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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

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May Meeting will be at the GREAT DANE!



May Membership Meeting Thursday, May 8, 2014

***** GREAT DANE *****

11:15am – 1:00pm

“The Culver Story: Leadership and the Importance of Taking Care of Your Team”

Craig Culver, CEO and Co-Founder of Culver’s Frozen Custard and ButterBurgers®, has built his career through a commitment of doing what’s right for his guests in the restaurants, team members, franchise partners, the community and his family. Learn about how Craig along with his wife; Lea, and his parents George and Ruth Culver took a vision and created a niche-market which features burgers and frozen custard. What began as one restaurant in Sauk City, Wisconsin, has now grown to over 500 Culver’s® restaurants located in 21 states.

RSVP: <http://www.eventbrite.com/e/may-membership-meeting-the-culver-story-leadership-and-the-importance-of-taking-care-of-your-team-tickets-11059516311>

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

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

MEETING LOCATION UPDATE

CWSHRM meeting venue has changed from the Howard Johnson for the remainder of our 2014 meetings. The May meeting will be held at Great Dane and the June meeting will be held at Jefferson Street Inn. More details to come regarding venue information for remaining meetings.

2014 Events

- **May 8, 2014**
11:15am – 1:00pm
Membership Meeting
- **May 28, 2014**
7:30am – 9:00am
Roundtable Discussion
- **June 12, 2014**
7:15am - 11:00am
Membership Meeting
- **June 22 - 25, 2014**
SHRM 2014 Annual
Conf & Exposition
Orlando, FL
- **October 15–17, 2014**
WI State SHRM Conf
Madison, WI

From the Desk of Sara Ackermann...

“We have this employee... who strained his back while lifting some boxes while working for us. He is on light duty but is frequently seen goofing off and not focusing on getting the work done. Can we fire him?”



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.***

Welcome New Members

Please join us in welcoming our new CWSHRM members!

- Mary Murray - Kraft Foods
- Douglas Bierman - MetLife
- Heather Jones - Charter NEX Films
- Randy Ellerman - Opportunity Inc.

CWSHRM 2014 Salary Survey

CWSHRM conducts a Confidential Compensation and Benefits Survey EVERY OTHER year, in even numbered years.

Information regarding the salary survey was emailed out to CWSHRM Members mid –March. For additional information, please visit our website home page at: <http://centralwisconsin.shrm.org/>

We appreciate your time to complete the survey. The more participants we have, the better the results. All participant-specific information will be kept strictly confidential. We plan to publish the survey results by June 20, 2014.

If you have any questions, please feel free to contact Bob Heyman at (715) 848-5910 or email bobh.cwshrm@gmail.com

Reminder

Don’t forget to visit CWSHRM website for up to date job opportunities, review the monthly Board meeting minutes, newsletters and much more!

<http://centralwisconsin.shrm.org>

June Membership Meeting

Thursday, June 12, 2014

***** Jefferson Street Inn *****

7:15am – 11:00am

Building an Effective Compensation Plan Workshop
Presenter: Stacey Carroll, SPHR, CCP HR Experts On-Call

Sign up Today!

**** Pre-approved for 3.0 General HRCI Recertification Credits ****

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

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
May 28, 2014**

Session is from 7:30am – 9:00am
Ruder Conference Room, Ruder Ware Office
Dudley Tower
500 1st St, Suite 8000 / Wausau WI

Join us for this interactive discussion on replacing the Annual Performance Appraisal. Discuss the pros and cons of the annual performance appraisal along with other options.

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.

Thank you!

Huge **“Thank You”** out to our members that volunteered their time in the past month to the various opportunities offered.

Presentations to UWMC Students

Sharon Barker
Jessica VanderPloeg

Conducting Mock Interviews with 7th Grade Family and Consumer Education Students

Darlyne Keller
Debra Pagel
Kim Hall
Jenna Rennie
Sharon Barker
Tanya Gruetzmacher



Sharon Barker engaging UWMC students about “How to Find a Summer Job”

TAKE THE NEXT STEP.  BE A PART OF THE LARGEST HR PROFESSIONAL COMMUNITY AT THE SHRM ANNUAL CONFERENCE  JOIN US JUNE 22-25 / 2014 IN ORLANDO

**SHRM 2014 Annual Conference & Exposition
June 22, 2014 – June 25, 2014
Orlando, Orange County Convention Center**

Sign up today for the SHRM Annual Conference!
Standard registration rates going on until 5/30/14

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

Hope to see you there!

Annual WI SHRM State Conference

SAVE THE DATE / October 15–17, 2014

Monona Terrace Convention Center
Madison, WI

Hotel accommodations available
Directly from [WI SHRM](http://www.wishrm.org).

Reserve today, rooms going fast!

Health Professionals Volunteer Opportunity

Calling Health Professionals of all backgrounds for this volunteer opportunity to partner with college students.

University of Wisconsin-Marathon County is sponsoring a Free Health Professionals Dinner on Thursday, May 8th from 5:30 - 7:30 pm. This event is designed to engage students with health professionals from the community to give them the opportunity to learn more about their positions and career journeys.

The evening begins with a social hour from 5:30 - 6:00 pm, followed by guest speaker Darrell Lentz, Interim President/COO, Aspirus Wausau Hospital at 6:00. The dinner begins at 6:30. The students will have the opportunity to talk with the professionals informally during dinner, and the evening will conclude about 7:30.

If any Health Professional is interested in this opportunity, they can RSVP to Patricia Thwaits, Student Services Coordinator at patti.thwaits@uwc.edu or 715/261-6231

Feel free to pass this information on within your organization to spread the word!

Full-Time Student Meeting Fee

Starting with the May Membership Meeting through the end of the year 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 for more information!

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



Marathon County Council of Safety Meeting

Wednesday, May 21st, 2014

Lockout/Tagout

Presenter: Cory Arndt / REI Safety and Compliance Coordinator

Presentation:

Cory Arndt, Safety & Regulatory Compliance Coordinator with REI Engineering, will present on OSHA's Control of Hazardous Energy standard. Cory has been a consultant for REI Engineering, Inc for 15 years implementing safety and environmental programs for businesses. He has extensive knowledge of OSHA's 1910.147 Lockout/Tagout standard. Cory will guide you in determining if your company needs a lockout/tagout program and, if so, what is needed to have an efficient program. Many of the overlooked details of a compliant lockout program will be discussed in this presentation.

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!