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**2013 SHRM Silver Excel Award**  
**2013 SHRM Membership Star**



# CWSHRM

## Central Wisconsin Chapter

Society for Human Resource Management

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

## 2014 Leadership Committee

Linda Huss  
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Open  
Diversity Director  
[centralwisconsinshrm@gmail.com](mailto:centralwisconsinshrm@gmail.com)

## 2014 Annual HR & Labor Law Conference

Brought to you by: CWSHRM & Ruder Ware

Thursday, April 10<sup>th</sup>

Holiday Inn Conference Center • Rothschild, WI

Registration 7:30am to 8:00am

Conference 8:00am to 3:45pm

Join us for this information packed conference to include:

**Opening Keynote Presentation:** Overcoming Overload / *Ann Kerian*

**Legal Workshop:** Sex, Lies, And Facebook: An Employee's Right to Privacy in the Workplace  
*Ruder Ware Attorneys - Sara Ackermann and Kevin Terry*

**Legal Workshop:** April 2014 Update on the Affordable Care Act - We're Getting Closer!  
*Ruder Ware Attorney - Mary Ellen Schill*

**Closing Presentation:** The 10 Biggest Communication Mistakes and How to Avoid Them / *David Levin*

**Registration Deadline - April 4, 2014**

Must be paid and registered prior to the event \* No onsite Registrations Accepted

\*\*Approved for 6.0 General HRCI Recertification Credits\*\*

Access the full brochure for more information:

[2014 Annual HR and Labor Law Conference Brochure](#)

Sign up today for this information packed conference!

RSVP: <http://cwshrm2014springconference.eventbrite.com>

### **MEETING LOCATION UPDATE**

CWSHRM meeting venue has changed from the Howard Johnson for the remainder of our 2014 meetings. The May meeting will be held at Great Dane and the June meeting will be held at Jefferson Street Inn. More details to come regarding venue information for remaining meetings.



- **April 10, 2014**  
8:00am – 4:00pm  
Spring Conf
- **April 23, 2014**  
7:30am – 9:00am  
Roundtable Discussion
- **May 8, 2014**  
11:15am – 1:00pm  
Membership Meeting
- **June 22 - 25, 2014**  
SHRM 2014 Annual  
Conf & Exposition  
Orlando, FL
- **October 15–17, 2014**  
WI State SHRM Conf  
Madison, WI

### **From the Desk of Sara Ackermann...**



“We have received an anonymous complaint advising us that an employee is using illegal drugs and we should test him. Does this justify the basis for a reasonable suspicion drug test?”

To see Sara’s answer, log into the CWSHRM Online Forum! See page 6 if you are not already signed up with an account.

**Have a specific question you would like to see Sara answer in the newsletter; send your questions to [centralwisconsinshrm@gmail.com](mailto:centralwisconsinshrm@gmail.com).**

***Not all questions will be selected.***

### **Check it Out!**

Don’t forget to visit the website often for up to date job opportunities, review the monthly Board meeting minutes, newsletters and much more, on our website!  
<http://centralwisconsin.shrm.org>

### **Annual WI SHRM State Conference**

**SAVE THE DATE / October 15–17, 2014**

Monona Terrace Convention Center / Madison, WI

Hotel accommodations available Directly from [WI SHRM](http://www.wishrm.org).

To reserve a room directly at conference location, [Hilton Madison Monona Terrace](http://www.hilton.com). Reserve today, rooms going fast!

### **Welcome New Members**

***Please join us in welcoming our new CWSHRM members!***

- Kari Brunette - Wausau Window & Wall Systems
- Vicki Gamroth - Kelly Services
- Elizabeth Lange - All Metal Stamping
- Amanda Woodford - Manpower
- Jenna Resch - Applied Laser Technologies
- Corrine Simonson - Kocourek Automotive



### **May Membership Meeting**

**Thursday, May 8, 2014**

**\*\*\* GREAT DANE \*\*\***

**11:15am – 1:00pm**

#### **“The Culver Story: Leadership and the Importance of Taking Care of Your Team”**

*Craig Culver, CEO and Co-Founder of Culver’s Frozen Custard and ButterBurgers®, has built his career through a commitment of doing what’s right for his guests in the restaurants, team members, franchise partners, the community and his family. Learn about how Craig along with his wife; Lea, and his parents George and Ruth Culver took a vision and created a niche-market which features burgers and frozen custard. What began as one restaurant in Sauk City, Wisconsin, has now grown to over 500 Culver’s® restaurants located in 21 states.*

**RSVP: <http://www.eventbrite.com/e/may-membership-meeting-the-culver-story-leadership-and-the-importance-of-taking-care-of-your-team-tickets-11059516311>**

**\*\* 1.0 General HRCI Recertification Credits Pending \*\*  
FREE for CWSHRM Members / \$30 for Guests**

## President's Corner – April

As an affiliate of the Society for Human Resource Management, we have the opportunity to achieve an award status through national SHRM. All chapters must meet certain requirements to keep their affiliation with SHRM in good standing, and also have the option to work on additional initiatives to earn a Bronze, Silver, Gold, or Platinum chapter distinction. In 2013, our chapter earned the honored distinction of the Silver Award. This award was achieved through lots of hard work by our Board, Leadership Committee, and member volunteers. Congratulations to all!

Our goal for 2014 is to achieve the Platinum Award through SHRM. This is the highest level that can be achieved. To obtain this level, the requirement, in addition to the expected affiliation requirements, is to have five strategic initiatives that we implement and work towards throughout the year. Our initiatives for this year include:

- Retention of Current Members: Our goal is to retain 80% of our members from 2013.
- Community Partnerships: We are connecting with local organizations and colleges, such as the Job Center, UWMC, NTC, and other educational institutions to provide education and community outreach to job seekers and students.
- Engagement of Senior Members: We are reaching out to our senior members to target what CWSHRM can do to as a chapter to get them more involved and meet their needs.
- Support of Workplace Flexibility: Encourage flexible workplaces by offering education and networking to our members on workplace flexibility, and working with local coalitions on flexible workplace policies.
- Recruitment through Satellite Chapters: Evaluate the need and feasibility of developing satellite chapters in the Marshfield area and the northern region.

Many of these initiatives are just getting starting this year, and will continue into the years to come. If you have an interest in any of these areas and would like to help in any way, please contact me or any of the Board members.

**Krissy Rodewald, PHR**  
**CWSHRM President**

### Roundtable Series!

CWSHRM provides members the opportunity to participate in monthly HR Roundtable discussions facilitated by your own CWSHRM Board or CWSHRM Members. These roundtables provide an open forum, best practice sharing, honest communication, and confidential peer discussion.



#### **4<sup>th</sup> Wednesday of the Month** **April 23, 2014**

Session is from 7:30am – 9:00am  
Ruder Conference Room, Ruder Ware Office  
Dudley Tower  
500 1st St, Suite 8000 / Wausau WI

**Join us for this interactive discussion regarding Leadership and Management Development.**

Registration for this engaging opportunity *limited to the first 20 members*. Don't wait to sign up!

RSVP: <http://www.eventbrite.com/e/cwshrm-april-roundtable-discussion-tickets-11062268543>

If you have any questions, please contact Jacki Gessler at [jacki.gessler@yahoo.com](mailto:jacki.gessler@yahoo.com).

### Congratulations to the lucky winners of the conference vouchers!

Winners were announced at the March meeting.

#### *Spring Conference – April 10*

Jodi Zalewski  
Allen Larsen  
Danielle Laszewski

#### *WI State SHRM Conference – October 15-17 Madison*

Linda Voelz  
Tera Kauzlaric

#### *Ruder Ware Fall Conference*

Mai Vang  
Judy Pingel  
Kim Hall

#### *National SHRM Membership*

Michelle Gubser  
Angela Oleson  
Brad Schauer

**Winners** – please register for your event/membership following the standard procedures for that event. Then send proof of registration/payment to CWSHRM Treasurer, Bob Heyman at [boh.cwshrm@gmail.com](mailto:boh.cwshrm@gmail.com). A reimbursement check will be sent once documentation is received.

## Volunteer Opportunity!!

### Volunteers Needed for April and May Spring Skills Clinics

CWSHRM is partnering with Wisconsin Job Service DWD and UW Marathon County. Speakers are needed to present on various HR related topics during the April and May clinics. Volunteers can pick the topic, pick one day in April or May (not Friday), and start between 10am – 1:00pm. Session lasts approximately one hour, including questions and answers. Sessions are held at the UWMC Career Center.

For questions or to sign up, please contact Kim Hall at [khall@dce.k12.wi.us](mailto:khall@dce.k12.wi.us).


## Calling All Internships!

Do you hire HR Internships?

If so, please let us know! We would love to post them on our website and give you a helping hand. Postings can be sent to [centralwisconsinshrm@gmail.com](mailto:centralwisconsinshrm@gmail.com). If there are other ways CWSHRM can help you with internships, please contact Kim Hall at [khall@dce.k12.wi.us](mailto:khall@dce.k12.wi.us)

## 2014 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2014, please contact Kristi Toner at [kristi.toner@gmail.com](mailto:kristi.toner@gmail.com).



TAKE THE NEXT STEP. BE A PART OF THE LARGEST HR PROFESSIONAL COMMUNITY AT THE SHRM ANNUAL CONFERENCE. REGISTER TODAY! JOIN US JUNE 22-25/2014 IN ORLANDO

### SHRM 2014 Annual Conference & Exposition June 22, 2014 – June 25, 2014 Orlando, Orange County Convention Center

Sign up today for the SHRM Annual Conference!  
Early bird registration rates going on 2/1/14 – 4/18/14  
<http://annual.shrm.org/>

*Hope to see you there!*

## Wisconsin Servant Leader Cities Tour

This year, the Wisconsin Servant Leader Cities Tour will be adding Wausau as one of their spring stops. If you are interested in building on knowledge gained at our February meeting on servant leadership and want to hear business leaders tell their personal servant leadership success stories, please join the meeting. In addition, **Tom Thibodeau** from Viterbo University (**our February speaker**) will be there to present.

**Date: Wednesday, April 23, 2014**

**Time: 2:00 pm to 5:00 pm**

**Location: NTC Center for Business and Industry, Room 107**

**RSVP: [shelly.hoffman@aspirus.org](mailto:shelly.hoffman@aspirus.org)**

## CWSHRM 2014 Salary Survey

CWSHRM conducts a Confidential Compensation and Benefits Survey EVERY OTHER year, in even numbered years.

Information regarding the salary survey was emailed out to CWSHRM Members mid-March. For additional information, please visit our website home page at: <http://centralwisconsin.shrm.org/>

We appreciate your time to complete the survey. The more participants we have, the better the results. All participant-specific information will be kept strictly confidential. We plan to publish the survey results by June 20, 2014.

If you have any questions, please feel free to contact Bob Heyman at [\(715\) 848-5910](tel:7158485910) or email [boh.cwshrm@gmail.com](mailto:boh.cwshrm@gmail.com)

Thank you for your participation!

## Chapter Recognition!

The Society for Human Resource Management (SHRM) has awarded **CWSHRM** the EXCEL Silver Award for 2013.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters with SHRM. The award recognizes a chapter's accomplishments and strategic activities and initiatives that promote the human resources profession at the local level.

"This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" said J. Robert Carr, senior vice president, membership, marketing & external affairs for SHRM.

Throughout the year, we will continue to recognize our achievement as a Silver EXCEL award winner by displaying the award logo.

*Congratulations to everyone that played a part in making this happen!*



### Marathon County Council of Safety Meeting



Wednesday, April 16<sup>th</sup>, 2014  
Experience Modification Ratings

*Presenter: Horton Group  
Kevin Carl & Tim Walsh*

**Presentation:**

EMR overview

- How it's calculated (recent changes in algorithm)
- Claim examples showing impact on the mod

OSHA

- Incident Rates, DART & DAFWII – what they are and how to calculate
- Comparing above rates to peers in same industry
- OSHA Hit List – based on information above

The Safety Management Process – cultural and systematic approach to safety

- Root Cause Analysis
- Loops back to above items (EMR as lagging indicator and OSHA rates as leading indicator)

Registration: 7am  
Meeting 7:30am-9:00am (Full Breakfast Buffet)  
BEST WESTERN –WAUSAU

\$15 for Safety Council Members / \$25 for Non-Members

*For more information please contact Janice at 715/355-7711 or [jking@abrjobs.com](mailto:jking@abrjobs.com).*

## Join the CWSHRM Online Forum

This is a place to post HR related questions to other CWSHRM members and discuss HR related topics.  
To register:

- Go to: <http://cwshrm.freeforums.net/index.cgi>
- In the top box, click on the link to **register**.
- Create a username and password, and enter other required information, and click "create account".
- You will receive an automatic email with an activation key (please remember to check your junk/spam mail in case it is filtered). Follow the instructions in the email to activate your account. You will then need to enter your username and password.
- You will receive a message that your account is awaiting approval. It will need to be approved by an Administrator (CWSHRM Board Member) to confirm you are a CWSHRM member before you are able to use the features of the forum.
- Once approved, you will receive an automated email that your account has been approved.

***New Login Design and Look – Same Great Information!***



*Please Join us for a*

## Community Conversation for Business

***This is a special opportunity to hear from a national business strategist about our TOP Call to Action from our County's LIFE Report***

Did you know the economy will face a shortage of 5 million workers with the necessary education and training by 2020?

Find out how that issue relates to our community's Top Long Term Call to Action from the LIFE report, and why the local United Way and Chamber organizations have joined together to promote this conversation about the critical importance of early childhood education.

We are excited to bring you this event featuring:

- A national speaker presenting facts and data about the importance of business support for early childhood education and why the US Chamber of Commerce is behind this call to action.
- What local resources are available and how our community is responding
- Your involvement in a discussion about what you can do to help prepare our community's children for success

**Featured Presenter: Bill Millett of Scope View Strategic Advantage in Charlotte, NC**

Tuesday, April 29, 2014

7:30 am to 8:45 am (Check in and continental breakfast at 7:15 am)

Howard Johnson

**Space is limited.** Registration is FREE and required.

Register now at this link: <http://conversation2014.eventbrite.com>

For more information contact United Way of Marathon County at 848-2927.



# Getting a Master's in HR?

## Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship for Graduate Study in HR award is designed to support master's degree students who are either SHRM members or HR professionals who have been certified through the HR Certification Institute. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

We encourage volunteer SHRM leaders and academics to share this information with HR professionals who are applying now to begin studying HR at the master's level in fall 2014 or spring 2015. Anyone who meets the eligibility requirements is encouraged to apply.

The Frequently Asked Questions (FAQs) document, available online at [www.shrm.org/meisinger](http://www.shrm.org/meisinger), details the eligibility and submission requirements. The application form is also available online.

Applications are due on Monday, August 18, 2014. Please note: Application packages will not be returned.

**Questions?** Please contact: Elissa Soares, Foundation Administrator  
Phone: (703) 535-6020  
E-mail: [fellowship@shrm.org](mailto:fellowship@shrm.org)

