



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."

November 2013

2013 Leadership Committee

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No November monthly
Membership
Meetings!

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.

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.

November 13, 2013 – Employee Engagement

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



*No December discussion
Roundtables will resume in 2014*

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

RSVP: <https://www.eventbrite.com/event/9164897455>

If you have any questions, please contact Krissy Rodewald at Krissy.Rodewald@aspirus.org



*"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."
-John Fitzgerald Kennedy*

Save the Date

- **Nov 7, 2013**
Ruder Ware Fall Labor Law Conference
- **Nov 13, 2013**
7:30am – 9:00am
Round Table Discussion
- **Dec 12, 2013**
CWSHRM Expert Panel & Holiday Social
Registration at 3:15pm / meeting starts at 3:30pm

From the Desk of Sara Ackermann...



"We have this employee...who is abusing FMLA leave. What should we do?"

To see Sara's answer, log into the CWSHRM Online Forum! See page 3 if you are not already signed up with an account.

Seats Still Available!!

Annual Employment, Benefits & Labor Relations Law Conference

Sponsored by: Ruder Ware

Thursday, November 7, 2013
Westwood Conference Center
1800 Westwood Center Boulevard
Wausau, WI

See brochure for additional information regarding this informational Conference!

To register contact Shannon Nest at snest@ruderware.com or 715.845.4336

*** HRCI Recertification Credits approval is pending ***

\$85 for CWSHRM Members / \$100 for Guests

Welcome New Members

Steven Roubinek - Ghidorzi Companies
Vicki Tessmer - Wausau Coated Products
Amber Voelker - V & H Trucks Inc.
Krista Raske - Great Lakes Inter-Tribal Council
Linda Hackbarth - Bone & Joint
Greta Boulter - Waukesha Bearings Corporation
Venus Fisher - Rasmussen College

Please join us in welcoming our new CWSHRM members!

2014 Meeting Sponsorship

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

Marathon County Council of Safety Meeting

Wednesday Oct. 20th, 2013
Employer Responsibilities in Rigging and Lifting



Presenter: George Brzezinski
Wisconsin Lifting Specialists, Inc.
Schofield & Milwaukee, WI

Topic for this session will be reviewing and understanding the General Employer Responsibilities and requirements by OSHA to designate and qualify employees with Rigging and Lifting Safe Procedures per OSHA Standards.

Registration: 7am
Meeting: 7:30am – 9:30am (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.

Reminder!!

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

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

Reminder

Review the monthly Board meeting minutes, newsletters and much more, on our website! Visit often to view up to date job opportunities!

<http://centralwisconsin.shrm.org>

"An optimist is a person who starts a new diet on Thanksgiving Day." -Irv Kupcinet

Junior Achievements Volunteering Opportunity

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

Junior Achievement (JA) is looking for volunteers that are willing to go into classrooms to share their knowledge and experiences with students about money, careers and businesses in order to inspire and prepare young people throughout our community to become successful in our global economy.

Volunteering with JA is fun, engaging and rewarding. Volunteers receive training and age appropriate materials (stickers, workbooks, activities, etc.) as well as a guidebook that outlines the specific curriculum for each class. Volunteers lead 5-8 classroom activities (30-45 minutes per activity) in order to complete a Junior Achievement program. Teachers remain in the classroom at all times and provide classroom support as needed.

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!

JA provides a 90 minute training session to all new volunteers. JA provides volunteers with all of the materials necessary to implement the classroom program. JA volunteers come from all walks of life: retirees, business men and women, parents, college students, etc.

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@jawis.org.



Work Readiness | Entrepreneurship | Financial Literacy