

**AUGUST 2013**

# 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."*

## 2013 Board of Directors

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[ktoner@nicoletbank.com](mailto:ktoner@nicoletbank.com)

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[krissy.rodewald@aspirus.org](mailto:krissy.rodewald@aspirus.org)

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[jackig@bbbsncw.org](mailto:jackig@bbbsncw.org)

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Legal Counsel  
[Sackermann@ruderware.com](mailto:Sackermann@ruderware.com)

**Justin Rueb, SPHR**  
Senior Liaison  
[justin.rueb@uwsp.edu](mailto:justin.rueb@uwsp.edu)

**Jane Maule, SPHR**  
Past President  
[jmaule@park-vue.com](mailto:jmaule@park-vue.com)

## 2012 SHRM Silver Excel Award



## 2013 Leadership Committee

PaHnia Thao  
College Relations Director  
[thaop@ntc.edu](mailto:thaop@ntc.edu)

Linda Huss  
Hospitality Director  
[lhuss@ruderware.com](mailto:lhuss@ruderware.com)

Carol Howard  
Conference Chair  
[choward@abrjobs.com](mailto:choward@abrjobs.com)

Carol Auner, SPHR  
Director of Professional Development  
[cauner@mcheese.com](mailto:cauner@mcheese.com)

Michelle Hauer, SPHR  
Workforce Readiness Advocate  
[Michelle@HRSource.net](mailto:Michelle@HRSource.net)

Susan Mathias  
Diversity Director  
[mathias@ntc.edu](mailto:mathias@ntc.edu)

**September Membership Meeting**  
**Thursday, September 12, 2013**  
**\*\*\* Jefferson Street Inn \*\*\***  
**7:15am – 10:30am**

### Hurry Up and Wait....Health Care Reform Compliance Updates 2013 and Beyond

The employer mandate portion of the Affordable Care Act is delayed until 2015. Now what? What planning steps should you take now to prepare for 2015 and what steps can you postpone? How will the Supreme Court decision to invalidate the Defense of Marriage Act impact your benefit offering going forward? What do you need to know about the Exchange? This session will provide you up to the session details regarding all the compliance you will need to have on your radar screen before the end of the year and moving forward in 2014.

Join us for this informative session presented by Sue Sieger of Benefits Design Group.

**RSVP:** <http://cwshrmseptembermeeting-eorg.eventbrite.com/>

*\*\* Approval pending for HRCI Recertification Credits \*\**

### Parking at the Jefferson Street Inn

**Parking Lot:** First two hours are free.  
**Ramp:** Park in the meters (will be approximately \$2.00), or stop by the front desk and pick up a complimentary parking pass (you can leave your car in the cove by the front door while getting your pass).

FREE for CWSHRM Members / \$30 for Guests



## August Newsletter Highlights

- P.1: Sept Membership Meeting
- P.2: New Members
- P.2: Upcoming Events
- P.2: Member Summer Social
- P.2: Round Table Series
- P.2: Membership Needs Survey
- P.3: Online Forum
- P.3: Drawing Winners
- P.3: Meeting Sponsorship
- P.3: Marathon County Council of Safety
- P.3: 2014 Meeting Presenters
- P.3: CWSHRM Website
- P.3: 2013 WI SHRM State Conference
- P.4: Roundtable Series Facilitator Opportunity
- P.4: UW-Stevens Point SHRM Golf Outing
- P.5: SPAHRA All Day Workshop

## CWSHRM Members Summer Social

Join us on August 15, 2013 at Great Dane for an evening of networking, appetizers, drinks and summer fun!

Summer will be gone in a flash! Take a night out to join your CWSHRM members for a fun evening on the patio!

August 15, 2013  
Great Dane, Wausau  
5:00pm – 7:00pm

RSVP: <http://2013cwshrmsummersocial.eventbrite.com>

**Hope to see you there!!**

### Survey Reminder

Please remember to complete our Membership Needs Survey! Members who complete the survey can enter their name at the end of the survey for a chance to win a \$50 gift card. The survey will be open until

**Friday, August 16.**

Please look for the link to the survey emailed on 7/31/13.

**Your feedback is greatly appreciated!**

## Welcome New Members

Lisa Moses - RMM Solutions

Please join us in welcoming Lisa, our new member that recently joined CWSHRM for 2013!

## Special Roundtable Session!

August 15, 2013 – LinkedIn

Bring your Smart Phone, Pad, or Laptop to follow along with a live presentation by Laura Bennett, Human Resource Specialist - Greenheck Fan, Corp.



Session is from 7:30am – 9:00am  
Dudley Tower – 500 1<sup>st</sup> St, Wausau WI  
Dudley Tower Conference Room

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

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

If you have any questions, please contact Krissy Rodewald at [Krissy.Rodewald@aspirus.org](mailto:Krissy.Rodewald@aspirus.org)

## Save the Date

- **August** – No monthly Membership Meeting
- **August 15, 2013**, 5:00pm-7:00pm  
Members Summer Social  
Great Dane, Wausau
- **August 15, 2013**, 7:30am-9:00am  
Round Table Discussion
- **August 16, 2013** Membership Survey Deadline
- **Sept 12, 2013**, 7:15am – 10:30am  
Health Care Reform Update
- **Oct. 9-11, 2013**  
Wisconsin State SHRM Conference – LaCrosse, WI

## CWSHRM Online Forum

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.

### 2014 Meeting Sponsorship

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

### Congratulations!!

A special drawing was held in July for individuals that signed up for the CWSHRM Online Forum. 2 CWSHRM members selected received a free registration voucher to attend the 2013 WI State HR Conference in LaCrosse.

Jane Kessel – Linetec  
Michael-Leah Reich - Aspirus

*Have fun at the conferences!*

### Reminder

Review the monthly Board meeting minutes, newsletters and much more, on our website! Visit often to view up to date [job opportunities!](#)

<http://centralwisconsin.shrm.org>

### Marathon County Council of Safety

No Meetings in August!  
Meetings will resume in September!

***Make it a Safe Summer!***



### Ideas for 2014 Meeting Presenters Needed!

CWSHRM Board Members are in the process of contacting speakers for 2014!

If you have seen a speaker that you feel would be a good fit for CWSHRM, please contact Krissy Rodewald.

All suggestions are welcomed! Did you see a great presenter at National SHRM or State SHRM? We would love to hear about it!

*Krissy Rodewald can be contacted at [Krissy.Rodewald@aspirus.org](mailto:Krissy.Rodewald@aspirus.org)*

### 2013 WI SHRM State Conference

Registration for the 2013 Wisconsin SHRM State Conference being held at the La Crosse Center in La Crosse, WI, October 9-11 is now open!

[Click here](#) to Register Today!

### **CWSHRM Roundtable Series – Facilitators Needed!**

CWSHRM roundtable discussions are held on a monthly basis to promote an open forum for best practice sharing and an opportunity for confidential peer discussion. We are opening the opportunity to facilitate a discussion to the membership.

What is involved in facilitating? All that is required is that you pick a topic you are interested in and develop a very general outline for the discussion. You do not need to be an expert on the topic, nor do you need to do all the talking! If you are interested in facilitating a roundtable discussion, please choose a topic and email Krissy Rodewald at [krissy.rodewald@aspirus.org](mailto:krissy.rodewald@aspirus.org). Facilitators are needed for November and December.

Suggested topics include:

- \*The growing influence of unions
- \*Promoting employee engagement
- \*FMLA
- \*Social networking and recruiting
- \*Reasonable accommodations
- \*Unemployment tips

There are many other areas you can choose from, so please feel free to choose any other HR related topic!

### **Volunteer Opportunity to get Involved!**

### **UW-Stevens Point SHRM Golf Outing**

Join us for the 2nd Annual UWSP-SHRM Scholarship Golf Outing, supporting business and communication student members of the UW-Stevens Point Society of Human Resource Management. The outing will take place on Saturday, Sept. 21 at Glacier Woods Golf Club in Iola, Wis.

#### **Four-Person Scramble**

- 18 Holes with a Cart
- Registration begins at 10 a.m.
- Free range practice begins at 10 a.m.
- Shotgun start at 11 a.m.
- Box lunch included
- Limited to first 160 golfers

#### **Early Bird Rates (before Sept. 1)**

- Golf & Dinner: \$70 per person
- Golf only: \$55 per person
- Dinner only: \$20 per person

#### **General Rates**

- Golf & Dinner: \$75 per person
- Golf only: \$60 per person
- Dinner only: \$20 per person

#### **Student Rates**

- Golf & Dinner: \$70 per person
- Golf only: \$55 per person
- Dinner only: \$20 per person

#### **Skills Recognition**

- \*Door Prizes and Awards
- \*Hole-in-One Prize
- \*Long Putt - Men/Women
- \*Long Drive - Men/Women
- \*Putting Contest
- \*Closest to Pin - Men/Women
- \*Shortest Drive Duffer Trophies - Men/Women

Register Online: <http://uwspshrmgolf.eventbrite.com>



# SPAHRA All Day Workshop

September 11, 2013

8:00AM – 4:00PM

Hotel Mead

## Session 1 True Colors

**8:00am Registration**

**8:30am – 12:00pm**

**3.25 General HRCI Credit**

**Joanne Jackson, MA, SPHRA**, Amery Regional Medical Center, Administrator of Human Resources, Community Relations, and Quality Improvement

Joanne has been a proud HR professional in multiple areas for almost 20 years. She earned her Bachelor of Science Degree in Organizational Administration and a Master of Arts in Organizational Leadership from Northwestern College, St. Paul, Minnesota.

Work demands can bring numerous opportunities for stress and frustration alone, but combine these challenges with staff conflicts, personality clashes and snarled lines of communication and it becomes virtually impossible to deliver excellence.

When there is improvement in team cohesiveness through relationship-building, effective communication, respect, and fair treatment, satisfaction levels increase and so does the quality of client care. The desired business outcomes of increased market share and profitability follow.

Being able to recognize your True Colors and the True Colors of others improves the overall effectiveness and efficiency of your team by revealing the motivation behind behaviors and directing the focus and energy of team members on your mission instead of organizational conflicts, territorialism or personality conflicts.

## Session 2 Nuts and Bolts of FMLA/ADA

**12:00pm Registration**

**12:30pm – 4:00pm**

**3.25 General HRCI Credit**

**John Murray**, Shareholder / Lindner & Marsack

**Dan Finerty**, Labor/Employment Lawyer / Lindner & Marsack

John has represented employers for more than 20 years. He has helped employers develop policies to limit risks. He offers counseling on all employment law matters, including: reasonable accommodations, FMLA leave, drug testing, harassment investigations, hire, discipline and discharge decisions, workplace privacy, and investigations of employee misconduct.

Dan concentrates his practice on representing and counseling private and public sector clients in labor and employment litigation and compliance matters in front of administrative agencies, federal and state courts and labor arbitrations.

The effective management of ill, injured and disabled workers can have a significant impact on the bottom line for any employer. Their management becomes even more important as the recession leads employers to combine jobs and delays retirement for many employees. This presentation will address steps employers can take to manage ill, injured and disabled workers to maximize their productivity and minimize their cost, including: improving the efficacy of pre-employment examinations; developing coordinated strategies for work comp, FMLA and disability policies and claims; effective light-duty policies; reassignment and other accommodations to long-term restrictions; intermittent leave; and addressing performance concerns relating to ill, injured and disabled employees.



### Cost:

Full Day: Members \$50 / Non-members \$75

Half Day: Members \$25 / Non-members \$40

**Includes Lunch at Noon!**

**Continental breakfast and afternoon snacks provided.**

**Hotel Mead  
451 East Grand Ave  
Wisconsin Rapids WI**

Reserve your spot by contacting:  
Kathy Niewolny

[kniewolny@noelgroup.com](mailto:kniewolny@noelgroup.com)

or call 715.346.1840 ext 311