest of furthering the HR profession, I'd be interested to know if you have a must read recommendation. Email me at stutzkl@kellyservices.com. Let's see if we can get some HR favorites on their shelves!

Check 'em out....

<http://www.howelllibrary.org>

<http://www.brightonlibrary.info>

<http://www.cromaine.org>



2nd Annual LAHRAPALOOZA – Recap

By Kristi Stutz

If you weren't able to join us in August for our 2nd Annual LAHRAPALOOZA, you missed out. The event took place on the patio at T.W. Friends in Howell and it was a great way to celebrate the remaining days of summer. Close to 25 members showed up for what turned out to be a great time had by all. With a beach theme, tropical drinks, Jimmy Buffet music and great weather, we couldn't have asked for anything more. (OK, maybe Michael Phelps, but he was a little busy at the time.)

If you renewed your 2008-2009 membership early - Thank You. Christy Conn was the lucky winner present to receive the ipod for the early membership renewal drawing. But, everyone went away a winner. All present were given the chance to draw a number that corresponded to an interesting, practical and/or fun prize in addition to receiving an unforgettable polaroid picture party favor.

While the pictures can pretty much speak for themselves, let me just leave you with these parting thoughts....

Great shrimp, chicken wings, bruchetta, salmon and potato skins - \$10.00 per person

An endless supply of festive drinks - \$0-\$20 (depending on thirst factor)

Leis to color coordinate with whatever you were wearing – left over from last year

Tatoos and the opportunity to walk on the wild side – Priceless

Hope to see you next year!



Steve Williams & Tracie Wolfe feeling the beach music



Lynne Hewitt & Terri Lee enjoy the great weather



Getting the party started! Shellie Rytlewski & Jennifer Hetherton



Tim Cornelius, Joe Kyle & Roxanne Kania



Tonya Mcfee, Tracie Wolfe, Amy Bayerl & Lawrence Atkinson



Kristi Stutz & Tracie Wolfe reflect on event success



Christine Gehringer, Mary Nye, Sandy Morris, Nikki Hawk



And the winner is?.....



Christy Conn - Winner of early membership registration ipod. Cheryl Cunningham helps her celebrate.



Amy/Vanna displays her prize as Cheryl Rogers and Kelly Fielding look on.



Tim displays his Tattooing Talents.



Amy, Steve & Shellie show off their body art.



Christy Conn - Bad to the Bone!



Sandy Morris & Tim Cornelius

Help LAHRA Become a SHRM Foundation

“Chapter Champion”

Amy Bayerl - SHRM Foundation Coordinator 2008-2009

Most of us have heard of the SHRM (Society for Human Resource Management) Foundation and might be somewhat familiar with some of their programs. My goal this year is to educate all LAHRA members about the SHRM Foundation, the wonderful work that they do, and how we can become a SHRM Foundation “Chapter Champion” again this year.

SHRM Foundation is a 501(c) (3) nonprofit organizational affiliate of SHRM. Founded in 1966, now with assets of more than \$9 million, the SHRM Foundation promotes innovation, education, research and the use of research-based knowledge. Even though the Foundation is a SHRM affiliate, SHRM membership dues do not fund the Foundation. The SHRM Foundation relies on donations from HR professionals to support all the work and research that they do.

Some of the more recent projects that the Foundation has sponsored have been their Effective Practice Guidelines which are accessible to HR practitioners. Two reports were released in 2007: Developing Leadership Talent and Total Reward Strategies. A third report, Retaining Talent, was released earlier this year.

The SHRM Foundation funds original academic research that advances the HR profession. The Foundation funded more than \$560,000 in research grants in 2007 and plans to fund another \$750,000 in projects during 2008. The brochure “Connecting Research to HR Practice” (available from the Foundation) presents highlights of recent research projects and explains how research ultimately impacts HR practices. In 2007, the Foundation also completed a major research initiative to identify the top human capital challenges facing C-suite executives.

The Foundation supports the following award programs:

- Regional Scholarship Program; \$100,000
- Co-sponsor of the \$50,000 Michael R. Losey Human Resource Research Award
- New for 2008! Student Scholarship Program \$50,000
- Dissertation Awards; \$20,000

So, how can we help the SHRM Foundation continue to support HR professionals?: By becoming a Chapter Champion. This involves making a commitment to the Foundation to educate our members about the Foundation and to make a chapter contribution. We met this goal in 2007 and can meet it again in 2008. During our November program meeting, we will be holding a silent auction with all the proceeds going directly to the SHRM Foundation. I want to extend an invitation to everyone to attend this meeting. Not only will you hear a wonderful speaker, but you can also do some early Christmas shopping and help a great organization. All donations are tax deductible. If you are interested in donating an item to be auctioned or would simply like to make a monetary contribution, please contact me at 810-225-2458 or by e-mail: a-bayerl@amc.americanmitsuba.com. Additional information will be sent in the upcoming weeks. Thank you for helping to support our profession!

The Top Ten Reasons to Join LAHRA

By Cheryl Rogers

10. To contribute to the success of this young, SHRM-affiliated chapter.
9. To earn credits toward your SPHR, PHR or GPHR recertification.
8. To network with other local HR professionals.
7. To meet people who might have job leads.
6. To meet people who might be good hires.
5. To get involved as a volunteer—for challenge, fun and recertification credit.
4. To develop trust with people you may need to call for employment references.
3. To expand your job knowledge by attending great programs.
2. To meet people who may be able to offer professional advice or feedback. and the number one reason to get involved...
1. These people will believe your stories!



Livingston Area Human Resources Association

Our mission is to provide a forum for education and networking among area human resources professionals, to advance the HR profession and to help our members grow professionally.

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