



November
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AFFILIATE OF
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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Member Spotlight: Ann Micholic

Weng Liew, our Senior Liaison recently interviewed Ann Micholic about her typical day, advice she would give others, and a few fun topics as well. Ann Micholic is the Vice President of Human Resources at Kolbe & Kolbe Millwork.

How do you prioritize your day?

Employee relations always takes precedence, so I never know what I will walk into on any given day, but that is my first priority. After that, I check my list of goals and begin chipping away at those. Some I can accomplish in a day, some a week, and some take much longer.

What is the most impressive trait an employee can demonstrate?

The most impressive trait an employee can demonstrate is the ability to communicate effectively. I believe that successful companies are built by great employees who work well together and that comes down to strong and healthy communication. A successful employee has strong verbal and non-verbal communication skills and also possesses strong emotional intelligence. All HR professionals know that the root of most conflict in the workplace stems from a breakdown in communication. A close second is the ability to be flexi-

ble. Most businesses today need to change on a regular basis in order to keep up with pace of the world. Employees who can easily switch gears, take on new responsibilities, or get excited about doing things differently stick out in the crowd.

What advice would you give someone looking to excel in the HR Profession?

For those HR professionals looking to excel in the profession, continue to hone your skills through organizations like CWSHRM. HR can be very complex and more and more litigious. Understanding the laws and risks associated with your business goes a long way. Additionally the networking that takes place at CWSHRM meetings allows the exchange of ideas, and I am always excited to hear what other organizations are doing successfully and then bringing those ideas back to my company. Finally, get out of your office and get to know employees. HR is often referred to as the principal's office. The more familiar employee become with you, the more willing they will be to ask questions and you'll be more familiar with the context of the issues you must deal with. Also, if you don't have



an open-door policy, I encourage you to create one. Building relationships with employees creates trust not just in you, but in your organization.

What's your favorite thing to do when you're not at work?

When I am not at work my favorite thing to do is play with my dogs. My husband and I adopted two dogs in the last year and a half from a local shelter. We are in the empty nest stage of our lives which has been difficult; our house was just too quiet, so the dogs keep us busy.

When you were a child, what did you want to be when you grew up?

When I was a child I wanted to be a nurse or a roller skate wearing carhop at the local A & W Restaurant! My parents and I laugh about that to this day!

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Upcoming Meetings

December 8th—Details Coming Soon!

Keep an eye out for an email with the details of this meeting.

"Providing information, education, leadership, and networking opportunities to promote excellence and professionalism in Human Resource Management."

Start Receiving Text Message Updates From CWSHRM!


Pick a way to receive messages for CWSHRM:

A If you have a smartphone, get push notifications.

On your iPhone or Android phone, open your web browser and go to the following link:

rmd.at/cwshr


Follow the instructions to sign up for Remind. You'll be prompted to download the mobile app.



B If you don't have a smartphone, get text notifications.

Text the message @cwshr to the number 81010.

If you're having trouble with 81010, try texting @cwshr to (715) 861-6502.



Wisconsin Day on the Hill—Register Today!



Join your HR colleagues from around the state at our 3rd Annual WI SHRM Day on the Hill Event! The Day on the Hill provides you the unique opportunity to travel to Madison, WI for a day of legislative insight and networking with colleagues and legislators.

*January 18th: 8:00am—4:30pm
Best Western Premier Park Hotel*

[Click Here to View the Flyer!](#)

Application Open for the When Work Works Award!

Join top employers across the country who have won the [When Work Works Award](#). Take your place as an employer of choice and showcase your [effective and flexible workplace](#).

Here are the top three reasons to apply. You will receive:

1. A free comprehensive benchmarking report
2. Recognition in national and local media

3. Inclusion as a winning employer in our [searchable Guide to Bold New Ideas](#).

[Click here](#) to read what the [2016 When Work Works Award Winners](#) are saying.

[Apply today](#) to become recognized as a top employer!

The deadline is November 18, 2016.



Learning at the Ruder Ware Conference

Thank you to Ruder Ware for hosting another terrific Labor Law Conference!



Salary Survey Results Available for Purchase

Didn't have a chance to participate in the Salary Surveys but would like to purchase a copy of the results?

The MRA / CWSHRM Salary Survey results are available for purchase by non participants for \$400 per survey (vs. the regular MRA price of \$750).

The following surveys are available for purchase currently, with

the others being published soon:

- Wage Survey of Industrial Jobs
- Office, Clerical, & Technical Survey
- Managerial, Supervisory, & Professional Salary Survey

- Published in October: Insurance Plans Survey: Health & Prescription Drugs Survey

Please contact MRA if you are interested in purchasing a survey: [800.488.4845 Ext. 2508](tel:800.488.4845) or surveys@mranet.org

DWD Introduces New Labor and Employment Webinar Series for Wisconsin Employers

MADISON – This month, the Department of Workforce Development's Equal Rights Division will be introducing a new Labor and Employment Master Class Webinar Series for Wisconsin employers. The series aims to assist employers with complex legal issues to assure the strength and viability of the Wisconsin workplace while working to eliminate and prevent illegal employment practices and discrimination.

The series – beginning October 28, 2016 – is a collection of 90-minute webinars that will go beyond the basics to provide pertinent, timely labor and employment information for employers, employees, attorneys, and other interested attendees. The first session of the series, presented on October 28th by Jim Chiolino, Labor Standards Bureau Director and author of

Wisconsin Wages and Hours Handbook, is a bit of "just in time" training for HR professionals and others who need to understand upcoming changes to the federal Fair Labor Standards Act (FLSA) on December 1st.

In July, the US Department of Labor announced some wide-reaching changes to its overtime pay exemptions for specific employees, taking effect in December. This session will provide information that Wisconsin employers need to know, including:

The current state of the law – Wisconsin and Federal. A summary of the FLSA changes.

The Wisconsin distinctions: How are nonprofits impacted? How are government employees impacted? Various ways to respond. One

size does not fit all!

Upcoming series topics include: Changing Federal Overtime Exemptions set to take effect December 1, 2016. (10/28/2016) Protected Leave in Wisconsin: Wisconsin's Family and Medical Leave Act and The Bone Marrow and Organ Donor Leave Act. (1/27/2017) Demystifying Arrest and Conviction Record Protections in the Wisconsin Fair Employment Law. (4/27/2017)

For information about online registration, go to: http://dwd.wisconsin.gov/er/Labor_and_Employment_Master_Classes/default.htm



If your company is interested in sponsorship opportunities, contact Linda Huss, Past President at lhuss@ruderware.com



STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



Central Wisconsin SHRM

We recognize the Guard and Reserve are essential to the strength of our Nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our Nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and comply with the Uniformed Services Employment and Re-employment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war.

DeAnna Kmasena

Employer

April 21, 2016

Date

Paul E. Mock

Paul E. Mock
National Chair, ESGR

Ash Carter

Ash Carter
Secretary of Defense

