



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 Board of Directors

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2012 SHRM Silver Excel Award



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February Membership Meeting

Thursday, February 13, 2014

*** Howard Johnson Inn and Conference Center ***

11:15 am - Check in | 11:30 am - Noon Lunch | Noon - 1:00 pm Program

The Positive Power of Servant Leadership

Workplaces are experiencing challenges of increased human need, scarce resources, and higher levels of accountability. Servant led organizations are meeting these challenges by creating cultures which are committed to meeting the needs of all the people they serve.

During this program you will hear about being a servant, being a leader, and creating a culture where both are possible.

You will learn how to:

- Define what it means to create a servant led culture
- Inspire and help others to grow, succeed and lead.
- Raise expectations for yourself and the team.
- Recognize the vital link between individual effort and group achievement.
- Freely contribute hard work and support to reach the team's goals
- Initiate action - do what needs to be done.

Presenter: Thomas A. Thibodeau - Tom is the Director of Viterbo University's Master's degree in Servant Leadership, the only Master's degree program of its kind in the nation. Tom is active in his community and building up servant led organizations and businesses across the state.

RSVP: <https://www.eventbrite.com/e/cwshrm-february-memebership-meeting-tickets-9708425161>

** Pre-approved 1.0 General HRCI Recertification Credits **

FREE for CWSHRM Members / \$30 for Guests

From the Desk of Sara Ackermann...



"I have heard a great deal about the recent Supreme Court Sandifer decision. As a Wisconsin non-union employer, what do I really need to know?"

To see Sara's answer, log into the CWSHRM Online Forum! See page 5 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.
Not all questions will be selected.**

Welcome New Members

Kelsie Bolz - Remedy Staffing
Megan Holbrook - Intevation Foods
Shannon Wadinski - QPS Employment
Nicole Williams - QPS Employment

Please join us in welcoming our new CWSHRM members!

March Membership Meeting

Thursday, March 13, 2014

*** Howard Johnson Inn and Conference Center ***
7:15am – 9:00am

Coaching Others to Success

This informative session will be presented by Bridget Wenman from *Perspectives Training and Consulting*

RSVP: <https://www.eventbrite.com/e/cwshrm-march-membership-meeting-tickets-9992133741>

** 1.0 General HRCI Recertification Credits Pending **

FREE for CWSHRM Members / \$30 for Guests

SHRM 2014 Annual Conference and 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!

2014 Events

- Feb. 13, 2014
11:15am – 1:00pm
Membership Meeting
- Feb 26, 2014
7:30am – 9:00a
Roundtable Discussion
- March 13, 2014
7:15am – 9:00am
Membership Meeting
- April 10, 2014
8:00am – 4:00pm
Spring Conf
- June 22 - 25, 2014
SHRM 2014 Annual
Conf & Exposition
Orlando, FL
- October 15–17, 2014
WI State SHRM Conf
Madison, WI

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>

6 HR jobs currently posted!

2014 Meeting Sponsorship

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

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.



4th Wednesday of the Month February 26, 2014

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

Top Issues That Concern HR

Discussion to include: FMLA, Adverse employee actions, FLSA, Break Time, etc.

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

RSVP: <https://www.eventbrite.com/e/cwshrm-roundtable-discussion-february-2014-tickets-10437104661>

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

CWSHRM 2014 Salary Survey

We will soon kick off the salary survey for 2014.

Timeline is as follows:

- Mid-February - Survey will be sent to all CWSHRM and SPAHRA members
- Monday, April 28 - Early bird discount ends
- Monday, June 2 - Survey closes
- Friday, June 20 - Survey results available

If you have questions, contact Bob Heyman, SPHR at bobh.cwshrm@gmail.com.

Look for additional information in the coming weeks!

Register to Win a Free Conference or National SHRM Membership from CWSHRM!

Every year, we give back to our membership by giving away the following to our members. To register, follow each link and enter your information for EACH item you are interested in.

- 3 vouchers to attend the CWSHRM Spring HR Conference on April 10, 2014
<https://cwshrmconferencevouchers.eventbrite.com>
- 2 registration vouchers to attend the WI State HR Conference on October 15-17, 2014 in Madison
<http://vouchewistateconference.eventbrite.com>
- 3 vouchers to attend the Ruder Ware Labor Law Clinic in November
<https://voucherruderwarelaborclinic.eventbrite.com>
- 3 vouchers for national SHRM membership
<http://stateshrmmembership.eventbrite.com>

Winners will be announced at the March 13, 2014 membership meeting.

Annual WI SHRM State Conference

SAVE THE DATE: October 15–17, 2014

Monona Terrace Convention Center | Madison, WI

Reasons to Attend:

- Gain advanced knowledge on HR topics, policies, trends, and happenings
- Take away practicable ideas, solutions, and tools
- Get tools, tips and resources that maximize your effectiveness and efficiency
- Build your network of peers and resources
- Enjoy fellowship with other HR professionals
- Meet with top-notch vendors offering HR solutions and products

**Last Call!
Sign up TODAY!
2014 Spring Certification Study
Group**

If you are planning to sit for the PHR or SPHR exam during the May/June 2014 testing period, you may want to consider joining CWSHRM's free study group!

You can receive a discount on the SHRM Learning System and learn with professional colleagues!

The interactive sessions will start in February the week of the 10th and run for 12 weeks, meeting at NTC.

If you are interested in joining the study group or would like more information, please contact Carol Auner, at cauner@mcheese.com or 715/551-6587 no later than Feb.7, 2014.

2014 Membership Reminder – SIGN UP TODAY!

Our membership renewal is online. To renew your membership with CWSHRM for 2014, please click on the following link: <https://cwshrm2014renewals.eventbrite.com>.

You will have the option to pay for your membership with a credit card or send in a check.

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 at Stephanie.Ferrario@qtigroup.com



Marathon County Council of Safety Meeting

**Wednesday February 19th, 2014
Job Matching**

Presenter: Nancy Bellendorf
Work Safe Therapy & Ergonomics

Using "Objective" information to Speed a Safe Return to Work

Do you ever have workers on "light duty" or off work for too long of time? Do doctors hear inaccurate information on the job's physical demands? Is accurate information available? Learn how gathering physical measurements of the job and then functionally testing the worker against these demands can allow a safe and fast return to work.

About our presenter:

Nancy Bellendorf, owner of Work Safe Therapy & Ergonomics, is an industrial occupational therapist. She enjoys working primarily in industry—"a clinic without walls". With over 20 years of experience, her efforts are focused on onsite injury prevention and return to work management. Services performed include: job analysis, early intervention, case management, functional testing of workers and new applicants, and other ergonomic services. Nancy is a provider and faculty member of DSI Work Solutions, Inc. She has worked with many state and national companies, physicians, and insurers to successfully assist them in their injury prevention efforts.

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.

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!

2014 Annual CWSHRM Spring Conference

April 10th

Holiday Inn in Rothschild /7:30am – 4:00pm

Mark your calendars for this information packed conference!

Two Key Note Speakers:

Ann Kerian - Ann spent almost 20 years motivating people through a camera lens as an award-winning television anchor/reporter. She is now an Executive Coach, Consultant, Motivational Speaker, Fundraiser and Author. www.annkerian.com

David Levin - Rock-and-roller turned author and speaker. Co-author of the million-selling *QBQ! The Question Behind the Question*. Creator of the *Focused Every Day* training program. <http://davidlevin.com/>

Two Sessions presented by our Ruder Ware Team: Sara, Kevin and Mary Ellen

\$125 for CWSHRM members / \$150 for non CWSHRM members / Breakfast, lunch and snacks included / must be paid and registered prior to the event – no onsite registrations accepted

RSVP: <https://www.eventbrite.com/e/annual-human-resources-labor-law-conference-april-10-2014-tickets-10021048225>

Brochures with more detailed information will be sent out early March. Any questions please contact Carol Howard – choward@abrjobs.com / 715-355-7711

We hope to see you there!

Volunteer Opportunity!!

Volunteers Needed for the 2014 WI SHRM Student Conference & HR Games Competition

The 2014 WISHRM Student Conference and HR Games Competition will be held on March 7th and 8th, 2014. UW Madison is excited to host the event at their state of art facility, Grainger Hall. Volunteers are needed to help out as judges, presenters, timekeepers and scorekeepers/matrix managers. Please mark your calendars and plan to attend so you can help make a difference in the lives of our future HR Leaders. Click <http://www.wishrm.org/2014-WISHRM-HRGames> to register and sign up for volunteer options.

For immediate questions, please contact Matt Nechodom, PHR, 2014 College Relations Director at mnechodo@amfam.com or 888-374-7121 ext. 38692.