

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

October 2004

SARAH F. PIERCE Manager, Employment Legislation

Join us Wednesday, October 13 at Stan Hywet for national SHRM speaker Sarah F. Pierce. Sarah serves as Manager of Employment Legislation and is actively involved in all employee and labor relations concerning the HR profession on Capitol Hill. Specifically, Sarah monitors the activities of the House Education and the Workforce Committee, the Senate Health, Labor, Education, and Pensions Committee, OSHA, and the National Labor Relations Board. Additionally, she monitors FLSA Reform Initiatives, Immigration (H1-B), Ergonomics, and worker's right to know issues.

Previously, Sarah served as the Deputy Director of the Government Relations program for the Independent Electrical Contractors, a small trade association representing merit shop (non-union) electrical contractors. This experience gave her a solid foundation in representing SHRM in the areas of employee and labor relations.

Sarah is from Stillwater, Minnesota and a graduate of Mankato State University where she received her Bachelor of Sciences degree in Political Science with a Minor in English. And she is a December 1999 honor graduate of the George Washington University, Graduate School of Political Management where she received her Masters of Arts in Legislative Affairs with a concentration in Lobbying.

October Luncheon Sponsored by Palmer & Cay

Palmer & Cay is the second largest privately held employee benefits consulting firm in the United States and prides itself on providing clients with unparalleled service. Specializing in employee benefits, retirement and compensation plans, Palmer & Cay is a leader in using data mining to manage your healthcare expenses, automation of your retirement plans, fiduciary oversight for your plan committees, HR outsourcing of administration and work-life balance programs.

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Meeting Snapshot

When: Wednesday, October 13 at 11:00 a.m.



Where: Stan Hywet Hall – Carriage House

Speaker: Sarah Pierce, National SHRM Manager of Employment Legislation

Registration: \$15 Members -- \$20 Guests

Please register by Friday, October 8. To register, contact Maria Miller at (330) 535-7131 or email at mariamiller@spherion.com.



PHR/SPHR CERTIFICATION

Do you want to be set apart from your peers? Would you like public and professional recognition of your accomplishment? Would you like career advancement?

ITS NOT TOO LATE....APPLY TODAY FOR THE NEXT TESTING WINDOW FOR THE PHR/SPHR CERTIFICATION EXAM!

Although the regular deadline has passed, you can still apply by the late deadline date of November 5, 2004 to take the exam during the next testing window. The testing window is Nov. 15 – Jan 15, 2005. Be sure to read the PHR/SPHR handbooks before submitting your application.

For more information, check out the Human Resources Certification Institute (HRCI) website at www.hrci.org, or contact Lisa Rollins, PHR, Certification chairperson, at 1.800.243.0210, ext. 6646.

Excerpts from July Board Meeting Minutes

President: Outcome from the ASTD meeting is that we may advertise every other month and may link them as a training resource on our website. We will do a joint program with them in 2005. No board meeting for August 2004.

Treasurer: Sandy Manjura stated that she needs someone to review the statements for this year.

Diversity: Need to recruit for the Diversity Chair. Veronica Euell-Cook resigned.

Membership: Still looking for help on this committee.

College Relations: Voted Steve Ash as the College Relations Chair. Student board president will be allowed free meal at meetings. Scholarship process to begin in October.

Community Involvement: Talked with Dr. Small. We will be part of the Akron Public School system.

JOB SEEKERS/RECRUITER LINKS

Two area job seekers groups offer recruiters free access to databases which contain 1,000+ job candidates. It is a terrific resource for search firms and employers to post positions and review bios of registered members from the Akron-Cleveland area who are looking for executive, management, professional and non-professional positions in all disciplines.

For more information about the groups, you may contact:

Greg Reynolds Don Bernard
Chagrin Valley Job Seekers Medina
Area Job Seekers 216-752-1700 330-722-0442

greynolds@diseco.com majs@att.net or visit the website www.northcoastnetworking.com and log in as "guest"

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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.

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 SHRMS'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.

2004 Calendar of Events AASHRM Monthly Meetings

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"

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HUMAN
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MANAGEMENT



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.

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Update on 2004 Salary Increases and 2005 Projections

According to an article from WorldatWork, Hewitt found in a survey of 1,185 companies that average salary increases for 2004 are consistent with 2003 and represent some of the lowest increases they have ever recorded. Increases averaged 3.4% for salaried exempt employees, 3.3% for salaried nonexempt employees, 3.3% for nonunion hourly workers and 3.7% for executives. Only 3% of organizations implemented a salary freeze and less than 1% believe they will do so in 2005.

WorldatWork released the results of its 31st Annual Salary Budget Survey in August of this year, surveying 2,774 members employed mostly in large North American companies. The 2004 version of the survey duplicated historic lows reported in 2003, participants reporting an actual average total salary budget increase of 3.5%, in line with Hewitt's survey.

Salary increase projections for 2005 are slightly higher, with estimates of 3.6% for salaried exempt employees, 3.5% for salaried nonexempt employees, 3.5% for nonunion hourly workers and 3.8% for executives.

Hewitt's study also revealed that while salary increases remain low, variable pay continues to increase. According to Hewitt, 78% of surveyed organizations have at least one type of broad-based variable pay plan, consistent with 77% last year and up from 59% in 1995. The most common types of variable pay plans reported in 2004 were: Business Incentives (63%), Special Recognition (55%), Individual Performance (43%), and Stock Ownership (30%).

Additional information on both surveys can be accessed using the following links.

[<http://was4.hewitt.com/hewitt/>]

[www.worldatwork.org]

New Certification Chairperson!

Welcome Lisa Rollins, PHR to Akron SHRM's Board of Directors! Lisa joined Akron SHRM's Board in September and will be the organization's Certification Chairperson. As the Certification Chairperson, Lisa will be a resource to members with regard to the certification process, available resources and the value of certification. Lisa attained her Professional in Human Resources (PHR) certification in December 2003.

Lisa has been employed by the Westfield Group since 1988 and currently holds the position of Recruiter, Human Resources.

Welcome aboard!

Tina Speicher, PHR
Human Resources Manager
Mature Services, Inc.

2004 AASHRM Board Members and Committee Chairs

President: Tina Speicher, PHR
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Member at Large: Jay Taylor (and Hospitality Chair)
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Member at Large: Kent Minich, PHR
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Compensation & Benefits Committee Chair:
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Diversity Chair: OPEN

Education/Workforce Readiness Chair: James Sneed
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Governmental Affairs/Website Chair: Terri Bednar
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Newsletter and Public Relations Chair: Rebecca Perez, PHR
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Sponsorship Chair: Beth Kalail
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