

Meeting Registration Information

This program has been approved for 1.5 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI)



AASHRM NOVEMBER 2005 MEETING

When: Wednesday, November 9, 2005
 Where: Sheraton Suites – Cuyahoga Falls
 Time: **Member Orientation: 10:15 a.m. to 11:00 a.m.**
Luncheon: 11:00 a.m. to 1:30 p.m.
 Registration: Reservations may be made online at www.akronshrm.org or pauber@comdocinc.com.
 Questions? Call Patti Auber at 330.899.8087
 Fees: \$20 members / \$25 non-members / \$10 Students

Registration deadline is Friday, November 4, 2005

Cancellations: Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or pauber@comdocinc.com. If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being billed for the event.

KEYNOTE SPEAKER

Tod T. Morrow, Esq. – Buckingham, Doolittle & Burroughs, LLP

Tod Morrow serves as Co-Chair of the firm's Employment & Workers' Compensation Practice Group and represents employers in all areas of employment law, with an emphasis on defending employers in discrimination, wrongful discharge, intentional tort, OSHA, VSSR, unemployment and workers' compensation cases. To learn more about Tod, visit <http://bdblaw.com/people/detail.asp?id=149>.



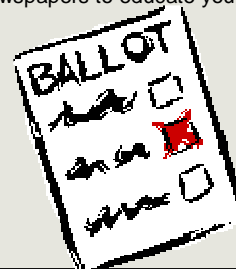
Governmental Affairs Committee

VOTING – YOUR RIGHT TO BE INFORMED

It's that time of year again... Election Day. It's coming on November 8th. Before you and your employees go to the polls, it's important to educate yourselves on the ballot issues and the candidates. When I first started voting (and way before I became involved in the Governmental Affairs Committee), I used to go blindly to the polls. I would walk right in and try my best to comprehend the legal jargon and double negatives I was reading and then make a choice...Yes or No...For or Against. Plenty of times, I wasn't sure what I was voting for, but I just had the feeling that I couldn't leave any blank chads. It was no different when I had to decide on the candidates...(That guy's name looks good -- I'll vote for him.)

Now that I have the necessary tools to educate myself, I know who I will vote for and just how I will vote on the issues *before* I step into the voting booth. One of the tools I use to educate myself on the issues is a website. It's called www.ohiobusinessvotes.org. All you need to do is click on 'ballot issues' and it will tell you what each issue is and the arguments FOR and AGAINST that particular issue. It also lists the different organizations that are in support of or in opposition of each issue.

The election issues which will be on this year's ballot are Issues 1, 2, 3, 4 and 5 and information on these can be found on this website. In order to find out about candidates up for election in your area, you can usually read about them in your respective local newspapers. For example, the Stow Sentry (Stow-Munroe Falls area) puts out a huge article a couple of weeks prior to the election to inform its residents about the candidates. I urge you all to visit the aforementioned website and your local newspapers to educate yourselves and to help YOUR EMPLOYEES learn more about each of the issues and their respective candidates.



Terri Bednar
 Governmental Affairs Committee Chair

Upcoming Events

December 14, 2005 – 11:00 to 1:00 p.m.

Cruisin' Through Life at 35 mph: Six Strategies to Keep Your Internal Engine Running Smoothly

Brian Blasko, Internationally-known author & speaker

Thank You!

Thank you to all the members of AASHRM who so generously contributed donations to aid victims of Katrina. During the month of October, the AASHRM partnered with the Salvation Army to provide much needed food and supplies to those affected by this tragedy. Your kindness made a difference. A very special "thank you" to First Energy Corporation for their generous donation. A formal acknowledgement from The Salvation Army will be published in the December edition.

James Sneed, Community Relations Chair

New Members: Welcome to AASHRM!

Gregory Newsome

Professional Member
Director of Safety & HR
City Scrap and Salvage Company

Diane Muncy

Professional Member
Human Resources Manager
S. D. Myers, Inc.

Cheryl Stormer

Professional Member
Administrator
Meaden & Moore, Ltd.

Liz McElroy

Professional Member
Manager, Human Resources Retail
Operations
The Goodyear Tire & Rubber Co.

Stephanie Morris

Professional Member
Human Resources Generalist
Doctors Hospital

Katharine Campbell

Professional Member
Director of Human Resources
GPD Associates

Sandy Langer

Professional Member
Vice President, Employee
Development
Evergreen Homes

Twila Wehling

Professional Member
Coordinator, Recruitment/ Placement
Visiting Nurse Service & Affiliates

Jill Turske

Professional Member
College Recruiting Coordinator



Get Active! If you are interested in joining a committee, please feel free to contact the Committee Chairperson for more information. A current directory of Board members is listed on the last page of the newsletter.

To place an article in the AASHRM HR Leader, contact: **Carla Dyer, SPHR – Newsletter/ Public Relations Chair** at carla.dyer@roadway.com or **330.258.6140.**

The HR Leader Chairperson or its editor(s) has the right to deny any ad or article from being published for any reason. Articles appearing in this publication do not necessarily reflect the views of the AASHRM Board or its members.

A GREAT VALUE

By Susan Joseph, SPHR

I wanted to share with everyone what a great value the Workforce Development and Continuing Education department at The University of Akron provided to HR professionals on October 19th. They sponsored a one-day informational seminar. The seminar was held in their building. Parking and access. The seminar was held from 8:30 a.m. until 3:30 p.m., included a boxed lunch (Human Resource Certification Institute) for toward PHR/SPHR renewal. Those of us who hours know that this was quite a value. One- day seminars can typically cost anywhere from \$195 to \$395, depending on the topic and presenters. This seminar covered the Fair Labor Standards Act, Federal Occupational Safety and Security Administration, Equal Employment Opportunity Commission and the Family Medical Leave Act. It was extremely interesting to hear those who uphold the regulations discuss them from their perspective. All presenters provided websites and contact information if questions arose in their areas of specialty. Our hope is that The University of Akron, as well as other educational institutions in our area, will continue to provide wonderful learning opportunities like this for HR professionals to take advantage of.



presented by the U.S. Department of Labor. beautifully newly-remodeled Student Union to the facility were both extremely easy. a.m. until 3:30 p.m., included a boxed lunch (Human Resource Certification Institute) for toward PHR/SPHR renewal. Those of us who hours know that this was quite a value. typically cost anywhere from \$195 to \$395, presenters. This seminar covered the Fair Child Labor Laws, Occupational Safety and Security Administration, Equal Employment the Family Medical Leave Act. It was those who uphold the regulations discuss presenters provided websites and contact their areas of specialty. Our hope is that

2006 Officer and Director Election Results

Thanks again to all AASHRM Chapter Members who participated in the election of our Officers and Directors. The newly-elected officials will assume their positions effective January 1, 2006 for two-year terms. Congratulations to each individual, the entire Board for providing leadership to our Chapter, and to all of our Members for making AASHRM not only a 100% Chapter but also for helping us to achieve Superior Merit Chapter recognition!

Officers:

President	Sandy Manjura, PHR
Vice President	Bob Rakoci, SPHR
Treasurer	Kent Minich, PHR
Secretary	Kelly Vaughn, PHR

Directors:

Member At-Large Jay Taylor (re-elected)
Member At-Large Rod Moses



Questions or concerns? Contact a member of the Nominating Committee: Bob Rakoci, Susan Joseph, or Jay Taylor.



Compensation & Benefits Committee

Medicare Part D

The initial enrollment period is November 15, 2005 through May 15, 2006.



By November 15, 2005, EVERY employer sponsoring a group health plan should issue a notice to their employees (or at the very least to those that are Medicare-eligible) as to whether its prescription drug benefits are “creditable” when compared to the new Medicare prescription drug coverage, known as the Medicare Part D benefits.

Medicare enrollees can sign up for the Part D benefits during an initial enrollment period beginning November 15, 2005 through May 15, 2006. The employer’s notice to its health plan participants is very important to Medicare-eligible individuals because it will inform them whether or not their health plan prescription drug coverage is “creditable.” If the plan is creditable, then the Medicare enrollee does not need to sign up for the Medicare Part D benefit until after he/she loses the health plan prescription drug coverage. If the plan is not creditable, then the health plan participant does need to sign up for the Medicare Part D benefits right away.

There are three key things that you need to do:

1. **Determine if your plan provides creditable coverage.**
 - a. The Centers for Medicare and Medicaid Services (CMS) has created a simplified determination checklist that is also available online at: <http://www.cms.hhs.gov/medicarereform/20051006SimpDtrmtnCrdtblCvrgStts.pdf>
 - b. If your plan does not meet the four part checklist, then your plan is not creditable.
2. **Send the appropriate notice to all of your employees.** CMS has created template notices that can be accessed at: <http://www.cms.hhs.gov/medicarereform/CredCov-BeneDsclsreNtc.pdf> for Creditable Coverage, and <http://www.cms.hhs.gov/medicarereform/Non-CredCov-BeneDsclsreNtc.pdf> for Non-Creditable Coverage.
3. **Notify CMS of your status (Creditable or Non-Creditable).** This step is important but the mechanism for notification has not been released from CMS.

Human Resource Career Opportunities

The Goodyear Tire & Rubber Company – Akron, OH

HR Administration Manager

Job Duties:

- Administration of compensation requests
- Regulatory compliance advice and consultation
- Coordination of workers compensation cases, advice and consultation on all policy matters.

Qualifications:

- Bachelor's degree in Human Resources, or a Business degree with a major in Human Resources
- 2-3 Years related generalist experience
- Human resource experience in a retail environment is desirable.

For more information regarding this opportunity, see the complete job description on our website at www.akronshrm.org.

Did You Know?

SHRM National Offers a Number of FREE Webcasts On A Variety of Topics:

Webcast Series

- [HR Essentials](#)
- [Comp & Benefits](#)
- [Recruiting & Staffing](#)
- [Global HR](#)
- [HR Technology](#)
- [HR Consulting](#)
- [HR Outsourcing](#)
- [HR Measurement](#)
- [Diversity](#)
- [Workplace Law](#)

Unless otherwise indicated, all Workplace Law Series webcasts are eligible for PHR/SPHR recertification credits. Visit www.shrm.org/webcast for information.

Visit the Akron SHRM website at www.akronshrm.org. Add it your "favorites" or "bookmarks"!

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 posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

1/8 page \$50	1/2 page \$125
1/4 page \$75	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 Carla Dyer at carla.dyer@roadway.com or 330.258.6140.



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