

HR LEADER

Akron
SOCIETY FOR
HUMAN RESOURCE
MANAGEMENT



The Akron Area Chapter of the Society for Human Resource Management

February 2006

AFFILIATE OF



AASHRM February Meeting Highlights

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February Keynote Speaker

Leslie earned her Masters of Science in Organizational Development at Case Western Reserve University. She founded Catalyst Consulting Group, Inc. in 1987, designing the company's services to utilize the best of her organizational development and teaching skills.

Co-Author:

301 Ways to Have Fun at Work

Beans: Four Principles for Running a Business in Good Times or Bad

FUN WORKS: CREATING PLACES WHERE PEOPLE LOVE TO WORK!

Join us for lunch with Leslie Yerkes who wrote the book! Fun Works details how 11 successful companies – including Southwest Airlines, Pike Place Fish, Isle of Capri Casinos, Employease and Prudential – integrated fun into improved results across-the-board. Disposing the myth that fun and work are mutually exclusive, Fun Works will motivate you to unleash the power of fun in your workplace by sharing real-life examples, strategies, ideas, resources, tools, tips and techniques to help any company in any industry become a place where people love to work.

Keynote Speaker:
Leslie Yerkes
President, Catalyst Group

Leslie writes frequently for the Plain Dealer and other publications, travels internationally as a lecturer and keynote speaker, has taught at John Carroll University, Baldwin-Wallace and Kent State, and serves on the faculty of the Weatherhead School of Executive Education.

See Meeting Registration Information on Page 2

February Meeting Sponsor

See page 2



Meeting Registration Information

This program has been submitted for 1.5 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) and is pending approval. We will advise the status at the February 10 meeting.

AASHRM FEBRUARY 2006 MEETING

When: **Friday, February 10, 2006**

Where: Sheraton Suites – Cuyahoga Falls

Time: **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 Wednesday, February 8, 2006

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.

Now we're @ work
in **your** neighborhood



Ease@Work, one of Ohio's largest, most successful EAPs has opened an office at:

3090 West Market Street ■ Fairlawn, Ohio
330/620-2102

The best local counselor network, excellent local Account Management, 24/7 access to counselors for employees or management consultation

Meet us at the February AASHRM Chapter Meeting!

www.easeatwork.com

Depression

Stress

Substance Abuse

Marital Counseling

Financial Assistance

Legal Assistance

Dependent Care Services

BWC DFWP Education

...and much more

Upcoming Events

Wednesday, March 8, 2006

Trust in the Workplace: Why It Matters, and What You Can Do to Build It
Dr. Roger Mayer, Keynote Speaker

Presented in conjunction with The University of Akron and Kent State University
 Student Chapters

Sponsored by BIS/Background Investigation Services, Inc.

Visit our website for full meeting details

New Members: Welcome to AASHRM!

Joe Skarupa

Associate Member
 Business Development
 Background Information Services

Susan Lindeman

Professional Member
 Workers Comp/Safety Coordinator
 Akron Beacon Journal

Rachel Maher

Associate Member
 Account Representative
 CareerMarketplace

Kevin Pratt

Professional Member
 Human Resource Director
 City of Kent

Kris Feagan

Professional Member
 Supervisor Employment Services
 The University of Akron

Jill Morrow

Professional Member
 Operations Manager
 Speelman Electric

Susan Walker

Professional Member
 Human Resources Representative
 Shincor Silicones, Inc.

Katie Hedderly

Professional Member
 Human Resource Generalist
 Homesite Group, Inc.

David Petno

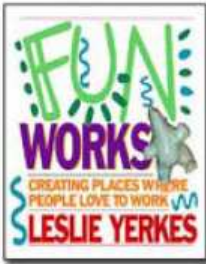
Associate Member
 Consultant
 Accelerated Benefits



Get Involved! 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.



FUN WORKS!!!

Creating Places Where People Love to Work!
Leslie Yerkes, President
Catalyst Consulting Group

Friday, February 10th, 2006
Sheraton Suites -Cuyahoga Falls
11:00 a.m. – 1:30 p.m.

Join Akron SHRM on Friday February 10th, 2006 for a fun and fascinating afternoon with Leslie Yerkes. Leading-edge organizations have discovered that fun, both as a value in the corporate culture and as a set of behaviors in daily practice, can translate into bottom line success. By harnessing the power of fun, companies find they can better retain employees and customers, motivate teams, improve productivity, increase innovation, and create a sense of community.

Fun Works details precisely how eleven successful companies - including Southwest Airlines, Pike Place Fish, Isle of Capri Casinos, Employease, and Prudential - have integrated fun into the normal course of business, and shows how this has translated into improved results across the board. Drawing on these success stories, Fun Works illustrates the eleven principles of the Fun/Work Fusion™. From capitalizing on the spontaneous to hiring good people and getting out of their way, these principles will inspire you to inject a sense of playfulness and joy into your workday.

Leslie Yerkes, President, Catalyst Consulting Group

Leslie earned her Masters of Science in Organizational Development at Case Western Reserve University. She founded Catalyst Consulting Group, Inc. in 1987, designing the company's services to utilize the best of her organizational development and teaching skills. Leslie writes frequently for the Plain Dealer and other publications, travels internationally as a lecturer and keynote speaker, has taught at John Carroll University, Baldwin-Wallace and Kent State, and serves on the faculty of the Weatherhead School of Executive Education. Leslie is co-author of 301 Ways To Have Fun at Work and author of Fun Works: Creating Places Where People Love to Work, co-author of Beans: Four Principles for Running a Business in Good Times or Bad and the new release 'They Just Don't Get It!' Changing Resistance into Understanding.

Don't miss out! Register today!

Register online at www.akronshrm.org or
 Contact Patti Auber at emailto:pauber@comdocinc.com



Special Notice to those attending: Leslie will have available for you to view and purchase copies of her books and other materials.

Governmental Affairs Committee

Hello from your Governmental Affairs Committee! The committee met last week to discuss its plans for 2006/and hot legislative topics and here are some of the highlights:

2006 Plans:

- We will continue to send out email updates to committee members—(You too can be the first to find out about the latest developments in Ohio and on Capitol Hill!) Please contact me if you would like to receive these emails.
- We will continue to write articles for the monthly newsletter and prepare brief legislative updates at chapter meetings
- Be a resource for our chapter for lobbying government officials, getting chapter members information on voting/how to find out about their candidates (This is an election year)
- Network with other chapters for their issues.
- Put on a chapter meeting concerning the topic of FMLA-as this keeps coming up in your feedback at chapter meetings; we may possibly be able to get some DOL reps and some attorneys in a room for another Q&A session.

2006 Hot Legislative Topics

- BWC—Ohio Supreme Court in the decision of McCrone vs. Bank One it was declared that denial of coverage for psychiatric only conditions that do not arise from an injury or occupational disease do not violate either the Ohio or US Constitutions.
- Benefits—(two health mandates)—1) SB113--diabetes and 2) HB180--mental health parity--drugs and alcohol have been removed from the bill; These bills are pending both in the house and the senate
- Unemployment compensation tax is increasing for 2006. The rate was 2.3% and it will be increasing to 2.7%
- A state Minimum Wage increase may be forthcoming. Currently, Ohioans for Fair Minimum Wage are currently collecting signatures from registered voters needed to place the proposed constitutional amendment on the ballot. The amendment would increase the state minimum wage to \$6.85 beginning on January 1, 2007.

If you would like more information on these topics or if you would like to join the committee, please contact me at 330-724-6995 X114 or tbednar@goodwillakron.org

Terri Bednar

Save the Date!

The Ohio SHRM Legislative Conference will be on 4/25 at the Verne Riffe Center in Columbus. There will be plenty of great speakers and you will have a chance to Lobby your state officials that afternoon. The cost is \$75.00. More information will be forthcoming! Stay tuned!

Human Resource Career Opportunities

Goodyear Tire & Rubber Company – Akron, OH

HR Specialist - Retail

Areas of responsibility include working as the liaison between the administrators of our workers compensation and unemployment compensation processes. The selected candidate will also have responsibility for the affirmative action plans and policy administration.

Requirements

- Bachelor's degree in Human Resources, Business or related field
- Minimum 2 years work experience
- Strong project management skills
- Presentation and problem solving skills
- Ability to work independently in a fast-paced environment

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

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

What is the SHRM Foundation?

The SHRM Foundation is a 501(c)(3) non-profit organizational affiliate of the Society for Human Resource Management (SHRM). Founded in 1966, the Foundation funds research, publications and a wide range of educational initiatives to advance the profession and enhance the effectiveness of HR professionals. With assets of more than \$6 million, the SHRM Foundation promotes innovation, research and the use of research-based knowledge. A volunteer board of leading academics and HR leaders governs the Foundation. All contributions are tax deductible.

Your Foundation at Work:

New Video Release: *HR in Alignment* : The Foundation recently produced a new video entitled "HR in Alignment: The Link to Business Results". Narrated by Dr. Wayne Cascio, this DVD presents a real-world case study of Sysco Food Services Company. It explains how Sysco is successfully measuring the business impact of its HR strategy and aligning its mission throughout the organization, from top executives, to front-line employees, to customers. This product compliments the very successful "HR Role Models" DVD introduced by the Foundation in 2003. A valuable resource for chapter programs and professional development, the video was distributed free to attendees at the 2004 SHRM Leadership Conference, and is now available for purchase through the SHRMStore. The SHRM Foundation: Investing in Your Future as an HR Leader.

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.

January Meeting Highlights

By Sandy Manjura, PHR
 President, Akron Area SHRM

Akron SHRM kicked off 2006 with the North Central Regional Manager of SHRM, Ann Byrnes, SPHR. Ann's presentation focused on making sound ethical decisions in the workplace and the importance of HR's role in doing the "right" thing to assist their organizations in creating and maintaining an ethical culture. Ann also included in her presentation a Sarbanes Oxley update. Akron SHRM thanks Ann for a very informative and timely presentation. Hope to see you all next month!

2006 AKRON SHRM BOARD OF DIRECTORS

President: Sandy Manjura, PHR

Human Resource Administrator
CASNET
330.848.8866 ext. 207
Fax: 330.848.8866
smanjura@gotocasnet.com

Vice President: Robert Rakoci, SPHR

Senior Compensation Analyst
Lamson & Sessions
216.766.6538
robert.rakoci@lamson-sessions.com

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Human Resource Manager
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330.259.3057
kent_minich@aschulman.com

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330.643.0254
kvaughn@bdblaw.com

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Human Resources Manager
Mature Services, Inc.
330.253.4597 ext. 139, cell 330.815.1558
Fax: 330.762.5571
tspeicher@matureservices.org

Member at Large: Jay Taylor (and Hospitality Chair)

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Human Asset Development, Inc.
440.382.0546
jgkataylor@aol.com

Member at Large: Rod Moses

Human Resources Director
Country Pure Foods
330.753.2293, ext. 235
moses@juice4u.com

Certification Chair: Susan Joseph, SPHR

HR Manager
Roadway Express, Inc.
330.665.0282
susan.joseph@roadway.com

Compensation & Benefits Committee Chair:

Kate Kelly, CEBS
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Master Consulting Group
216.591.0088
Kelly@masterconsulting.com

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HR Manager
Lowe's Home Centers, Inc.
330.829.2700
janetmorrisonphr@aol.com

Community Relations Chair: James Sneed

HR Coordinator
A. Schulman
330.668.7221
james_sneed@aschulman.com

Governmental Affairs Chair: Terri Bednar

HR Generalist
Goodwill Industries of Akron
330.724.6995 ext. 114
tbednar@goodwillakron.org

Membership Chair: Tom Doll

President
Superior Staffing
330.253.8080
tdoll@superiorstaffing.com

Newsletter/Public Relations Chair: Carla Dyer, SPHR

Human Resources Specialist
Roadway Express, Inc.
330.258.6140
carla.dyer@roadway.com

Sponsorship Chair: Greg Reynolds

Director, Client Development
Dise & Company
216.752.1700
greynolds@diseco.com

Website Chair: J.C. Fischer

Employer Relations Coordinator
Summa Health System
330.375.6580
fischerj@summa-health.org

College Relations
College Relations Chair: Steve Ash, Ph.D.

Student Chapter Advisor: University of Akron
Assistant Professor
University of Akron
330.972.6429
ash@uakron.edu

Student Chapter Advisor: Kent State University

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