

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

June 2006

AFFILIATE OF



AASHRM June Meeting Highlights

“Managing the Rapids of Change”

Keynote Speaker:
Paul Meshanko

Managing Partner of Edge Learning Institute of Ohio

Charles Darwin said it best almost 150 years ago – *adaptability* is the key to surviving and thriving, a quality HR Professionals emulate, value, and encourage in others. In this uplifting presentation, Paul uncovers and presents what he refers to as “mental mechanics” that will help you successfully manage change in both your professional and personal life. You will come away with concepts you can apply, and leave feeling incredibly energized, confident and optimistic about your future!

Key Themes include:

- Darwin was right!
- Letting go of our need to be “right”
- Why people don’t change
- Being marooned on “Someday Isle”
- Expanding our awareness
- Uncovering the qualities of successful people
- Becoming a better mental manager

**Please join us for this exciting event.
See Page 2 for Meeting Registration Information**

Inside This Issue

- 1 Spotlight: June Meeting
- 2 Meeting Detail/Registration Info
- 3 Looking Ahead
- 4 May Meeting Recap
- 4 New Members
- 5 SHRM Award
- 6-7 Compensation and Benefits
- 8 HR Career Opportunities
- 9-11 Announcements

June Keynote Speaker

Paul Meshanko is an “Attitude Strategist,” author, professional speaker and seminar leader. Paul Meshanko is consistently rated as a “best in class” speaker and facilitator by companies across the country. He received his BSBA at The Ohio State University, MBA at Baldwin Wallace College and is Founder and Managing Partner of Edge Learning Institute of Ohio.

JUNE MEETING SPONSORS:



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Prestigious Companies Since 1980*

AASHRM June Meeting Registration Information

This program has been approved for 2 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI)



An extended meeting with the Canton/Stark SHRM Chapter

When: **Wednesday, June 14, 2006**
 Where: **Raintree Country Club**
 4350 Mayfair Road
 Uniontown, OH 44685
www.raintreegc.com
 Time: **Breakfast Meeting: 7:30 am to 10:30 am**
 Cost: \$20 members / \$25 non-members / \$10 Students
 Registration: Reservations may be made online at:
www.akronshrm.org or pauber@comdocinc.com

Questions? Call Patti Auber at 330.899.8087

Registration Deadline is Friday, June 9, 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.

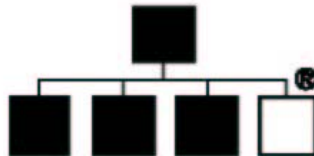
- HR Assessments
- Job Descriptions
- Job Market Pricing
- Salary Grade/Range Structures
- Merit Matrices
- Performance Management
- Recruitment Project Mgmt.
- Benefits Consulting
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- Employee Handbooks
- Safety & Risk Management
- Training
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Looking Ahead...

Wednesday, July 12, 2006

"A seat at the table – Understanding Financials "

11:00am – 1:00pm ~ Keynote/Lunch

1:30pm – 4:30pm ~ Workshop

Sponsored by

Summit County Workforce Policy Board & The Job Center

Visit our website for full meeting details

OUR MAY 10TH CHAPTER MEETING

Steve Browne, the master of Roundtable HR meetings in the Cincinnati area, drove up to lead our group of 80 Members and Guests in our first-ever Roundtable meeting. Some of you may remember Steve from the March meeting last year on “Power Networking”. The luncheon topic was “Why we hate HR” based on an article written by the Deputy Editor of the magazine *FastTimes* in August of 2005 (http://www.fastcompany.com/magazine/97/open_hr.html). Each table worked on 3 topics for 20 minutes and then Steve led a group discussion. The discussion covered: Why do people hate HR? What are things we hate about working in HR? What can we do to change these things? Steve commented later that he noticed when we began with the first question, it was fairly quiet and controlled and that by the time we got to the last question, the table talk was very animated and at a higher volume level. Some of the key thoughts that came out:

- **How much time do we spend with our good employees? Not enough.**
- **Most policies are aimed at bad employees.**
- **We perceive our jobs as compliance patrol of policy and procedures.**
- **The need to shift to “I am a business person who knows HR.”**
- **Have fun at work and what you do!**
- **Either love HR or get out – be passionate about what you do.**

At the conclusion, Steve showed us several books that would make good follow-up reading material. Also, he collected business cards and email addresses of those that would like to be added to the HR Net, a website chat room of over 2,600 HR professionals, hosted by Steve. If you plan to attend the Ohio SHRM Conference at Sawmill Creek in Huron from September 13th through 15th, you’ll have the opportunity to sit in on his new presentation “Now that we’re strategic, where did all the people go?” For information and to register, go to <http://www.ohioshrm.org/ohhrconference.htm>.

Many thanks to Katherine Burik of KBR Leadership Initiatives, our sponsor, and Darlene DeChellis and the Sheraton staff for excellent service!



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.

New Members: Welcome to AASHRM!

Christine Kuhlke, PHR

Professional Member
Advanced HR Representative
FirstEnergy

Lori Kirby

Professional Member
Human Resources Coordinator
Bridgestone Americas Holding

Robert Thomson

Associate Member
Communications Manager
Background Information Services

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.

Akron Area SHRM Receives Distinguished Award

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Superior Merit Chapter designation to Akron Area SHRM for its scope of work in perpetuating and supporting the mission of the organization in 2005.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 205,000 individual members, the Society's mission is both to serve the needs of human resource professionals and to advance the human resources profession. Founded in 1948, SHRM currently has more than 550 affiliated chapters within the United States and members in more than 100 countries.

Akron Area SHRM is one of 100 chapters receiving the distinction in SHRM's North Central Region comprised of 10 states and 145 affiliated chapters.

"By achieving Superior Merit designation, your chapter has distinguished itself as an outstanding organization dedicated to serving the networking and professional development needs of your members and to the advancement of the human resources profession" noted Keith J. Greene, SPHR, Vice President, Member Relations for SHRM.

Akron Area SHRM receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

Congratulations Akron Area SHRM!

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:

- Bylaws
- 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!

TIPS TO INCREASE EMPLOYEES' RETIREMENT SAVINGS

With the controversy surrounding Social Security, 68% of today's workers are skeptical that Social Security will be able to provide them benefits of at least equal value to what current retirees receive. Unfortunately, even though most employees have a workplace retirement plan available to them, they still have inadequate retirement savings and 18% of employees simply do not save at all. In the face of these realities, here are some tips to help increase your employee's retirement savings:

- \$ Consider automatically enrolling employees in a default investment option and require them to "opt-out" if they choose not to participate.
- \$ Provide a matching contribution and be sure to convey to employees the "immediate return" it represents.
- \$ Give employees tools for, or assistance with, completing a retirement savings calculation. This will help quantify how much they need to save today for a comfortable tomorrow.
- \$ Consider implementing the new "Roth 401(k)" as another option for company-sponsored retirement savings.
- \$ Implement a program that will automatically increase salary deferrals each year. For example, Mary elects to defer 4% of her pay today and increase it by 1% at the beginning of each year until it reaches 10%.

Submitted by the Compensation and Benefits Committee.



IMPROPER DEDUCTIONS FROM SALARIES OF EXEMPT EMPLOYEES MAY LEAD TO OVERTIME PAY LIABILITY

According to a recent Opinion Letter issued by the U.S. Department of Labor (“DOL”), employers who require employees to reimburse them for damaged or lost equipment may incur significant overtime pay liability under the federal Fair Labor Standards Act (“FLSA”). Those employers may have lost the exemption to the FLSA’s overtime pay requirements for their salaried, exempt employees who are subject to such a reimbursement policy.

The FLSA generally requires employers to pay a minimum wage and overtime pay for all hours worked over 40 in a workweek to all employees. The FLSA provides a complete exemption from the minimum wage and overtime pay requirements for bona fide executive, administrative, and professional employees. Employees qualify for such an exemption if all the pertinent tests are met concerning job duties, salary level, and payment of compensation “on a salary basis.”

Under the FLSA regulations, the “salary basis test” is strictly defined with only seven (7) permissible deductions from a salary. None of the seven includes charging employees for damaged or lost equipment. Therefore, according to the DOL, by having such a policy, employers breach the salary basis test and lose the overtime pay exemption for all employees subject to the policy.

The recent Opinion Letter reviewed an employer’s policy providing that employees who damage equipment, such as cell phones or laptops, would have the replacement or repair cost deducted from their pay, or the employees could reimburse the employer out-of-pocket. The DOL concluded that it did not matter whether the reimbursement was by payroll deduction or out-of-pocket; the overtime exemption was still lost.

The DOL also reminded employers that such deductions must not reduce a non-exempt employee’s pay below the minimum wage or a non-exempt employee’s regular rate for determining overtime pay. Furthermore, state laws may prohibit such deductions from any employee’s pay.

Proactive employers should:

- Review their policies and pay practices concerning any pay deductions or reimbursement requirements
- Adopt the FLSA’s “safe harbor policy” concerning improper deductions from salaried employees to minimize the impact of any improper deductions. The DOL has a model “safe harbor policy” on its website at: http://www.dol.gov/esa/regs/compliance/whd/fairpay/modelPolicy_PF.htm

*Submitted by: Vincent J. Tersigni, Esq.
Vorys, Sater, Seymour and Pease LLP*

Save the DATE...

[Wednesday, October 11, 2006](#)

By popular demand, the Governmental Affairs Committee will be putting on a morning workshop on FMLA. And to quote Steve Browne at the last meeting, “You people are SICK!” To which my reply is FMLA is probably *making* us sick! There will have a terrific lineup of speakers that consist of attorneys and other experts in the FMLA arena. Participants will have a chance to talk about relevant FMLA woes and ask any questions that may be of interest. If you have any questions that you would like addressed, please send them to Teri Bednar at tbednar@goodwillakron.org or call 330-724-6995. We’ll present your question to the panel that morning!

Human Resource Career Opportunities

AMERICHEM – Cuyahoga Falls, OH

HR Technician

Americhem, Inc. has a part-time temporary position available in the Corporate HR department working 20 hrs/week. The individual will process bi-weekly payroll and assist with department projects and administrative duties. Beginning in September, processing payroll will become the primary responsibility and there is the possibility more than 20 hours will be available.

Qualified applicants will have a high school diploma or equivalent and a minimum of 2 years experience in an HR department including direct responsibility for payroll processing (ADP preferred), employment and benefits administrative support, and employment files (paper and electronic), OR an associate degree in HR, business, or related field and a minimum of 12 months experience as described above.

If you are interested in this position, please send a cover letter and resume to recruiting@americhem.com, fax to 330.929.4144, or mail to 225 Broadway East, Cuyahoga Falls, OH 44221, attn. Recruiting. For more information about Americhem, visit our website at <http://www.americhem.com>.

INFOCISION – Akron, OH

Benefits Administrator

InfoCision is seeking an Entry-Level Benefits Administrator. Duties include:

- Administer employee benefit programs
- Knowledge of benefits, policies, and procedures
- Implement new benefit programs
- Compile statistical data related to premiums, claims, and costs

Qualified candidate will have a Bachelors degree or 1-2 years benefits administration experience.

Send resume to: InfoCision Management Corp, Attn: Beth Adams, 250 N. Cleveland Massillon Road, Akron, OH 44333

Or email to BethAdams@infocision.com

Visit our web site at <http://www.infocision.com>

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.



Voices and Choices | 7575 Northcliff Ave. #201, Brooklyn OH 44144 | 800.929.2319 | www.voiceschoices.org

NEO SPEAKS WEEK

A Week of Conversation about Northeast Ohio's Future

What will it take to build a workforce to meet the demands of Northeast Ohio's evolving economy? How should Northeast Ohio fund our public schools to ensure that all students receive an adequate education? Voices & Choices wants Northeast Ohioans to speak their minds on these and other tough issues facing our region during **NEO SPEAKS Week**, June 11-June 17.

During **NEO SPEAKS Week**, Voices & Choices is challenging employers, community organizations, and residents across the region to set aside at least 30 minutes to talk about solutions to the region's most vexing challenges.

How It Will Work

City officials, business leaders, government organizations and many other types of employers are endorsing **NEO SPEAKS Week** and are actively encouraging their employees and members to participate. Materials will be provided to enable anyone to conduct short conversations in small groups during extended coffee breaks, staff meetings or lunch hours. The solutions that emerge from each conversation will be recorded and submitted to Voices & Choices for analysis.

Voices & Choices, a Project of the Fund for Our Economic Future, an unprecedented collaboration of over 80 philanthropic organizations in Northeast Ohio is committed to transforming the region's economy. Voices & Choices has already involved more than 10,000 people in identifying the regions assets, challenges and brainstorming solutions. Information gathered will be presented to the public online during the summer and will be prioritized at a Regional Town Meeting on September 16th.

CAN WE COUNT YOU IN? For additional information, please contact Megann Eberhart, Community Organizer, Community Organizer at meberhart@voiceschoices.org or (330) 972-8524.

Akron SHRM Summer Social



Come join us for a fun-filled evening with Akron SHRM and the Akron Aeros. Families, friends and co-workers are all welcome! The fun begins at 6:00 p.m. with a fully catered picnic followed by the game which will feature the Akron Aeros vs. Trenton. Afterwards enjoy a fabulous display of fireworks over the Akron sky!

Friday, August 25, 2006

Canal Park

Downtown Akron

Picnic: 6:00 p.m.

Game Time: 7:05 p.m.

(Remit this portion with payment)

Registration

Name: _____

Firm: _____

Email: _____

Tickets requested _____ at \$16.00 each = _____ Picnic & Game

Tickets requested _____ at \$ 6.00 each = _____ Game Only

The deadline for registration is July 21st, 2006

COME JOIN THE FUN!



Please make checks payable to: Akron SHRM
 Please return registration and checks to:
 Theresa Cummins, Summit Academy Management
 1111 West Market St., Akron OH 44313 or via email
 tcummins@summitaal.com

CERTIFICATION TESTING DEADLINES

The April 21st late registration deadline has passed for the PHR/SPHR certification/testing window of May 1st to June 30th. However, don't despair. You have more time to study and prepare! The **next registration deadline is October 13th** and the late registration deadline is November 17th for the testing window of December 1, 2006 to January 31, 2007. If you need additional information, visit www.hrci.org or contact chapter certification chair, Susan Joseph at susan.joseph@roadway.com or 330-665-0282.

Happy studying!



**Join us for the
2006 Day of Caring
Friday, June 16, 2006
8:00 a.m. to 3:00 p.m.**

Breakfast at 8:00 a.m. at the
Jerry Shaw Jewish
Community Center

What is Day of Caring?

Day of Caring is a day of work and fun to aid local health and human service agencies in Summit County and Wadsworth. Akron SHRM has been assigned two projects. One assignment is for the YMCA and involves assisting in landscaping including planting flowers and small shrubs, weeding and replacing a fence, painting restrooms and cabins. Our other assignment is at Open M and it involves inventory of a storage area, painting walls in a foyer and hallway leading to classrooms.

How Do I Benefit?

In addition to making our community a better place to live, work and raise a family, Akron SHRM hopes that by us working together on The Day of Caring project that it will enhance communications and foster teamwork within our chapter.

Kick-Off Day of Caring with a Breakfast Celebration!

Day of Caring will kick-off with a continental breakfast celebration at the Jerry Shaw Jewish Community Center at 8:00 a.m., June 16th. Join us for a blimp ride raffle, food, fun, and gratitude for all the participating volunteers.

If you are interested in joining us please contact our Community Relations Chair, James Sneed at 330-668-7221 or james_sneed@schulman.com no later than May 31st.

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