



2013 Board of Directors

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2012 SHRM Silver Excel Award



CW²SHRM

Central Wisconsin Chapter

Society for Human Resource Management

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

December 2013

2013 Leadership Committee

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Carol Howard
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Director of Professional Development
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Susan Mathias
Diversity Director
mathias@ntc.edu

Reminder!!

Don't forget to bring a non-perishable food item with you to the Dec. 12th meeting for an extra raffle ticket!

Interactive December Meeting!

Join us for an evening of networking, appetizers and drinks while getting your HR questions answered by our own expert HR panel.

Thursday, December 12, 2013

**** Howard Johnson ** - Note Location Change!**

Registration starting at 3:15pm
Program to begin at 3:30pm

Panel members to answer your HR questions will include Sara Ackermann, Dean Dietrich, Kevin Terry, Deb Pagel, Kim Hall and Jon Krueger. The afternoon will include food/drinks, prizes and a fun discussion with our panel members!

All attendees will receive one raffle ticket for door prizes.

Receive one additional raffle ticket for bringing a non-perishable food item!

RSVP: <https://www.eventbrite.com/event/9164383919>

FREE for CWSHRM Members / \$30 for Guests

HR/Legal questions keeping you up at night?

Get answers from the panel at the Dec. 12th meeting. Your questions are needed to make this a fun event! Send questions before Dec. 10th to Krissy Rodewald at Krissy.Rodewald@aspirus.org.

January Membership Meeting Thursday, January 9, 2014

Note the new location

***** Howard Johnson Inn and Conference Center ***
7:15am – 10:00am**

**The Good, the Bad, and the Ugly - Employment Law
Decisions of 2013**

**Join us for this informative session presented by Sara
Ackermann, Ruder Ware .**

RSVP: <https://www.eventbrite.com/e/january-2014-membership-meeting-tickets-9484920653>

**** Pre-approved 2.0 General HRCI Recertification Credits ****

FREE for CWSHRM Members / \$30 for Guests

“Then the Grinch thought of something he hadn't before! What if Christmas, he thought, doesn't come from a store. What if Christmas...perhaps...means a little bit more!”

— Dr. Seuss, How the Grinch Stole Christmas!

Welcome New Members

Lori Brehmer - NTC
Kym Riedel - Kelly Services

Please join us in welcoming our new
CWSHRM members!



From the Desk of Sara Ackermann...

“I have this employee ...who has been diagnosed with depression and anxiety. She has requested sporadic time off during the day if she has breakdown and needs to go home to get herself together. Her doctor has confirmed both the diagnosis and the requested accommodation. Do we need to offer the sporadic leave?”

To see Sara's answer, log into the CWSHRM Online Forum! See page 4 if you are not already signed up with an account.

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.



*No December discussion
Roundtables will resume in 2014
Watch for info in the January newsletter*

*If you have any questions, please contact Jacki Gessler at
jackig@bbbsncw.org.*

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>

2014 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2014, please contact Kristi Toner at kristi.toner@gmail.com.

Recertification Update – Birthday Rule

Beginning in 2014, HRCI will be implementing a new *“Birthday Rule”* for recertification deadlines. Below are the details shared by HRCI:

After the *Birthday Rule* goes into effect on **February 1, 2014**, your new recertification date will be the end of your birth month. You will continue to have at least three (3) years to complete your recertification cycle. However, instead of your cycle ending in the month in which you became certified, it will be extended to the end of the month in which you were born. You will **NOT** need to earn more than 60 credits during this one-time initial extended cycle.

This change will result in a number of benefits:

- It will allow you to more easily remember when your recertification cycle ends (just like your driver’s license!)
- It will spread our workload out evenly throughout the year, allowing us to provide better and timelier service.

Here is how the new rule will be implemented for all recertification cycles ending February 1, 2014, and later:

- If the month in which you are due to recertify (for example, June 2014) is the same as your birth month listed in our records (for example, June 2014), your cycle date will remain the same.
- If the month in which you are due to recertify (for example, June 2014) occurs earlier in the year than your birth month listed in our records (for example, December 2014), your cycle date will be extended to the end of your birth month, later that same year (in this example, December 31, 2014).
- If the month in which you are due to recertify (for example, June 2014) occurs later in the year than your birth month listed in our records (for example, January 2014), your cycle end date will be extended to the end of your birth month in the *following* year (in this example, January 31, 2015).

With this change, no one will have less than three (3) years to recertify. You will also receive a new certification *late March 2014* with your new recertification cycle end date. HRCI will share additional details about the *Birthday Rule* through their website and blogs in early 2014.

Marathon County Council of Safety Meeting



No meeting for December
Meetings to resume in 2014

For more information please contact Janice at 715/355-7711 or jking@abrjobs.com.

Do you have Video Conferencing Experience?

We are looking for someone with video conferencing experience to help us explore options in order to connect with our HR friends in surrounding communities.

If you have video conferencing experience, please contact Krissy Rodewald at Krissy.Rodewald@aspirus.org

“Christmas is doing a little something extra for someone.” Charles M. Schulz

2014 Membership Reminder

Our membership renewal is online. To renew your membership with CWSHRM for 2014, please click on the following link: <https://cwshrmrenewal2014.eventbrite.com>. You will have the option to pay for your membership with a credit card or send in a check. Dues should be received no later than January 31, 2014.

Your annual membership dues help finance our operating costs and chapter programs, plus includes these key chapter services:

- Six regular monthly meetings (2nd Thursday of each month) See attached 2014 Program schedule for more information on these meetings.
- Monthly Roundtable discussions about HR topics
- Monthly Newsletters (electronic)
- Ruder Ware Legal Updates
- HRCI Certification Study Group (Study material are available at a discounted rate for members with 1 year in the group)
- Discounted rates for on the 2012 Comprehensive Salary & Benefits Survey
- Discounted rates for our Spring Conference & Fall Labor Law Clinic

Dues are as follows:

- Local National (\$100 annual): You must be a current or pending member of national SHRM. SHRM members receive a discount because national SHRM subsidizes a portion of each CWSHRM membership to our local chapter. This membership due is in addition to your national membership dues.
- Local Regular (\$125 annual): You are not a member of national SHRM.

For questions, please contact:

Stephanie Ferrario /2014 CWSHRM Membership Director

Jacki L. Gessler, PHR/2013 CWSHRM Membership Director

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.

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2014 Leadership Committee

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Hospitality Director
lhuss@ruderware.com

Carol Auner, SPHR
Director of Professional Development
cauner@mcheese.com **Carol**

Howard, CSP
Conference Chair
choward@abrjobs.com

Welcome New Board and Leadership Committee Members!

2014 Open Positions

Board: Marketing/Communications Director

Leadership:
Diversity Director
Workforce Readiness Advocate
College Relations

For more information or to express your interest, please contact Krissy Rodewald at Krissy.Rodewald@aspirus.org

Wishing you a joyous holiday season!