



**2014 Board of Directors**

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**Kristi Toner, SPHR**  
Past-President  
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**OPEN**  
Marketing/Communications Director

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

Kim Hall, SPHR  
College Relations Director  
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Open  
Diversity Director  
[centralwisconsinshrm@gmail.com](mailto:centralwisconsinshrm@gmail.com)



**Remainder of 2014 Meetings will be at the Jefferson Street Inn!**

## September Membership Meeting

Thursday, September 11, 2014

**\*\*\* Jefferson Street Inn \*\*\***  
7:15am – 10:00am

**"Health Care Reform: A Strategic Perspective"**

**Presenter: Bret McKitrick, JD Associated Financial Group**

**Sign up Today!**

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

**FREE for CWSHRM Members/\$10 for Full-time Students/\$30 for Guests**

## From the Desk of Sara Ackermann...



“What do I need to know about the proposed FMLA regulations regarding the changing definition of ‘spouse’?”

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](mailto:centralwisconsinshrm@gmail.com).**

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

## 2014 Events

- **July 8, 2014**  
7:30am – 9:30am  
Roundtable Discussion Webinar
- **August 27, 2014**  
Roundtable Discussion
- **September 11, 2014**  
7:15am – 10:00am  
Membership Meeting
- **October 15–17, 2014**  
WI State SHRM Conf  
Madison, WI
- **November 6, 2014**  
Fall Ruder Ware Labor  
Law Conference

## Looking for your input

Interested in being a part of picking topics and speakers for 2015 meetings? Here’s your chance!

We are looking to put together a committee which includes CWSHRM Board members and members to develop 2015 speakers and topics.

If you are interested in helping shape 2015 meetings, please contact Linda Huss at [lhuss@ruderware.com](mailto:lhuss@ruderware.com).

## Welcome New Members

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

Melissa MacTaggart - Forward Financial Bank  
Andrea Harsh - The QTI Group  
Melissa Heise, Swiderski Equipment

## New SHRM Certification

This past month at the 2014 Annual SHRM Conference in Orlando, FL information was presented regarding the new SHRM Certification program.

Please take a few minutes to review the presentation along with the updated website. Be sure to sign up on the website to stay connected in order to receive the most current information.

[SHRM Certification Info](#)

[SHRM 2014 Annual Conference Presentation](#)



## CWSHRM 2014 Salary Survey

We appreciate everyone’s time that completed a survey. We are waiting to clarify a few items and hope to get results out the week of July 7<sup>th</sup>. Thanks for your patience!

If you are interested in ordering the results only, please click [here](#) to order.

If you have any questions, please feel free to contact Bob Heyman at [boh.cwshrm@gmail.com](mailto:boh.cwshrm@gmail.com)

*Then join hand in hand, brave Americans all!  
By uniting we stand, by dividing we fall.  
~John Dickinson*

## Roundtable Series! SPECIAL WEBINAR EVENT! – Rescheduled from June



**July 8, 2014**

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

### Replacing the Annual Performance Appraisal – Webinar

**Webinar is a 90 minute webinar that discusses the pros and cons of annual appraisals along with suggestions on how to replace the performance appraisal.**

*This Roundtable will run longer than the normal 90 minutes.*

Registration for this engaging opportunity limited to the first 20 members. Don't wait to sign up! [RSVP](#) Today!

*If you have any questions, please contact Linda Huss at [lhuss@ruderware.com](mailto:lhuss@ruderware.com).*

### 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).

### CWSHRM Website

Check out the CWSHRM website for up to date job opportunities, review the monthly Board meeting minutes, newsletters and much more!  
<http://centralwisconsin.shrm.org>

## 2015 CWSHRM Open Board of Directors Positions

We are seeking talent and accepting applications for open position in 2015 on the **CWSHRM Board of Directors!** By volunteering as a board member, you can take advantage of the following benefits:

- Build lasting relationships and expand your professional network
- Sharpen your leadership skills
- Build your resume
- Become more involved in the HR community
- Attend leadership conferences
- Make your voice heard
- Plus many more!

The open position for 2015:

**President-Elect** – Assist the President in overseeing all the activities of the chapter, perform all the presidential responsibilities in absence of the President, manage the development and implementation of programs, workshops, seminars, and other services provided by the chapter. The intent of this role is to assume the President role in the following year.

**Treasurer** – Act as financial officer and advisor to the chapter Board of Directors, prepare monthly financial statements for presentation at the monthly Board of Directors meetings, send dues notices and other invoices to members, file appropriate forms and information with the IRS, and any other related financial management of the Chapter.

**Secretary** – Take minutes of chapter meetings and provide notice of meetings and general correspondence, coordinate the completion of the monthly chapter newsletter, and maintain chapter records and history.

**Hospitality Director** – Welcome new members into the chapter and help coordinate the logistics of monthly membership meetings.

**Diversity Director** - Monitor and evaluate on a continuing basis local activities concerning diversity issues, spearhead the effort to diversify the chapter's membership/leadership, and publicize successful diversity programs in the local community.

Interested members can email a letter of interest by **July 31, 2014** to Linda Huss, President Elect, to [lhuss@ruderware.com](mailto:lhuss@ruderware.com). Please include the following information in your letter:

- Why you are interested
- Summary of your background
- Why you would be a good fit
- Your employer's support for your interest

***Thank you for your support of CWSHRM!***



## Annual WI SHRM State Conference

Early bird registration is now open for the 2014 Wisconsin SHRM State Conference in Madison.

**October 15–17, 2014**

Monona Terrace Convention Center  
Madison, WI



Rates are detailed below:

**Early Bird: Register AND pay by July 31st, 2014**

National SHRM Member \$280/Non- SHRM member \$330/Student \$50

**Register and pay between August 1st and September 14th:**

National SHRM Member \$310/Non- SHRM Member \$360/Student \$50

**Register and pay after September 14th and Onsite:**

National SHRM Member \$390/Non- SHRM Member \$440/Student \$50

For more information, check out the conference website [here](#).

Note: There is a new registration system, so please create a new account with WI SHRM.

As always, you can get the latest news on Twitter by following @wishrm14 or the hashtag #wishrm14

### Full-Time Student Meeting Fee

For the remainder of 2014 Membership Meetings, CWSHRM is offering Full-Time Students (not currently a CWSHRM Member) the opportunity to attend a Membership Meeting for the low rate of \$10.00

Interested FT Students should sign up using the student fee option on the RSVP link. If you have additional questions, contact Linda Huss at [lhuss@ruderware.com](mailto:lhuss@ruderware.com) for more information!

Feel free to pass this information along to any interested students!

### Marathon County Council of Safety Meeting

Have a Safe Summer!

No Meeting in July/August - See you in  
September



### 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!***