


The Resource

Fond du Lac Area Human Resources Association

-a division of the Fond du Lac Area Association of Commerce 



May 2010



Good Day FdL Area Human Resource Association Members:

Happy summer! Although the weather hasn't been the greatest this month, we hope it will make a turn for the better soon! May is the halfway point for my term as President. To date, it has been a challenging but rewarding experience. As a board, we have worked hard to meet our 2010 goals. We created new partnerships through our April Spring Seminar and the formation of an Inclusion Council. In May, we co-sponsored a very well attended program on dealing with problem behavior. We continue to grow our membership base, even with a tough economy.

In my first official address as President, I made a call for people to step up and volunteer on a variety of committees. We still need help! Most committees meet once or twice and do the majority of their work through email. It is a great opportunity to network, support the mission of the Association of Commerce and SHRM, and will help you grow as an HR professional. In November, we will be looking for new HR Board members for 2011. It doesn't matter if you are new in the HR field or have years of experience. We are looking for energetic, creative people to join the board to continue to serve our members and the Fond du Lac Community. If you are interested in joining a committee or the HR Board, please contact myself or Tammy Young (tammyy@fdlac.com).

Before we take our "summer break," please don't forget about a few of our upcoming summer events. Volunteer at Walleye Weekend (June 11-13) as part of State SHRM's initiative to help make a difference in our community. OR join us for a fun filled afternoon of golf and networking at our annual summer golf outing. It will be held on Wednesday June 16 at The Golf Club at Camelot in Lomira. Please watch your email for more details.

Moving forward, the Programs Committee continues to work on program topics for our fall programs. If you have a topic or speaker suggestions, please contact Eileen Blanckaert or Janet Neerhof. Finalized details with the fall programming schedule will be sent out in early August. We will reconvene at the September program meeting. October is the Wisconsin State SHRM Conference at the Paper Valley Hotel in Appleton, as well as BIE Day in Fond du Lac.

I hope you all have a fun and safe summer with family and friends! I hope to see you at the golf outing in June and then at the fall kick off meeting in September.

Heidi Bremer, PHR

President

Fond du Lac Area Human Resources Association

Inside This Issue:

President's Message	1
Governmental Affairs	2
Quarterly Spotlight	3
Upcoming Events	4
Volunteer Opportunities	5
Healthy Corner	6
Scholarships	7

Governmental Affairs Update

Submitted By: Joy Mueller

WI Bill Passed

The Wisconsin state legislature completed its 2009-2010 legislative session on April 29. A total of 1,686 bills were introduced in both the Assembly and Senate, and 264 bills have been signed into law. One signed bill is worth mentioning:

Union Organizing and Communications with Employees (AB 831 and SB 585) prohibits discrimination against an employee who declines to attend an employer-sponsored meeting or to participate in any communication with the employer or with an agent, representative, or designee of the employer, the primary purpose of which is to communicate the opinion of the employer about religious or political matters. It is awaiting the governor's signature.

Wisconsin's indoor smoking ban

The Wisconsin Indoor Smoking Ban goes into effect July 5. For more information, go to www.wishrm.org and click Council/Core Leadership, then Governmental Affairs, then News and Articles.

Space for nursing mothers

The Patient Protection and Affordable Care Act included a provision to amend the Fair Labor Standards Act to require FLSA-covered employers who employ 50 or more employees to provide space and unpaid rest breaks for nursing mothers to express breast milk. FLSA-covered employers with fewer than 50 employees do not have to comply if such requirements would create an undue hardship in either difficulty or expense. More information can be found at the website mentioned above.

Online tool for employers

On May 4, the U.S. Dept. of Labor unveiled a new tool to help employers ensure that their employment policies and practices do not discriminate against qualified individuals with disabilities. The online Law Advisor helps determine which federal disability laws and responsibilities apply under those laws. To access, visit www.dol.gov/elaws/odep.htm.

Temporary retiree health subsidy

Also May 4, the U.S. Dept. of Health and Human Services issued an interim final rule to implement the federal government's Early Retiree Reinsurance Program. The regulations became effective on June 1. The program will reimburse employer-provided insurance plans for 80 percent of claims between \$15,000 and \$90,000 for pre-Medicare retirees ages 55 to 64 for a given year. The aim is to provide a bridge until state-run health care exchanges become available for individual coverage in 2014. Information available at <http://www.hhs.gov/ociio/regulations/>.

Health care reform

The Dept. of Health and Human Services established a new office charged with implementing many of the provisions in the new health care reform law, which became operational on April 19. The goal is to provide information on coverage options currently available so they may make informed choices on the best health insurance for themselves and their families. Information is available at: <http://www.hhs.gov/ociio/>.

This update was written by Joy Mueller, FDL Human Resources Association Governmental Affairs Director. You can reach her at joy.mueller@mercmarine.com. The column is a project of the HR Association's Governmental Affairs Team: Mueller, HR Manager at Mercury Marine; Tami Christian, Senior HR Business Partner at The Nielsen Co. and Wisconsin SHRM Governmental Affairs Director; and Janet Neerhof, Benefits Manager at Michels Corp.

The information contained in this article is for informational purposes only, does not support any political party and is not intended to be legal advice. Please consult your legal counsel for advice on these or any other topics.



HR Quarterly Spotlight - By: Kim Becker

Proposed Bill Targets Workplace Bullying

It's a tragic story. In 2008, 31-year-old Jodie Zebell, a U.W.-Madison graduate, wife and mother of two young children, and a mammographer at a Lacrosse clinic, became the target of co-workers who unfairly blamed her for problems at work. The bullying intensified after she was promoted, and it went on for a series of months. Her personnel file became laden with baseless claims about her performance and she was loudly criticized in front of others. This once successful, model employee took her own life the day before she was to receive her job review. A Madison attorney told the family it had no legal recourse since she wasn't protected from workplace discrimination as would be an older worker or a racial, ethnic or religious minority.

A bill sponsored by state Rep. Kelda Roys, D-Madison, would require employers to implement and enforce anti-bullying policies, or face their abused employees in court. Under the proposal, workers who believe they have been harmed by "abusive conduct" could sue to force their employer to stop the bullying, to seek reinstatement or to get compensation for lost wages, medical costs, attorneys' fees, emotional distress and punitive damages.

The bill is perceived by representatives of business groups as "vaguely worded," and would invite frivolous lawsuits, or "spite suits" by disgruntled and problem employees. However, proponents of the bill state that there is viciousness in the workplace that must be stopped. Seventeen states are considering such legislation.

What constitutes bullying? The bill defines abusive conduct as "repeated infliction of verbal abuse, verbal or physical conduct that is threatening, intimidating or humiliating, sabotage or undermining of an employee's work performance or exploitation of an employee's known psychological or physical vulnerability."

Many businesses already have internal policies which prohibit general workplace abuse of those individuals who are not part of a protected class. Such language includes:

- Verbal Bullying: slandering, ridiculing or maligning a person or his/her family; persistent name calling which is hurtful, insulting or humiliating; using a person as the brunt of jokes; abusive and offensive remarks.
- Physical Bullying: pushing; shoving; kicking; poking; tripping; assault, or threat of physical assault; damage to a person's work area or property.
- Gesture Bullying: non-verbal threatening gestures, glances which can convey threatening messages.
- Exclusion: socially or physically excluding or disregarding a person in work-related activities.

Watch for updates in future issues of "The Resource" as this progresses.

Is your Employee Handbook up-to-date?

Phoenix Group Consulting, LLC

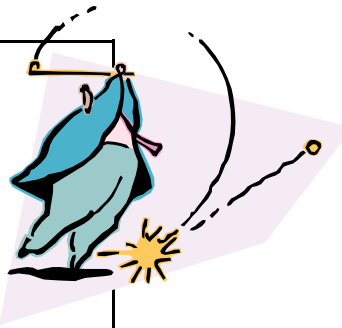
*Providing our customers with creative and practical HR solutions
that address their business workplace issues.*

**Contact Kim T. Becker, PHR
for information regarding services offered.**

Toll Free: 1-800-524-5467; Local: (920) 924-4597

Upcoming FDL Chapter Events

- **HR Annual Golf Outing**
Wednesday, June 16
The Golf Club at Camelot
Registration: 1:30 p.m.
Shot Gun Start: 2:00 p.m.
Cost: \$30.00 Golf & Cart
\$25.00 Dinner (steak & chicken
cordon blue buffet)
- **SHRM State Leadership Conference**
August 5 & 6
Stone Harbor Resort
Sturgeon Bay, Wisconsin



The golf outing is a great opportunity for you to network with area Human Resource people. Sign up **TODAY!**

2010/2011 WAGE & BENEFIT SURVEY

It is the time of year when we plant flowers, plan summer activities and start gathering information for the annual Wage and Benefit Survey!

The purpose of this annual survey is to document the wage and benefit practices of area companies. It not only provides information on Fond du Lac but on the greater area as a whole. Per feedback received last year from local business owners and CEO's, participation in this survey is critical in providing the information needed to competitively hire and retain the best employees for Fond du Lac and the surrounding areas.

Individual company data will be collected from June through August and will reflect job and benefit information for the following four local areas; Fond du lac, Oshkosh, the Fox Cities and Brown County. The report will then contain individual area information as well as an aggregate for the combined area.

For further information please contact Tammy Young at 921-9500 or via email at tammyy@fdlac.com. If your company is an Association of Commerce member, there is a discount on the final report. Hope to hear from everyone soon!

STUDENT CHAPTER NEWS

The SHRM student Chapter is very excited to announce that Marian has been selected as the site for the 2011 HR Games and Student Conference. Marian out bid two other schools and is eager to begin planning. Volunteers and other planning assistance from the Fond du Lac Area SHRM chapter will be key to the success of the games.

April was a busy month as the student chapter. Two students from Marian competed in the North Central Regional HR Games. There were 35 teams competing at the Regionals which were held at Purdue University. The Human Resources department at Miller Coors provided a "hard hat" tour for 25 students, which gave them a closer look at the operations than the public. After the tour, the HR Manager and one of the Employee Relations Managers talked about what HR is like at Miller Coors.

VOLUNTEER YOUR TIME

Volunteer your time! Whether it's to the Fond du Lac Area Human Resource Association, by joining a committee or getting involved in a bigger way through the community. We need your help. Take a look at a few options below—it's time to get involved!

Communication Committee

Chair: Heidi Bremer

Newsletter Chair: Rachel Steger

The Communications Committee needs YOUR help!! Help us develop our website and incorporate the world of social media into the Human Resource Association. We are responsible for publishing the quarterly newsletter, maintaining the website, exploring new ways to share information with our members and potential members, and getting the latest and greatest HR information into the hands of our members. If you are interested in joining the committee, please contact Heidi Bremer (hbremer@michels.us) or Tammy Young (tammyy@fdlac.com).

Workforce Readiness

Co-chairs: Sue Roettger, Jeff Reed

Serve as an advocate for workforce readiness chapter activities. ie. BIE Day, WISC Careers, School to Work and partner with local schools to share information, discuss and implement initiatives designed to assist in the development of workforce readiness skills in students. Identify and evaluate issues that impact workforce readiness and develop goals for chapter workforce readiness strategy. Monitor local activities concerning workforce readiness to include areas such as inclusion, wages and benefits, and availability of workers.

The Wisconsin State SHRM Council has challenged all local Wisconsin SHRM Chapters to get as many members as possible to come out and volunteer June 11 & 12 to help make a difference in our communities. The Fond du Lac Area Human Resource Association has teamed up with Fond du Lac Festivals and Fond du Lac Morning Rotary to give you a few options to volunteer to make a difference.

The details:

When: Friday June 11, Saturday June 12, Sunday June 13

Where: Various events/booths throughout Walleye Weekend (See times and events below)

For more information, please contact Heidi Bremer at (920) 904-1448 or hbremer@michels.us. To sign up for a time please contact Tammy Young at (920) 921-9500 or tammyy@fdlac.com.

Michels Wild World of Animals Show

Responsibilities include: Hide gems and give out stickers to all guests. Need two per time slot.

Friday, June 11

4:30 p.m. (be there 4:10 p.m.)
6:30 p.m. (be there at 6:10 p.m.)

Saturday, June 12

12:00 p.m. (be there 11:40 a.m.)
2:00 p.m. (be there 1:40 p.m.)
4:00 p.m. (be there 3:40 p.m.)
6:00 p.m. (be there 5:40 p.m.)

Sunday, June 13

11:30 a.m. (be there 11:10 am.)
1:30 p.m. (be there 1:10 p.m.)
3:30 p.m. (be there 3:10 p.m.)

Face Painting (3—5 per time slot)

Friday, June 11

3:00 p.m.—5:30 p.m.
5:30 p.m.—8:00 p.m.

Saturday, June 12

10:00 a.m.—12:30 p.m.
12:30 p.m.—3:00 p.m.
5:30 p.m.—8:00 p.m.
5:30 p.m.—8:00 p.m.

Sunday, June 13

10:00 a.m.—12:30 p.m.
12:30 p.m.—3:00 p.m.
3:00 p.m.—6:00 p.m.

Fond du Lac Morning Rotary Tent (spouses and older children welcome to help)

Saturday June 12 (5—10 people per shift)

11:00 a.m.—2:00 p.m.
2:00 p.m.—5:00 p.m.

Saturday, June 12 (5—10 people per shift)

12:00 p.m.—3:00 p.m.
3:00 p.m.—6:00 p.m.

Tent is the western most general concession stand in the park for Walleye Weekend. It is immediately adjacent to the Western Stage, as well as the Rugby fields and 3-on-3 basketball.

LIFETIME ACHIEVEMENT



On April 27, 2010, Eileen Blanckaert walked on stage to accept the Lifetime Achievement award from the Wisconsin Safety Council at the WSC Conference Awards Banquet. Eileen has been the Corporate Safety and Health Manager for Grande Cheese Company for the past 25 years. Eileen is also a board member of the Fond du Lac Area Human Resource Association.

Eileen's career started in nursing and transitioned to her career as a safety professional. As a career-long supporter of the Wisconsin Safety Council, Eileen has been a volunteer, speaker and member of the training and personal development subcommittee. Eileen also participated in the initial development of the Autumn Safety and Health Conference. She was also a past chair of WSC's local safety support subcommittee.

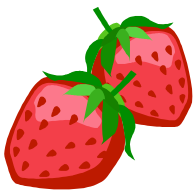
In addition to Eileen's contributions to the WSC, she has been actively involved with the Fond du Lac Area Safety Council for the last 23 years where she has served as a board member, past president, vice president and program coordinator.

Eileen states that receiving the award is very humbling because the nomination is from peers. She also states, to be categorized and be part of the same group as the head of the WI Worker's Comp Division, OSHA area directors, occupational health professionals and college professors is an unbelievable feeling. It is really nice to have the recognition.

Eileen's advice to safety professionals is to take advantage of the networking that is available within the local community at the Safety Council and HR Association meetings. Individuals should also utilize the services and networking that is available through the Wisconsin Safety Council. Safety professionals should not have to feel that something they are experiencing is unique. It is probably something others have experienced and are willing to share their knowledge.

According to a press release issued by the Wisconsin Safety Council, "In all, 15 businesses and three individuals received honors at the awards program. An independent panel of 48 judges, including leaders in business, health and safety, evaluated the 171 nominations based on injury incidence rates over the last three years, health and safety procedures, policies and accomplishments." Congratulations, Eileen on receiving this prestigious award!

HEALTHY CORNER



In the mood for a refreshing treat? Try a fruit smoothie! It's high in vitamin C, a great source of potassium, energizing, healthy, filling... and takes less than 5 minutes to make!

In a blender, combine 1/2 cup orange juice, 1 teaspoon vanilla extract, 1/2 cup plain yogurt, 1 banana, 1/2 to 1 cup frozen fruit of your choice, and 8 ice cubes. Blend until smooth.

Frozen fruit options can include strawberries, blueberries, peaches, or raspberries... but get creative! Try mangoes, pineapple, blackberries or anything else you love. With summer approaching, this is a great way to take advantage of all that the farmer's markets have to offer.

You can concoct alternate versions of this smoothie as well by adding a tablespoon of reduced fat peanut butter, replacing the orange juice with apple juice, or adding flax meal or oat bran. Have fun experimenting!

2010 SHRM Foundation Regional Scholarship Program

SHRM Foundation understands that the cost of educational courses have risen substantially over the last few year. As a result, the 2010 SHRM Foundation scholarship program, underwritten by the J.J. Keller Foundation, is offering the following awards to SHRM members:

20 Academic Scholarships: \$2,000 each (increased from \$1,375 in 2009)

80 Certification Scholarship: \$750 each (increased from 60 awards in 2009)

SHRM Members may apply online at: <http://sapphire.shrm.org/Scholarship/Default.aspx>
Application deadline: July 15, 2010.

Eligibility: Professional, general or associate SHRM members pursuing a college degree or professional HR certification are eligible to apply. The Student Scholarship program will be open as of May 1, 2010 at <http://www.shrm.org/about/foundation/scholarship/Pages/default.aspx>

INCLUSION EFFORTS

As a follow up to the *Attracting Diverse Talent* report that was given at the spring conference, HR members Angela Boehning (Charter Communications), Tami Christian (The Nielsen Company), Barbara Janiak (Companion Animal Care), Sue Roettger (Mid-States Aluminum), Paula Stettbacher (Aurora Health Center), and Tammy Young (Association of Commerce) met recently with Josh Bullock (MPTC) and Diana Tscheschlok (UW-Extension) to move forward on the recommendations regarding Inclusion efforts in county workplaces. The group thought of several activities to pursue, the first of which will be a networking meeting in June for Leader companies, who are already using inclusive practices locally, to share their current work with each other and with Learner companies, who would like to start inclusion efforts. Watch for an event announcement coming soon. Contact any of the above members for more information.

HR SCHOLARSHIPS AWARDED

On April 15, 2010, the Fond du Lac Association of Commerce Human Resources Association voted to award several scholarships to area students. For the last several years, the HR Association has awarded up to \$500 to a deserving son or daughter of an Association member. This year Rebecca Olson, daughter of John Olson was awarded the full \$500 scholarship.

The Association also awards up to \$2000 annually for one or more scholarships in the HR field. Applicants for this scholarship must (1) be enrolled in a degree program at an accredited two or four year college or university or enrolled in a human resources certification program; (2) demonstrate an interest in human resources and have the potential to contribute in the future to the profession; and (3) be a U.S. citizen and be a resident or attending a program in the Fond du Lac, Dodge, Calumet or Winnebago County areas. Many qualified applicants applied this year and the Board was pleased to award a \$500 scholarship to Kelsey Waldschmidt, who is a sophomore studying Business and HR at UW-O, and a \$1500 scholarship to Kyle Ackeret, a junior HR Management major also at UW-O.

Congratulation to all our Scholarship recipients for 2010!

A special thank you goes out to the Scholarship Committee consisting of Angela Murphy, Rachel Steger, Erin Zimmerman, Courtney Zitlow, Susan Henderson, Aimee Wendt, Janet Neerhof and Tami Christian.

FDL AREA HR Association Received the 2009 "Chapter Champion" designation!

This special honor recognizes our support for the SHRM Foundation in 2009. For those that contributed to the Foundation, we are grateful for your commitment, leadership and generous contributions.

Our chapter's name will be highlighted in the Foundation's annual "Honor Roll" brochure, which will recognize all 2009 annual campaign contributors.

Register to volunteer directly at www.regonline.com/wistudents2010.

