

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

May 2006

AFFILIATE OF



AASHRM May Meeting Highlights

“WHY WE HATE HR” -- A Roundtable Discussion

Keynote Speaker:
Steve Browne

Director of Human Resources, CDS Associates

Join us in what promises to be a fun-filled and controversial meeting, as Steve Browne returns to lead our first-ever Roundtable gathering of Members and Guests!

Anticipation should be high as the group will delve into the Fast Company article called, “Why We Hate HR”. While the title alone should have sent alarms blazing in our heads, the article was written for a purpose. The Roundtable will dissect the issue by focusing on two basic questions: Why is HR hated? And, What are YOU doing about it?? We welcome not only Members but those who are NOT HR professional to participate and share opinions and solutions.

To view the article that inspired this program, visit:
http://pf.fastcompany.com/magazine/97/open_hr.html

See Meeting Registration Information on Page 2

Inside This Issue

- 1 Spotlight: May Meeting
- 2 Meeting Detail/Registration Info
- 2 The Health Initiative Project
- 3 New Members
- 4 Compensation & Benefits
- 5 Committee Chair Opportunity
- 6-7 Governmental Affairs
- 8 HR Career Opportunities

May Keynote Speaker

Steve Browne is a Past President of the Greater Cincinnati Human Resource Association, a regular presenter at the Ohio SHRM State Conference, facilitator of monthly Roundtable meetings and overseer of the HR Net website.

May Meeting Sponsor

See page 2



Meeting Registration Information

AASHRM MAY 2006 MEETING

When: **Wednesday, May 10, 2006**

Where: **Sheraton Suites – Cuyahoga Falls, OH**

Time: **Luncheon: 11:00 a.m. to 1:00 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, May 5, 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.

Do you struggle with the high costs and unproductive effects of:

- Depression?
- Overweight/obesity?
- Diabetes and insulin resistance?
- Metabolic syndrome?
- Heart disease and hypertension?



Have you run out of energy trying to put together your own solutions?

You Need a Wellness Program That Works!

The Health Initiative Project's wellness programs *educate*, *empower*, and *motivate* employees to *improve their fitness levels* and be more *accountable* for their health and wellbeing.

You will see improvement!

We can help you incorporate programs that:

Connect & Communicate:	NEWSLETTERS, WELLNESS INITIATIVES, INCENTIVE PROGRAMS
Coach & Motivate:	SEMINARS, NUTRITION AND FITNESS PLANS, GROUP ACTIVITIES, HEALTH FAIRS
Measure & Monitor:	HEALTH ASSESSMENTS, BODY COMPOSITION, BLOOD PRESSURE, RESTING HEART RATE

For more information:
Katherine Burik
www.HealthProject.us
330-453-1299 phone
330-495-2337 cell
kburik@healthproject.us

Upcoming Events

Wednesday, June 14, 2006

“Managing the Rapids of Change”

Paul Meshanko, Managing Partner – Edge Learning of Ohio

Sponsored by
Superior Staffing & The Human Resources Department

Visit our website for full meeting details

New Members: Welcome to AASHRM!



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.

Beth Woods
Professional Member
Director of Human Resources
JRB Attachments

John Jones
Professional Member
HR Manager
Land O’Lakes

Kristin Miller
Professional Member
HR Administrator
JRB Attachments

Brian Davis
Associate Member
President
Davis Wealth Management

Jeffrey Roberts
Professional Member
Comptroller
State & Federal
Communications, Inc.

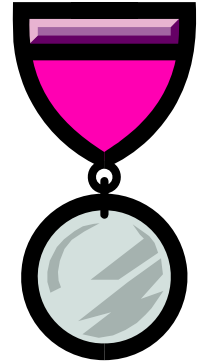
Dave Otto
Associate Member
President
The Otto HR Group

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

To place an article in the AASHRM HR Leader, visit our website at www.akronshrm.org

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.

Compensation & Benefits Committee



25 Great (Cheap) Rewards for Employees

1. Write handwritten notes to employees who go above and beyond
2. Sponsor free or discounted passes to a local attraction
3. Organize a "management car wash" - the managers wash the employees' cars
4. Bring homemade cookies into the office as an occasional treat
5. Cook breakfast for the crew once in a while
6. Create contests at staff meetings to engage employees in the goal of the meeting
7. Put together an inexpensive "goodie bag" as a reward for outstanding service
8. Send your "employee of the month" to a matinee movie
9. Conduct an ugly tie contest (be sure to bring a "real tie" too!)
10. Offer lunch-break chair massages from a mobile massage therapist
11. Create a "Hall of Fame" to recognize employee accomplishments
12. Conduct an "Dinner with the Boss" program for employees who go above and beyond
13. Give away a massage, facial, or manicure
14. Arrange to have the employee play a round of golf with the boss
15. Pick up an employees dry cleaning for them
16. Take an employee's car for an oil change while they work
17. Arrange an "office upgrade" for a super accomplishment (better location, furniture, etc.)
18. Give an employee an extra break
19. ...or a 2 hour lunch
20. ...or how about a 3 day weekend
21. Send a personal note to an employee's spouse to thank them for their support during the employee's overtime
22. Coordinate a surprise party to celebrate of the achievements of an employee or division
23. Buy a subscription to a magazine or journal of the employee's choice
24. Create a "caught doing something great" program of spot recognition and rewards
25. Using change from the vending machines to pay for employee outings



A VALUABLE RESOURCE

WWW.AKRONSHRM.ORG

Do you ever wonder what the AASHRM does besides hold monthly meetings? Curious who the officers are that make up the Board of Directors? Or, do you want to learn more about the various committees and what they do?

You can find the answer to these questions by visiting our website at www.akronshrm.org. Our website is an invaluable resource – brimming with information on a variety of subjects, including:

- the Bylaws
- the History of the AASHRM organization
- Outstanding Member Awards
- Legislative Updates
- Professional Development
- Upcoming Events
- Much more!

Don't let curiosity get the best of you. Visit your AASHRM website to find the answers to your questions.



Thanks to Dave McPeck, our Website Administrator, for keeping our website current and functional!

A GREAT OPPORTUNITY

Interim Newsletter/Publicity Chair

Looking for a way to enhance your relationship with the AASHRM? Consider serving as the Newsletter/Publicity Chair for an interim assignment (approx. 6 mos). This is a tremendous opportunity to work with the AASHRM Board of Directors and have a contributing role on one of the AASHRM committees.

Responsibilities:

- Prepare the monthly AASHRM newsletter, the *HR Leader*
- Work with sponsors and other advertisers to ensure placement of their ads, according to specifications
- Promote advertising of the monthly meetings through the newspaper and other media
- Coordinate with the Web Administrator for timely uploading of the newsletter

Qualifications:

- Extensive knowledge of MS Word, including use of clipart, formatting/editing capabilities
- Knowledge of Desktop Publisher, PrintShop and other forms of publishing software a plus
- Ability to convert documents to .pdf format for use on the website

If you are interested in this opportunity, please contact Sandy Manjura, President at smanjura@gotocasnet.com



Governmental Affairs Committee



SB 7, the Workers' Compensation Reform Bill, long in the works, was signed by Governor Taft at the end of last month, bringing a substantial number of changes to the Ohio workers' comp. system. This new legislation includes a number of changes affecting employers, some of which are: Requiring the demonstration (documentation) of "substantial aggravation" of a pre-existing injury by objective diagnostic findings, objective clinical findings or objective test results. Benefits or compensation will not be payable because of the "pre-existing" condition once the condition returns to the same level as before the injury. Current law allows for a mere aggravation of pre-x. Although now defining "injury" to include the psychiatric conditions resulting from forced sexual assault, the long-standing principle that psychological trauma without physical injury is not compensable, remains unchanged. SB 7 removes a plaintiff's right to dismiss an employer's appeal in Common Pleas Court and increases attorney fees for a successful plaintiff from \$2,500 to \$4,200.

Permanent total disability (PTD) eligibility is restricted, now requiring specific reasons why an employee is not entitled to PTD, thus limiting consideration of non-disability factors. One of the specified reasons is that an employee fails to become involved with educational or rehabilitation services that could have improved his/her chances of finding suitable employment. For PTD, the average weekly wage will not be recalculated because the claimant continued to work and his/her wages increased during that period. The average weekly wage will be calculated according to the wages being earned at the time of the injury. In addition, the filing period or waiting period for permanent partial disability (PPD) has been reduced from the current 40 weeks down to 26.



Under HB 7, the statute of limitations or period of continuing jurisdiction over a claim is reduced to five years for both medical-only and lost time claims; it also reduces the number of weeks an employee can receive wage loss compensation. The bill prohibits the payment of compensation benefits to incarcerated individuals. Settlements of state fund claims will be permitted without approval from the employer, if the claim is off the employer's experience. There are also stiffer penalties for employers who make late payments and stronger statutes governing employer and medical provider fraud. The OBWC Special Investigation Unit (SIU) will be re-designated as a criminal justice agency. All of the HB 7 changes become effective on June 26, 2006.

The BWC is now required to devise a program to lessen the impact for group-rated employers who, because of a first time, big claim, become excluded from group rating. Facial disfigurement awards increase from \$5k to \$10k. Strangely enough, for PTD, the loss of or the loss of use of a single limb will not be considered a loss of two body parts. For example, one will no longer be able to argue that the loss of or loss of use of an arm is also the loss of or the loss of use of a hand. The amount an employer can pay if in the medical only pay plan increases substantially from \$1000 to \$5000. The WC Oversight Commission will be prevented from adopting campaign contribution policies that exceed state law; sounds like a good thing to me. The bill also exempts the injured worker's home address and phone number from public record.

There are certainly additional changes included in this bill that can affect both employer and employee. Following my cursory read and rudimentary understanding of HB 7, I might suggest that you check with your TPA or legal professionals about the specific impact this new reform bill will have on your particular organization. In other news, the OBWC recently approved a 3.9% premium rate increase for the fiscal year 7/1/06 – 6/30/07, making that the fourth consecutive increase in as many years...

Robert Toth, PHR ASHRM Government Affairs Committee

Governmental Affairs Committee – (Cont.)

Ohio's Minimum Wage Issue Could Be On Its Way to November's Ballot

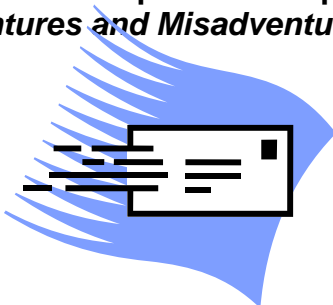
To avoid the red tape of using Ohio's general assembly to get a minimum wage increase passed, Labor Groups are petitioning their peers in order to increase minimum wage through changing Ohio's constitution instead. If petitioners get 328,000 signatures by August 9th, this issue will be on November's Ballot for voters to decide. I was approached just last week by a person asking me to sign a petition to increase Ohio's minimum wage. This prompted me to do a little research into the subject. I found that if this issue makes it to the ballot and passes, Ohio's minimum wage would increase from \$5.15 to \$6.85 (a 33% increase!) **and would increase each year with inflation indefinitely!** For more information on this and other Ohio issues, contact Terri Bednar at tbednar@goodwillakron.org or (330) 724-6995 X114.

SAVE THE DATE!!!

On **October 11, 2006**, your GAC will be putting on a ½-day workshop about FMLA (by popular demand). As a part of the workshop, there will be a Q & A Session and you are encouraged to submit questions that you would like to see answered that morning. You can submit questions to Terri Bednar at tbednar@goodwillakron.org or (330) 724-6995 X114 with FMLA workshop in the subject line. **STAY TUNED FOR MORE INFORMATION!**

Notes from the April 12th Chapter meeting

SPAM I am, Not! - Adventures and Misadventures of Email and the Internet



Joe Feltes, a published and highly-rated Attorney with Buckingham, Doolittle and Burroughs, gave the almost 70 HR Professionals, Students, and Guests a thoroughly entertaining and educational presentation on email and other forms of electronic communications. The legal advice ranged from light-hearted to dead-serious, and in all cases was based on actual and current cases, some seen in our local paper the same week! He accompanied his presentation with a PowerPoint presentation and paper hard copies so that everyone could take notes if needed or take home. On-line evaluation forms now available on our website (thanks to Dave McPeek our Guru) garnered 23 responses, with 100% agreeing that the topic was relevant. Our thanks go out to Joe, Darlene DeChellis and the Sheraton Staff, the Summit County Workforce Policy Board & Job Center (our sponsor), and to you our members for coming to and supporting our meetings.

If you have any ideas, suggestions or feedback about our Chapter meetings, email robert.rakoci@lamson-sessions.com. Thanks!

Human Resource Career Opportunities

BRIDGESTONE AMERICAS HOLDING, INC. – Akron, OH

Junior Pension Analyst #04-AKR-06

Bridgestone Americas Holding, Inc. is an international manufacturer with 40 production facilities throughout the Americas; subsidiary of Bridgestone Corporation.

Requirements

- Candidate will review and process the salary, hourly and retail pension payments.
- Extensive customer communications.
- Must learn/know extensive ERISA rules and language and become familiar with the company's mainframe and computer operations.
- BA/BS in Accounting, Human Resources or Business Administration

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

SEAMAN CORPORATION – Wooster, OH

Human Resources Development Manager

Seaman Corporation, a leading innovator and manufacturer of high-performance synthetic fabrics, seeks a team player to manage the staffing, training and associate development at our corporate headquarters in Wooster. The candidate will report to the VP HR and be responsible for working with managers and supervisors to facilitate change to increase associate productivity and satisfaction.

Requirements

- BS in Business or Psychology, with 10 years of progressive, related experience. PHR or SPHR preferred.
- Strong facilitation, communication, problem solving skills required.

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

FirstEnergy Corporation

Corporate College Intern & Co-Op Representative

FirstEnergy Corp. is a diversified energy company headquartered in Akron, OH. A Fortune 200 company, FirstEnergy's subsidiaries and affiliates are involved in the generation, transmission and distribution of electricity, as well as energy management and other energy-related services.

Requirements

- Bachelor's degree in Human Resources, Business Administration or related discipline
- PC proficiency with experience in MS Excel, Word, Access and PowerPoint. Ability to travel to schools and business unit work sites.
- Intern/Co-Op subject matter expertise; program/project management experience; strong training and facilitation skills.

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

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 visit our website at www.akronshrm.org.

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

Treasurer: Kent Minich, PHR

Human Resource Manager
A. Schulman
330.259.3057
kent_minich@aschulman.com

Secretary: Kelly Vaughn, PHR

Benefits Coordinator
Buckingham, Doolittle & Burroughs, LLP
330.643.0254
kvaughn@bdblaw.com

Past President: Tina Speicher, PHR

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)

President
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
Employee Benefits Consultant
Master Consulting Group
216.591.0088
Kelly@masterconsulting.com

Diversity Chair: Janet Morrison, PHR

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
carlaj@adelphia.net

Sponsorship Chair: Greg Reynolds

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

Website Administrator: Dave McPeck

Workforce Development/CIS Co-Op
The University of Akron
330.972.6844
drm25@uakron.edu

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