

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

August 2004

Meet Your Legislature

Don't miss out on the Meet your Legislators Breakfast on Friday, August 13th. For a small fee of \$15.00, you will have an opportunity to talk with YOUR representatives about hot HR and Healthcare topics that affect you and your businesses. We will have the following legislators present: Ed Jerse-House District 7, Mary Taylor-House District 43, Bob Otterman-House District 45, Kathleen Chandler-House District 68 and Tom Patton-House District 18. We will be asking the following questions: (Legislators have been given these questions in advance to prepare prior to the event.)

1. In spite of "premium credits," rising health care costs and bureaucratic administration are contributing to the increase in employers' Workers' Compensation costs. What reforms would you support to stop these increases? What is your position on the Workers' Comp intentional tort bill (H.B. 498)?

2. Employers and their employees are struggling with rapidly increasing health care costs. But the legislature continues to introduce and consider mandate bills which increase health care costs. What is your position on health care mandate bills in general and specifically regarding the mental health parity (HB 225) and diabetes coverage (HB 146/SB 61) bills? What actions would you support to control costs and improve employers' and workers' access to affordable health care coverage?

3. Congress recently created Health Savings Accounts (HSAs) as a new affordable option to promote expanded access to health care coverage. These accounts are encouraging uninsured individuals to purchase health insurance. Contributions to HSAs, earnings and distributions for qualified medical expenses are exempt from federal tax. Would you support H.B. 436 (introduced by Rep. Tim Shaffer) to extend state tax deductibility to HSAs?

4. In addition to the employer liability, an Ohio Supreme Court decision now makes supervisors personally liable for damages in an employment discrimination lawsuit. This

inhibits the ability of supervisors to freely act and make decisions in the best interest of their employers. What is your position on the legislation (HB 300) that would correct this and other employment discrimination issues?

5. What is your position on SB 136 which creates an Ohio health insurance high risk pool? Would you support a joint task force of interested parties, payers and legislators to investigate the major issue of funding mechanisms?

6. What is your position on the tort reform legislation (SB 80, introduced by Sen. Steve Stivers) that would reform Ohio's civil justice system and help prevent frivolous lawsuits?

7. Would you support legislation to permit small and mid-sized employers to pool their employees and risk for the purpose of purchasing more reasonably priced health care coverage?

8. What actions can you recommend or support to improve Ohio's economic competitiveness and business climate so that the state can attract and retain businesses and facilitate job creation and growth?

Please see the attached flier for registration and cost information. The Governmental Affairs Committee looks forward to seeing you there!

The Governmental Affairs Committee will be meeting on August 10th at Goodwill Industries at 6:00 p.m. to tie up loose ends for the breakfast and to stuff packets for the meeting. All who can attend are welcome. Please r.s.v.p. to Terri Bednar by Monday August 9th at 330-724-6995 X114 or tbednar@goodwillakron.org.

Terri Bednar
AASHRM Governmental Affairs Chair





Northeast Ohio Health
Underwriters Association



**Cordially invite YOU
To**

Meet your Legislators!

BREAKFAST SESSION

APPROVED FOR 1.5 HOURS HRCI CREDIT!

FRIDAY AUGUST 13, 2004*

The Sheraton Suites in Cuyahoga Falls, Ohio

WHEN:

7:30-9:30 a.m.

7:30 Registration, Breakfast and Networking with Legislators

8:00 Session begins

WHAT:

Spend time with YOUR legislators discussing pertinent HR topics that affect you and your places of business!

WHO:

Legislative Attendees from Summit, Medina, Portage and Cuyahoga Counties will be announced at a later date.

FORMAT:

Prearranged Q&A session w/facilitator AND an individual Q&A session.

COST:

\$15.00 payable by cash or check at the door. Make checks payable to AASHRM.

REGISTER:

By either: Calling Maria Miller at 330-535-7131,
Faxing this form to 330-535-0181 or
Sending an E-mail to MariaMiller@spherion.com with
LEGISLATIVE BREAKFAST in the subject line by August 9, 2004.
All registrations will be confirmed personally upon receipt.

*This is an information-sharing meeting only. Solicitation of attendees for business growth is discouraged.

**RESERVE YOUR SEAT NOW!!
FOR MORE INFORMATION ~STAY TUNED...**

Name: _____ E-mail: _____

Professional Designation: SHRM _____ NEOHUA _____ GUEST _____

Company: _____

Job Title: _____

Home Address: _____

Day-time Phone: _____ Fax: _____

A Benefits Panel Discussion

Join us on September 15, 2004 from 7:30am - 9:30am at the Sheraton Suites in Cuyahoga Falls for an informative panel discussion regarding the driving forces behind the increase in your company's healthcare spending. Trends, plan designs, contract negotiations - discover, through our expert panelists, practical solutions for managing the rising costs of health insurance.

Hosted by the Compensation and Benefits Committee, the panel includes John P. Agler, VP Managed Care Contracts at Akron General Medical Center, Christopher V. Goff, Executive Director of the Community Healthcare Coalition, and Kate M. Kelly, CEBS, Benefits Consultant with Masters Consulting Group. If you have specific questions or issues that you would like to see addressed, please contact Bob Rakoci at (216) 766-6538 or robert.rakoci@lamson-sessions.com. Mark your calendars and look for more details to follow!

The Compensation & Benefits Committee: Bob Rakoci, Diane Augsbury, Laura Bishop, Liz England, Jennifer Golden, Kate Kelly, Michelle Pelle, Kelly Vaughn

SHRM Sons and Daughters Scholarship

Congratulations to Akron chapter member Greg Wnoroski and his daughter Allison for being selected for a SHRM Sons and Daughters scholarship. Allison is a 2004 Green High School Graduate and will be attending Miami University in Oxford, Ohio this fall.

2004 Calendar of Events AASHRM Monthly Meetings

September 8, 2004
Summer Social
Raintree Country Club



October 13, 2004
Sarah Pierce,
Manager, Employment Legislation
National Legislative Update



November 10, 2004
David Hart
"Who's Packing Your Parachute?"



December 8, 2004
Bruce Boguski, The Winner's Edge
"Achieving the Impossible"



AFFILIATE OF



AKRON SHRM SUMMER SOCIAL

Sponsored By:

- * Babcock & Wilcox
- * CASNET
- * FirstMerit Corporation
- * Roadway Express

- * OPEN online
- * Ratliff & Taylor
- * Superior Staffing Inc.
- * Westfield Group

- * Spherion Human Capital Consulting & Staffing Groups
- * The office of Corporate & Community Services at Kent State University Stark Campus

"Scramble Format"

Wednesday September 8th, 2004
Raintree Country Club
4350 Mayfair Road, Uniontown

Mulligan Raffle \$\$\$

Picnic Lunch 10:45 – 12:00 Tee Times 11:30 – 12:15
BBQ Rib & Chicken Buffet at 4:30

Presentation of numerous exciting door prizes to follow.

----- ? ? ? ? ? -----
(Remit This Portion With Payment)

Registration: *(Spouse, Co-Workers, etc. are welcome)*

Name _____ Phone _____

Firm _____

Others in my golf group (or will assign for you) _____

I Will Attend

Dinner Only (Including Door Prizes) _____ at \$17.00 each = \$ _____

Golf, Lunch, and Dinner _____ at \$58.00 each = \$ _____

Golf and Lunch Only _____ at \$41.00 each = \$ _____

** Cash Bar at dinner (Beer and Pop Provided all day long) ** Electric cart included with Golf

Door Prizes

An important and fun part of the day is providing door prizes. Your donations of products or services will add to the event and familiarize other participants with your business. Be sure to attach your business card to your donation so that your kind gift will be acknowledged.

I will bring my prize(s) to the Summer Social Dinner.

Please pick up my prize(s).

Please make checks payable to SHRM, Akron Chapter.

Please return registration and checks to:

Tom Doll, Superior Staffing, 120 East Mill Street, Suite 420, Akron, OH 44308

More Questions? – Call Tom at (330) 253-8080 or via email tdoll@superiorstaffing.com

Local Leader Recognized By National SHRM

Congratulations are in order for Akron chapter member Veronica Cook-Euell, PHR!

Recently, Veronica submitted an article titled, "Size: The Other Diversity," to national SHRM's White Papers. This article has been accepted by national SHRM's White Papers and will soon be listed on www.shrm.org. The SHRM White Papers are a collection of more than 500 articles written by SHRM Members, attorneys, SHRM Committee Members and others, about the practice of human resource management. With Veronica's permission, this White Paper will also be featured in Akron SHRM's local newsletter next month.

Veronica has been the Diversity Chairperson for Akron SHRM since June 2003. Unfortunately, due to growing business and professional commitments Veronica decided not to continue for a second term. Veronica is President and Chief Consultant of Euell Consulting Group LLC, which specializes in Size Diversity in the Workplace, Career Development Facilitation, and Body Size Acceptance. Additional information about Euell Consulting Group can be found at www.theeuellconsultinggroup.com.

Thank you Veronica for your service to Akron SHRM and congratulations on your national SHRM recognition!

Akron SHRM Seeking Committee Chair

Now is your chance to get involved with fellow HR professionals by becoming a volunteer leader in our Akron SHRM chapter!

Open Board Position: Diversity Chairperson

- Serve as a resource to the chapter and its members on the topic of diversity.
- Distribute information to members through the newsletter and website to promote diversity in the workplace.
- Help the chapter identify both diversity programs/speakers and speakers with diverse backgrounds.
- Network with other Diversity Chairs from other chapters within the state to share best practices.
- Participate in the short-term and long-term planning for the chapter.

Please contact Tina Speicher, PHR, at tspeicher@matureservices.org if you are interested or would like additional information.

College Relations Chairperson

Steve Ash, Ph. D. has been appointed the College Relations Chairperson for Akron SHRM. Dr. Ash has and will continue to be the advisor for the student chapter of SHRM at The University of Akron. In this added role, Dr. Ash will be primarily responsible for the coordination of Akron SHRM's annual scholarship as well as other combined student chapter activities with Cathy DuBois, Ph.D., the advisor for the student chapter of SHRM at Kent State University.

Dr. Ash obtained his MBA and Ph.D. degrees from

New Mexico State University. His research deals primarily with recruiting and organizational crises. Prior to coming to The University of Akron, Dr. Ash was the department chair and professor at Franklin University, and has also taught at Ohio State University, Sul Ross State University, Troy State University and New Mexico University.

Dr. Ash has been a wonderful addition to Akron SHRM's board and we are pleased to have him accept this added responsibility!

Monthly Meeting Packages Available for 2005



For the year 2005, AASHRM members will be able to purchase the entire year's monthly meetings at one time. By purchasing as a package, members will receive two free monthly meetings for the year and will no longer need to remember to RSVP each month.

All 12 months will cost \$135.00 for members and will be available for purchase soon. Look for more information in the coming months!

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.

Welcome New Board Member!

Rebecca Perez, PHR joins Akron SHRM's Board of Directors this month as Public Relations Chairperson. Some of the main functions of the Public Relations Chairperson are to establish media contacts for Akron SHRM and respond to all media inquiries.

Becky is Vice President of North Canton Tool, a second generation business making custom replacement parts for industry. Becky holds a BS from Kent State and an MBA from Ashland University. She is also an adjunct instructor at Walsh University teaching Management, Organizational Behavior, Human Resource Management, and Business Policy (Strategic Planning). She has volunteer experience with the Akron Area Soap Box Derby, North Canton City Schools, Boy Scouts and other youth groups.

Congratulations Becky!

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 chance 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 Kathi Eddy at keddy@ralaw.com or (330) 762-7635.

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
Fax: 330-848-8866
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 (and Hospitality Chair)
President
Human Asset Development, Inc.
(440) 382-0546, cell (440) 382-0546
jgkataylor@aol.com

Member at Large: Kent Minich, PHR
Corporate Safety Manager
A. Schulman
(330) 239-3022
kent_minich@aschulman.com

Certification Chair: OPEN

College Relations Chair: Steve Ash, Ph.D.
Assistant Professor
University of Akron
(330) 972-6429
ash@uakron.edu

Compensation & Benefits Committee Chair:

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

Diversity Chair: OPEN

Education/Workforce Readiness Chair: James Sneed
HR Coordinator
A. Schulman
(330) 668-7221
james_sneed@aschulman.com

Governmental Affairs/Website 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

Public Relations Chair: Rebecca Perez, PHR
Vice President
North Canton Tool
(330) 452-0545
rperez@nctco.com

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

Student Chapter Advisors:

Steve Ash, Ph.D.
Assistant Professor
University of Akron
(330) 972-6429
ash@uakron.edu

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