



Rise of the Emergent Workforce

Join us Wednesday, June 9, to learn key initiatives that companies can implement today to ensure they keep their departments staffed appropriately. Learn how companies can best position themselves as employers of choice in an increasingly more demanding marketplace.

A recent study by Spherion and Harris Interactive reveals that 50% of today's workforce—spanning all disciplines and organizational levels—are ready to quit their jobs as soon as opportunities become available. With turnover costs averaging \$55,000 per departing employee, replacing these workers will cost U.S. businesses an estimated \$600 billion in the next few years. As the economy recovers, this phenomenon will only become more real.

To register, contact Maria Miller at (330) 535-7131 or email at mariamiller@spherion.com.



Special Time! Breakfast Meeting!

This program has been approved for 1 credit hour toward PHR and SPHR recertification through HRCI!!

June 9, 2004 Chapter Meeting

—When—

Wednesday, June 9, 2004

7:30 AM —Registration & Breakfast Begin

8—9 AM Presentation

—Where—

Sheraton Suites, Cuyahoga Falls

—Speaker—

Diana Sellers, Vice President, Spherion

—Topic—

The Rise of the Emergent Workforce

—Registrations—

\$15 Members — \$20 Guests

Please register
by Monday, May 10, 2004!

To register, contact Maria Miller
at (330) 535-7131 or email at
mariamiller@spherion.com.

If you are unable to attend, you must cancel your reservation to avoid being billed for the meeting.

Student Chapter Earns Merit Award

Congratulations to The University of Akron student chapter of SHRM for earning a merit award for the 2003-2004 school year! The entire student chapter as well as Dr. Steve Ash, the chapter's advisor, should be very proud of this accomplishment.

A special thank you to the leadership of Kiesha Butler (President), Brandy Fowler (Vice President & Merit Award Chair) and Michael Spayd (Secretary) for their outstanding contributions!





Akron SHRM Seeking Public Relations Chair

If you are creative and enjoy working with the public, then a spot on Akron SHRM's board as a Public Relations Chairperson might be right for you!

The Akron Area Chapter of the Society for Human Resource Management is in need of a Public Relations Chairperson to file press releases and network with HR professionals in Northeast Ohio to market various activities of the Akron Area SHRM Chapter.

**Please contact Tina Speicher, PHR, at
tspeicher@matureservices.org or
Terri Bednar at tbednar@goodwillakron.org
for more information!**

Welcome James Sneed to Akron SHRM's Board of Directors

Akron SHRM has a new board member! James Sneed joined Akron SHRM's Board of Directors in May and will lead chapter's education initiative.

James is a graduate of the University of Akron and holds a BS in Industrial Management. He has been employed by A. Schulman Inc. for 5 years. He is the Human Resource Coordinator and works at the corporate office in Fairlawn. He has been a national and local member of SHRM for 4 years.

James is very involved with youth in our community and has been employed on a part-time basis as a Recreation Specialist for nearly 20 years with the City of Akron Recreation Division. There he develops programs/events for mentoring youths. He is also involved with the Harry "Butch" Reynolds Care For Kids Foundation and the NFL Hall of Fame Program.

James resides in Akron with his wife, Marche, and daughter, Sierra.

Welcome aboard!

Benefits Panel Discussion

The cost of benefits is one of the biggest challenges for HR professionals and their organizations today. Because this is such a hot topic, the Compensation & Benefits Committee is planning a panel discussion for the September meeting to address some of these benefit issues.

If you have a suggestion for a topic to be addressed or the name of a speaker for the panel, please contact Bob Rakoci, SPHR at (216) 766-6538 or robert.rakoci@lamson-sessions.com.

Akron SHRM 2004 Calendar of Events

June 9

The Rise of the Emergent Workforce
Diana Sellers, Vice President, Spherion
Sheraton Suites, 7:30—9 AM

Earn 1 HRCI credit hour by attending!

July 14

Every Employee is a Leader:
HR's Roll in Driving this Philosophy
Holly Bognar, Ph.D., Synergy Solutions
Sheraton Suites, 7:30-9 AM

August 13

Legislative Breakfast
Sheraton Suites, 7:30-9:30 AM

September 8

Golf Outing, Raintree Country Club
Event organized by Tom Doll, Superior Staffing

October 13

Legislative Update
Sarah Pierce, Manager
Employment Legislation, National SHRM
Stan Hywet Hall and Gardens, 11 AM—1 PM

November 10

Who's Packing Your Parachute?
David Hart
Stan Hywet Hall and Gardens, 11 AM—1 PM
Earn 1 HRCI credit hour by attending!

December 8

Achieving the Impossible
Bruce Boguski, The Winner's Edge
Stan Hywet Hall and Gardens, 11 AM—1 PM



President's Message: Whew! Long Range Planning

Your Akron SHRM Board of Directors began 2004 with a very important and challenging long range planning project. We wanted to build on the fabulous foundation that our organization has and continue to take Akron SHRM to new heights. We wanted to plan our programming in direct response to our membership's desires. We wanted Akron SHRM to continue to be a tremendous resource to local HR professionals. Well, the year is speeding along and we are making immense progress!

The first step in this planning project was to find answers to many questions by survey our membership. Exactly who are the HR professionals we serve? What are Akron SHRM's best practices? What do our members think of the opportunities available through Akron SHRM? What draws members to meetings? How can we give more to our members? The questions went on and on!

I called upon Kent Minich, Member at Large, to begin this long range planning process by coordinating this membership survey. Kent jumped on the task and soon we were going to you for answers! Thankfully, ninety-five of you answered our call by completing Akron SHRM's online membership survey. This survey will be extremely valuable as we steer future programming and committee activities. Following is just a sampling of what we learned:

Who Akron SHRM's Members are:

- 82% have 6+ years of HR experience
- 60% have 11+ years of HR experience
- 84% have Bachelor's degree or higher
- 23% have Master's degree or higher
- 23% of the above degrees are in HR
- 29% have PHR or SPHR certification
- 93% are currently employed
- 63% are supervisors
- 82% are 6+ year members of Akron SHRM

Preferred Meeting Time:

- Late Morning—11:30 AM—1 PM (rated #1—highest)
- Early Morning (rated #2)
- Mid Evening After 6 or 7 PM (rated #3)
- Early Evening 5 or 5:30 PM (rated #4—lowest)

Preferred Meeting Location:

Most preferred either Sheraton Suites or Stan Hywet Hall for the meeting location. However respondents

were split on whether meetings should alternate locations (52%) for always be held in the same location (48%).

We solicited feedback for programming and asked what type of topics members would be interested in hearing. Regulatory updates were top on members' lists, followed closely by HR metrics and compensation and benefits. Other top topic choices included organizational development, ethics, training and recruitment.

We asked membership for their suggestions and comments. We learned much about what the members of Akron SHRM enjoy about our group and some areas that members would like enhanced. We took all the feedback seriously and completely appreciate your comments.

After the membership survey, Akron SHRM's Board spent a Saturday brainstorming about the future and the endless possibilities of our organization. Amazingly eleven busy board members attended this half-day retreat including Maria Miller, Tammy Leaver, Sandy Manjura, Veronica Cook-Euell, Jay Taylor, Bob Rakoci, Terri Bednar, Beth Kalail and Steve Ash. Chris Yuhasz even stopped in to give us direction and ideas for the Education Committee.

Thanks to a fabulous group of board members, the air was filled with energy and ideas (even at 8AM on Saturday!). Jay Taylor was a great retreat facilitator and kept the day focused and on track. What a creative group!

Before the next Board meeting, the next step in this long range planning process will be complete. Committee leaders will meet with their teams to discuss which of the ideas developed from the retreat they would like to implement. They can't do it alone! Now, more than ever, we need your involvement as we seek to implement some of these really terrific ideas. No matter what your expertise, or what you would like to learn more about, we have a committee for you. It is a great time to get involved in our chapter and a great way to meet other HR folks!

Contact me at (330) 253-4597 x139 or tspeicher@matureservices.org to discuss how you become more involved in Akron SHRM.

Tina Speicher, President, Akron SHRM



New FLSA Regulations: Is your company ready?

The new overtime regulations will be effective on August 23, 2004, so it's time to start preparing for the changes. The Fair Labor Standards Act governs the regulations known as the "White Collar Exemptions". It covers administrative, professional, and executive employees and governs whether a person is eligible for overtime or not. You as HR professionals need to take a look at all of your employees who are classified as exempt and examine their job descriptions to make sure you are in compliance. The information below will aid you in doing so.

At this point in time, either the US House or US Senate has the opportunity to propose an amendment to an unrelated bill that could change the regulations. However, a bill amended by either the House or the Senate must again be passed by both houses and signed by the President before it is enacted. It is unlikely that amendments will be passed by both sides due to the political nature of these regulations. It is a very "partisan" debate. What does this mean to you? In all likelihood, the final regulations as they are written today will become effective this August, and you as HR Professionals need to be ready; there will be no "grace" period.

You can find a wealth of Fair Labor Standards Act information, including regulations, video tutorials and more by visiting www.dol.gov and clicking on the Fair Pay Overtime Rules. When state laws differ from the federal FLSA, an employer must comply with the standard most protective to employees. Links to your state labor department can be found at www.dol.gov/esa/contacts/state_of.htm.

Terri Bednar
Akron SHRM, Governmental
Affairs Chairperson

Summer Social Sponsors Needed

To help defray the costs associated with this year's Akron SHRM golf outing, our summer social, we are requesting corporate sponsors. The goal is to raise funds through corporate sponsors, thus allowing us to lower the price of the event for our members and guests.

As a corporate sponsor, you'll be recognized in the chapter newsletter, the event invitation and at the event on **Wednesday, September 8th at Raintree Country Club.**

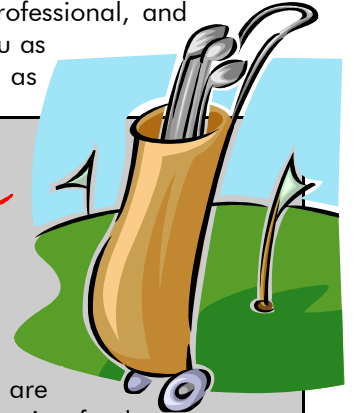
The opportunity to be a corporate sponsor at this, our major social event of the year is \$150. If interested, call the event's chairperson, Tom Doll of Superior Staffing at (330) 253-8080 or mail a check in the amount of \$150, payable to Akron SHRM, to:

Tom Doll, Superior Staffing, Inc.
120 E. Mill Street
Quaker Square, Suite #420
Akron, Ohio 44308

**NOTE: Deadline is July 15th
to be listed as a sponsor in the invitations.**

Sponsors of our 2003 summer social were:

Babcock & Wilcox
Brouse McDowell
CASNET
FirstMerit Corporation
Manpower
Ryan Alternative Staffing
Ratliff & Taylor
Roadway Express
Westfield Group
Spherion—Human Capital and Staffing Groups
Steve Wilt, The Star Group at Merrill Lynch
Superior Employment Screening, a Division of Superior Staffing





Diversity Committee: Best Practices for your Organization

When we think of best practices, we think of terms such as best in class, or proven strategies. When the Diversity Committee begins its task to search for companies within the geographical area served by the Akron SHRM and their best practices, we will be doing just that, compiling data that has been proven and found to be highly admired and adopted by successful companies. In doing so, the Diversity Committee will be in the best position to provide you, our members with a list of these documented strategies in a checklist form so that you might have at your fingertips, local--effective diversity practices and programs.

As I pondered what I would include in this article, I stumbled on information regarding a checklist for best practices and I thought this information would be beneficial to lay the ground work in terms of shaping and modeling the type of information we will be looking for when the survey is compiled. Unfortunately, I do not know the source of this information, as I would like to give credit where credit is due, nonetheless, I have listed for you many of the contents of that checklist for your review.

Best Practices Checklist: These practices have been compiled from observing and participating in the successful implementation of hundreds of inclusively initiatives:

- ✓ Do you have a workplace inclusively strategic plan?
- ✓ Do you have formal policies and procedures in place for promoting your inclusive work environment?
- ✓ Have you made the business case for all of your diversity initiatives?
- ✓ Do you have a workplace inclusively/diversity advisory or steering committee (ad-hoc employee group)?
- ✓ Do you conduct structured group interviews for open management positions?
- ✓ Do you have a formal, fully-inclusive mentoring program?
- ✓ Are you attempting to diversify your recruiting pool while maintaining high standards?
- ✓ Are you conducting diversity training for managers, supervisors, and employees?
- ✓ Have you completed sexual harassment prevention training for all of your employees?
- ✓ Do you offer more advanced courses in gender communications, problem solving, and conflict management for diverse employees?
- ✓ Have you developed an in-house diversity resource center complete with books, videos, newsletter, and other education materials like multicultural calendars and made all of this available to your employees?
- ✓ Are you acknowledging and celebrating the diversity within your employment ranks before attempting to value and manage your diversity (events, activities, etc.)?
- ✓ What are you and your organization doing? What is working? Share your successes and what you learned from your failures. Seek credit for your organization or submit anonymously.

As you can see, many organizations are putting their best forward and are valuing and including all of their talent, resources, ways of thinking and performing. I believe a team of different minded individuals can bring an array of ideas to the table making for an interestingly different way of approaching a problem, solution, or task--on the other hand, a team of individuals who all think alike, may only be able to bring to the table what they all agree upon. In this survey, we will compile all the data and share its collective results and make them available online to SHRM members.

If you have any questions, or would like to volunteer to serve on the committee and be a part of this exciting journey to unveil best practices right here in the Akron area, please email me at veronica@theeuellconsultinggroup.com.

Veronica Cook-Euell, PHR
Akron SHRM Diversity Chairperson



Business in Politics

The passage of a single bill in Congress, or the creation of a new regulation by a government agency, or the decision of a court can have a greater impact on your company than a major decision made by your Board of Directors or senior management. One "simple" change in an accounting law, for example, could wipe out a year's worth of process improvement savings. One major court decision in a product liability case could wipe out the savings generated by a major restructuring effort.

Our federal, state and local governments control many services, functions and activities critical to our employer's operations and our personal lives. These services and systems are created, regulated and modified by the federal, state and local government officials we elect.

A 2002 study by scholars at George Mason University, in conjunction with the National Association of Manufacturers (NAM), found that US manufacturers paid \$28 billion in 2000 to comply with federal workplace regulations. That's about \$1,700 per employee. Consumers buying products made in America pay this cost which is roughly equivalent to a 1.6% excise tax. In a more recent study, NAM found that external overhead costs from taxes, health and pension benefits, tort litigation, regulation and rising energy prices add about 22% to US manufacturers' unit labor costs (nearly \$5 per hour worked) relative to their major foreign competitors.

Employers do not object to reasonable laws and regulations that are based on sound science and need. But many government elected officials and agency administrators have a limited understanding of how businesses operate. Costly, outdated and counterproductive laws and regulations hurt American companies. Any legislation or regulation that hurts your company's ability to be competitive and profitable negatively affects your employees, customers, suppliers and shareholders. Although many business organizations communicate with local, state and federal officials, it is imperative for employers to also engage in the political process. It is a company's right and obligation to speak for the interests of its employees and shareholders.

We have a highly competitive, special interest democracy where policies and laws are shaped by the many interest groups trying to influence them. During elections, these groups and individual voters support candidates that reflect their thinking. This is the way our democratic political system was built. It ensures that individuals and organizations representing the many sides of an issue can voice their positions, exercise their right to vote and participate in the process to shape legislation and regulations. If you are not involved in this process, your voice will not be heard and considered by those who

draft the laws and rules.

Many issues affecting you and your company are being deliberated on a federal, state and local level: energy, employment, pensions, health care, taxes, environment. It is critical for elected and appointed officials to understand how their decisions on these issues would impact you and your company. Many groups with anti-business interests are completely engrossed in all aspects of the political process. Business must be involved to bring balance to the system. Individually and through business organizations like SHRM you can actively engage on these issues to assure business is represented.

How can you get involved in this political process?

- Monitor the activities of the US Congress and federal agencies, state legislatures and administrations, and local governments where your facilities are located.
- Evaluate proposed legislation and regulations to determine the potential impact on your company.
- Fax letters, call and meet with elected officials to educate them on the impact of a bill or provide comments on a proposed new regulation.
- Educate your employees on how elections, legislation and regulations will affect their jobs, families and communities.
- Join coalitions and become members of business organizations with similar interests so that these groups can also advocate on your behalf.
- Support candidates through a political action committee (PAC).
- Encourage your managers, employees, other companies and other business organizations to get involved and write letters on major issues.
- Promote employee involvement in elections by encouraging employees to become registered voters, to learn about candidates and issues, and to vote in primary and general elections.

Many people are turned off by our political process, but ours is still the most successful democracy in the world. Our president, members of Congress, governors, state legislators and other elected officials work hard to serve the people who elect them. Their decisions affect all of us in many ways. Instead of being defensive and reactive, we must become an active and integral part of the political process. It is a critical function that should be a part of everyone's job. Thomas Jefferson said it best: "America is not governed by the majority, but governed by the majority who participate."

Pat Grischow, The Timken Company

2004 AASHRM Board Members and Committee Chairs

President: Tina Speicher, PHR

Human Resources Manager
Mature Services, Inc.
(330) 253-4597 ext. 139
tspeicher@matureservices.org

Vice President: Maria Miller

Director
Spherion
(330) 535-7131
mariamiller@spherion.com

Treasurer: Sandy Manjura, PHR

Human Resource Administrator
CASNET
(330) 848-8800 ext. 207
smanjura@gotocasnet.com

Secretary & Membership Chair:**Tammy Leaver, PHR**

Director, Human Resources
Crisis Intervention Center of Stark Co.
(330) 452-9812 ext. 133
tammyl@cicstark.org

Past President: Susan Vinson, SPHR

HR Manager
Roadway Express, Inc.
(330) 665-0282
susan.vinson@roadway.com

Member at Large: Jay Taylor

President
Human Asset Development, Inc.
(440) 382-0546, cell (440) 382-0546
jkattaylor@aol.com

Member at Large: Kent Minich, PHR

HR/Salary Coordinator
A. Schulman
(330) 239-3022
kent_minich@schulman.com

Member At Large: Cheryl Ross

Branch Manager
Manpower
(330) 434-6500
cheryl.ross@na.manpower.com

Comp & Benefits Chair: Robert Rakoci, SPHR

Compensation & Benefits Analyst
Lamson & Sessions
(216) 766-6538
robert.rakoci@lamson-sessions.com

College Relations Chair:**Bruce Dockstader, Ph.D., SPHR**

President
Human Factors Team, Inc.
(330) 329-7131
bdocksta@kent.edu

U of Akron Student Chapter Advisor:**Steve Ash, Ph.D.**

Assistant Professor
University of Akron
(330) 972-6429
ash@uakron.edu

KSU Student Chapter Advisor: Cathy DuBois, Ph.D.

Associate Professor, M & IS
Kent State University
(330) 672-1157
cdubois@kent.edu

Diversity Chair: Veronica Cook-Euell, PHR

Owner
Euell Consulting Group LLC
(330) 668-6666
euellconsultinggroupeuell@msn.com

Education Chair: James Sneed

Human Resource Coordinator
A. Schulman
(330) 668-7221
james_sneed@schulman.com

Governmental Affairs & Web Site Chair:**Terri Bednar**

HR Generalist
Goodwill Industries of Akron
(330) 724-6995 ext. 114
tbednar@goodwillakron.org

Newsletter Chair: Kathi Eddy, PHR

HR Manager, Benefits & Employee Relations
Roetzel & Andress
(330) 762-7635
keddy@ralaw.com

Sponsorship Chair: Beth Kalail

Director, Human Resource Development
Summa Health System
(330) 375-3152
kalailb@summa-health.org

Education & Certification Chair: OPEN**Public Relations Chair: OPEN**

Sponsorship Opportunities

Companies have a great opportunity to share information about their business with local HR professionals through sponsorship of monthly meetings or workshops!

Monthly Meetings—\$250 and raffle gift
Workshops—\$400 and raffle gift

Sponsorship includes:

- ✓ Recognition in Akron SHRM's newsletter
- ✓ Opportunity to briefly address event attendees
- ✓ Display table near entrance to room and opportunity to place promotional materials at place settings
- ✓ Lunch for one representative
- ✓ Workshop sponsors can have a special flyer distributed with the newsletter

Please note that events are limited to one sponsor per monthly meeting and four sponsors per workshop. AASHRM Board must approve all sponsors and materials in advance.

For more information, contact Beth Kalail at (330) 375-3152

Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is even posted on our website, giving even more individuals the change to see your ads.

HR Leader advertisement rates:

1/8 page \$50
1/4 page \$75
1/2 page \$125
Full page \$200

Classified ads (help wanted or positions sought) are \$25 for 50 words. Chapter members can list one classified ad for help wanted or positions sought free per issue.

For more information, please contact Tina Speicher at tspeicher@matureservices.org.

Upcoming Event!

Meet your Legislators Breakfast Session

FRIDAY, AUGUST 13, 2004

SHERATON SUITES, CUYAHOGA FALLS

7:30-9:30 a.m.

7:30 a.m. Registration, Breakfast and Networking with Legislators

8:00 a.m. Session Begins

*We are thrilled to bring you this joint event
by Akron SHRM and Northeast Ohio Underwriters Association!*

*See the attached announcement for
additional event details and registration information!!*



Northeast Ohio Health
Underwriters Association

