



2014 Board of Directors

Kristina Rodewald, PHR

President

krissey.rodewald@aspirus.org

Jacki Gessler, PHR

President Elect

jackig@bbbsncw.org

DeAnn Kmosena, SPHR

Secretary

deann.kmosena@cool-drinks.com

Robert L. Heyman, SPHR

Treasurer

BobH@aquafinance.com

Stephanie Ferrario

Membership Director

Stephanie.Ferrario@qtigroup.com

Sara Ackermann

Legal Counsel

sackermann@ruderware.com

Weng Liew

Senior Liaison

liew@ntc.edu

Kristi Toner, SPHR

Past-President

kristi.toner@gmail.com

OPEN

Marketing/Communications Director

2012 SHRM Silver Excel Award



CWSHRM

January 2014

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

Hospitality Director

lhuss@ruderware.com

Carol Howard

Conference Chair

choward@abrjobs.com

Melissa Kimps, SPHR

Workforce Readiness Advocate

Melissa.kimps@lactalis.us

Kim Hall, SPHR

College Relations Director

khall@dce.k12.wi.us

Carol Auner, SPHR

Director of Professional Development

cauner@mcheese.com

Open

Diversity Director

centralwisconsinshrm@gmail.com

Note the new location for
the membership
meetings!

January Membership Meeting

Thursday, January 9, 2014

*** 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

February Membership Meeting Thursday, February 13, 2014

*** Howard Johnson Inn and Conference Center ***
11:15am - 1:00pm

The Positive Power of Servant Leadership

This informative session will be presented by Tom Thibodeau from *Viterbo University*.

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

**1.0 General HRCI Recertification Credits Pending **

FREE for CWSHRM Members / \$30 for Guests



- Jan 9, 2014
7:15am – 10:00am
Membership Meeting
- Jan 22, 2014
7:30am – 9:00a
Roundtable
Discussion
- Feb. 13, 2014
11:15am – 1:00pm
Membership Meeting
- March 13, 2014
7:15am – 9:00am
Membership Meeting
- April 10, 2014
8:00am – 4:00pm
Spring Conf

From the Desk of Sara Ackermann...



“We have this employee....that we think is misclassified as exempt when he should be non-exempt. However, we think he will be upset if we change him to non-exempt. What do we do?”

To see Sara’s answer, log into the CWSHRM Online Forum! See page 4 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.

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
January 22, 2014 – Safety Concerns

Session is from 7:30am – 9:00am
Dudley Tower – 500 1st 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: <https://www.eventbrite.com/e/cwshrm-roundtable-discussion-safety-in-the-workplace-tickets-10017726289>

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.

President's Corner – January

Happy New Year! Welcome to another exciting year in the world of HR! We hope that you have found value in your CWSHRM membership, and continue to do so in the coming year.

I thought it was important to start the year by taking a look back at our Membership Needs Survey that we conducted in the summer of 2013, and how we are going to address your needs in 2014. Here are some of your suggestions that we are taking into account for 2014.

- Meeting times: Working with large groups, it is hard to accommodate all schedules, as you all know. Looking at the first choice for members, breakfast meetings came in at 62%, lunch meetings came in at 33%, and dinner meetings came in only at 5%. In 2014, we will hold a mixture once again, with four breakfast and two lunch meetings. The December meeting is being held open to accommodate needs at that time.
- Venue: The Jefferson Street Inn received great reviews, however, there were many concerns with parking and highway accessibility. Therefore, we decided to hold the majority of our meetings at the Howard Johnson Inn and Conference Center for 2014. The reason we left there in 2012 was mainly due to their sound system. Since then, they have invested in a quality sound system that they have assured us will meet our needs.
- Topics: When setting our programming, we looked at the topics on the list in which members expressed the most interest. The top ten topics included federal/state compliance, benefits, ROI on HR functions, training and development, effective coaching techniques, compensation, employee relations, employee selection tools, corporate culture, and ADA. As you can see, our 2014 meeting schedule is addressing many of these topics.
- Legal updates in monthly newsletter: We are adding an "Ask Sara" section to our monthly newsletter.
- Strategic certification credits: It has historically been difficult to find quality, strategic-level speakers. We are targeting this to be an area for development this year, in the hopes we can provide more strategic credits in 2015.
- Concrete take-a-ways from speakers: A few of the speakers we have for 2014 were targeted in the planning process with this concern. They are aware that our members want something they can go back to work and immediately use.
- More opportunities for senior members: This is an area that has been a challenge for years. Our Senior Liaison, Weng Liew, as already started targeted interviewing with senior members regarding their needs. There will be more to come in this area in 2014.
- Spending funds: We addressed the fact in 2013 that our Chapter has a surplus of funds, therefore we asked the membership how they would like it spent. A large majority (87%) said they would like it spent on high-level speakers. Therefore, we did invest additional funds into our speaker budget for 2014. Since then, we have learned that we are not alone with having a large balance in our bank account. Looking at it from a different perspective, many chapters throughout the country have this issue, but they hold it in their account as reserves for a weak year. The typical balance that many other chapters hold is one to two years' worth of operating expenses. Our annual operating expenses have averaged around \$46K over the past six years. When we look at it from that perspective, we are not too far off from the benchmark.

We hope that your particular needs are being addressed. If you have any additional suggestions, please feel free to email me or any other Board member at any time of the year. We have a fabulous Board and Leadership Committee that are passionate about our Chapter and providing you with the resources you need. Also, if you want to personally put some of your ideas into action, we would be more than happy to have your help on our Board or Leadership Committee!

Krissy Rodewald, PHR
CWSHRM President

Helpful HR Blogs

Be sure to sign up to The Blue Ink – a blog created by the team at Ruder Ware!

They share good tips, reminders and updates! Let them help you stay on top of compliance in 2014!

<http://www.blueinklaw.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

Marathon County Council of Safety Meeting

Wednesday January 15th, 2014

Worker's Compensation - Aging and Obesity "What can you do?"

Presenter: Liz Thompson BS,CDMS,CRC
Encore Unlimited LLC



This presentation will assist the employer in understanding the implications of an aging workforce and obesity in injury management, understanding what you can do on claims of issue on age and obesity and learning how to implement applicable risk management strategies to include the issues of age and obesity.

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.

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.

**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! Register before 2/1/14 to save on Registration Fees!

<http://annual.shrm.org/>

Hope to see you there!

2014 Membership Reminder

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 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

"What the New Year brings to you will depend a great deal on what you bring to the New Year."
- Vern McLellan

Here's wishing you a Healthy and Happy 2014 - CWSHRM

Junior Achievements Volunteering Opportunity

Want the opportunity to teach students throughout Northcentral Wisconsin important, life-changing lessons in financial literacy, work readiness and entrepreneurship?

JA has programs in all grades starting in Kindergarten through 12th grade. Individuals interested in volunteering can contact Junior Achievement to learn about what grade levels and school opportunities are available. Make a difference in the lives of young people today. Volunteer with Junior Achievement!

Junior Achievement: The Difference is YOU! Help students in your community learn life-changing lessons about financial literacy, work readiness, and entrepreneurship. Using prepared materials, share your experiences once a week for 5-8 weeks (each session 30-45 minutes).

Training provided and classroom teacher available for support. Especially needed are Volunteers for middle school and high school students. Contact Mallory Merriam of Junior Achievement at 715-842-1056 or mmeriam@javis.org.

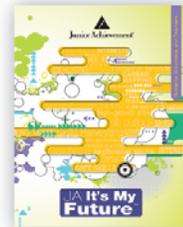


JA It's My Future™

JA It's My Future provides students with practical information about preparing for the working world while still in middle school.

Following participation in the program, students will be able to:

- Explore potential careers, discover how to plan for a job, and learn how to keep it.
- Develop personal-branding and job-hunting tools for earning a job.



Session Titles and Summaries:

- 1 Session One: My Brand**
Through interviews, self-reflection, and creation of a personal logo, students explore the importance of building a positive personal brand for the future, starting in middle school.
- 2 Session Two: Career Clusters**
Students explore career clusters and identify jobs for additional research. They also recognize the value of and need for all types of jobs.
- 3 Session Three: High-Growth Careers**
Students learn the four factors to consider in choosing a job, and they take a close look at some high-growth career fields.
- 4 Session Four: Career Mapping**
Students explore how to use life experiences to develop work skills and how to map a path to employment goals.
- 5 Session Five: On the Hunt**
Students are introduced to the basic aspects of job hunting through a scavenger hunt. Students are taught to keep all their vital job-hunting information in one place.
- 6 Session Six: How to Keep (or Lose) a Job**
Students learn the difference between technical and soft skills, and they recognize the impact that their personal behavior has on their ability to succeed in a job.