

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

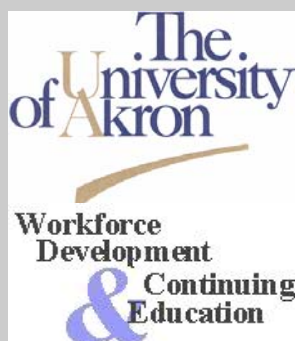
February 2008

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Our sponsor this month:



HR Horror Stories: Being Strategic in a Crazy World

Luncheon meeting + extended 1.5-hr presentation + new location

Come listen to Scott Warrick engage with our audience on some real-life situations that other HR constituents (or perhaps yourself) have encountered as true "horror stories" and the outcomes with some legal pointers on what to do and how to prevent in the future. Some of topics of discussion include:

- *What does it really mean to be strategic?*
- *What do you do when a top-performing employee wants to take a leave of absence to return home to Venus?*
- *What do you do when you review the security tapes and see that a corporate officer is having an affair with a superior?*
- *What do you do when you discover that the VP is engaged to a subordinate? And the VP is already married?*

Scott Warrick, JD, MLHR, SPHR specializes in Human Resource Consulting and Employment Law Services. He is a nationally certified emotional intelligence instructor. He owns his own HR Consulting practice and works with HR Professionals to "Solve employee problems before they happen". Scott holds a Masters degree in Labor and Human Resources from OSU, and he was Class Valedictorian at Capital University College of Law. He earned the Human Resource Association of Central Ohio's Linda Kearns Award for Outstanding Creativity in the field of Human Resource Management and the Ohio State Human Resources Council's David Prize for Creativity in Human Resource Management. His reputation of being an excellent and entertaining speaker precedes him. www.scottwarrick.com

Sponsor:

**Workforce Development & Continuing Education
at The University of Akron**

<http://www.uakron.edu/ce/>

Don't miss out! Register today!
Registration Information on pg. 2

AASHRM February Meeting Registration Information

When: Wednesday, February 13, 2008
 Location: Guy's Party Center
 500 East Waterloo Rd.
 Akron, OH
 44319
 Time: 11am-1:30 pm
 Cost: \$20 members / \$25 non-members /
 \$10 Students

Reservations may be made online at:

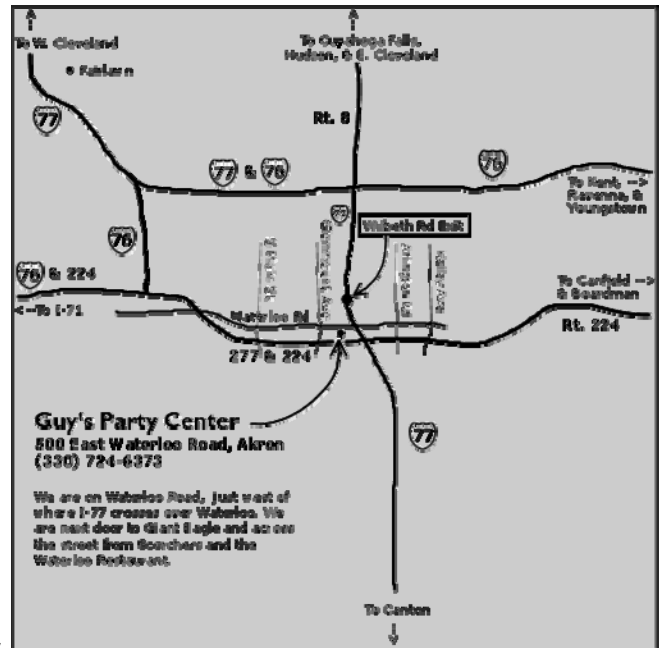
www.akronshrm.org or pauber@comdocinc.com

Questions? Call Patti Auber at 330.899.8087

Registration Deadline is Monday, February 11, 2008

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.



Workforce Development & Continuing Education

Bring the University to You!

Workforce Development & Continuing Education at The University of Akron offers not only open-enrollment classes, but also classes that can be customized to meet your needs. Many times this option is more cost effective and holds more impact because it is focused on your specific business. Call us to help design your class today!

Some of our upcoming classes and events include:

- Free Six Sigma overview, Feb. 7
- Supervisory Leadership Certificate Program begins Feb. 12
- Project Management Certificate Program begins Feb. 25
- Introduction to Covey's 7 Habits of Highly Effective People, March 4
- SHRM Essentials of HR, March 14 & 21
- Scott Warrick's Emotional Intelligence, March 17
- SHRM Learning System class begins, April 5

**Call (330) 972-7577
for more information**

Or visit:
www.uakron.edu/ce/
 C-08-17-01

Many HRCI approved courses available!
 Call today to receive your free Spring 2008 catalog!

Looking Ahead...

AASHRM March Meeting Wednesday, March 12, 2008

Meeting: Wednesday, March 12, 2008
Time: 11:00am-1:00pm
Location: Martin Center, 105 Fir Hill
 The University of Akron Campus
 Akron, OH 44304
Speaker: TBA
Sponsor: Leadership Advance Camp
Cost: \$20 AASHRM Members, \$25 Guests, \$10 Students



GOOD FOR BUSINESS, GREAT FOR EMPLOYEES!



Protect your most valuable assets! Employees suffering from high levels of stress, whether related to their job or to personal problems, can cost American business up to **\$300 billion annually**. Mercy's Employee Assistance Program, CONCERN, is a high-quality, cost-effective way to help your employees maintain a healthy, happy, productive work life.

Mercy, The First Place To Think Of For Employee Assistance

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Akron: 330-644-7747



A service of:
Mercy Medical Center, a nonprofit corporation of the Sisters of Charity Health System and University Hospitals Health System.

WWW.CANTONMERCY.COM
Michele.Morgart@cssuh.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 \$50 for 250 words. Chapter member companies can list one free classified ad for help wanted or positions sought per organization/per month. Additional ads can be listed for \$50 for 50 words.

For more information, please visit our website at www.akronshrm.org.

An Overview of the Healthy Families Act

Jim Krosky, PHR, Governmental Affairs Committee Chair

The Healthy Families Act is a proposal that is making its way through the legislative process. This act as it is currently crafted will create a number of challenges for Ohio employers.

Under this proposed piece of legislation, Ohio employers with 25 or more employees would be required to provide 7 paid sick days for employees working 30 hours or more per week. It also extends to those employees working less than 30 hours on a pro rata basis. Some of the provisions of this proposed law are:

- Days may be used for an illness, for a physical or mental condition, to obtain a medical diagnosis, a related treatment, or preventative care, for the employee's child, parent, or spouse.
- The employee is required to provide the employer with a reason and the expected duration of the leave. For an anticipated leave the employee would be required to provide seven days notice.
- Employees may rollover up to 7 days each year.
- If the sick leave is over three consecutive days an employer may request a medical certification.
- The health information regarding the employee's leave must be treated as a confidential record and can only be disclosed to the "affected employee" or with the consent of the "affected employee".
- Current leave policies may not be reduced or eliminated once the

act is enacted in order to comply with the provisions of the proposed law.

- Employers would be prohibited from terminating or discriminating against employees for utilizing the sick leave or for opposing any unlawful practice under this act.

- A summary of the act must be posted by the employer in a conspicuous and accessible place.

- Records documenting the hours worked and paid sick leave taken must be maintained for a three year period.

Many employers currently have policies in place that are richer than this act requires, but the change for companies will be to assure that their policy and procedures in regard to time off policies would be in compliance with this act.

If the legislator fails to act on this proposal by May 7th it could potentially be placed before voters in the November election. We encourage you to voice your concerns to your state representative. A complete summary of this proposed act can be found at www.sickdaysohio.org/pdfs/Ohio%20Healthy%20Families%20Act%20Proposed%20Summary%2C%20Legislation.pdf

If you would like to become involved with the committee or would just like to receive e-mail updates, please contact Jim Krosky at (330) 572-8049 or jim.krosky@bcgcompany.com

Akron SHRM – Making New Connections!

Akron SHRM has held the first Board meeting of the New Year hosted by Tom Doll at his Superior Staffing offices in Quaker Square. Every Board Member was in attendance. To view our 2008 Akron SHRM Board, please view Page 6 of the newsletter.

Looking back at this past year:

- Over 100 attended a joint Chapter meeting at Raintree Country Club with our friends from Stark and Portage Chapter in the Summer with a similar turnout for a CEO panel discussion on the HR profession (Children's Hospital, CASNET, and ComDoc)
- A very informative *Best Practices* meeting shared by two other Member Companies (ComDoc and BenVenue Laboratories) that were category NorthCoast 99 Category Winners
- A lively Golf Outing followed by a Summer Social
- Development and implementation of a networking exercise conducted by our 2007 Member of the Year (Cindy Terry).
- Akron SHRM collaborated with the AMHA to assist with helping members of one local neighborhood learn valuable skills in job searching and techniques for gaining employment.

Did you know AASHRM:

- has over 400 Members?
- is the 4th largest Chapter in Ohio?
- had the highest Member gain in the State last year?
- has been recognized with the Superior Merit Award for over 15 consecutive years?
- is the 9th oldest established SHRM Chapter in existence since 1958?

If you would like to become involved with this growing team, visit our website at www.akronshrm.org for more information. We have come far and we have an exciting future ahead of us – it's all about making connections!

Bob Rakoci, SPHR
President, and
Your Board of Directors

Human Resource Career Opportunities

ARIEL CORPORATION, MOUNT VERNON, OH
HUMAN RESOURCES AND PEOPLE SYSTEMS MANAGER

Job Specifications:

Ariel Corporation, a world-class manufacturer of natural gas compression equipment, is seeking an experienced Human Resource & People Systems Manager that is people and process focused and is capable of leading key HR discipline areas as well as assisting in driving the on-going development of the organization. The Ariel HR Department encompasses all HR disciplines, Organization Development, Employee & Customer Training, Leadership Development, Safety & Environment, and Employee Communications.

Job Qualifications:

- Bachelor's degree from an accredited school in Human Resources, Industrial Relations and/or Organizational Development (Master's Degree preferred)
- 7 to 10 years progressive HR experience in a strategic role within a manufacturing organization
- Strong project management experience – both as a team member and team leader
- Supervisory experience of salaried exempt and non-exempt personnel
- Ability to provide input on departmental direction and continually bring new ideas to the table
- An understanding of business as a whole and how Human Resources fits into the overall business strategy
- Demonstrated experience working in a dynamic environment and willingness to adapt to change
- Previous experience in both union and non-union environments desirable



Submit Resume to:

Please reply with salary requirements to hr@arielcorp.com; or visit us at <http://www.arielcorp.com>

SUMMA HEALTH SYSTEM, AKRON, OH
EMPLOYEE RELATIONS COORDINATOR

Job Specifications:

The Employee Relations Coordinator is responsible for developing proactive employee relations strategies, policies and practices to ensure the employees of Summa Health System are treated fairly, engaged and motivated to provide quality service to the individuals served. The Coordinator will work to ensure employees and managers receive proper guidance and counsel regarding fair and consistent treatment of employees as well as encourage and facilitate open communication to resolve employee issues.

Key areas of focus include Preventative Employee Relations, Labor Relations, Internal and External Investigations and Tracking, Analysis and Reporting of Employee Relations Information.

Job Qualifications:

This position requires a minimum of three (3) years of Human Resources experience with an emphasis in employee relations and employee services. Experience in a multi-facility healthcare setting is preferred. Experience should include non-union and union environments.

A Bachelor's Degree in Human Resources, Business or related field or the equivalent in training and experience is needed.

Submit Resume to:

Maria Miller, HR Representative: millermc@summa-health.org



2008 AKRON SHRM BOARD OF DIRECTORS

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College Relations Chair: Cathy DuBois, Ph.D.

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Student Chapter Advisor: Kent State University, Cathy DuBois, Ph.D.

WELCOME TO OUR NEW MEMBERS:

Patricia Rector
Summit Academy Management

Patricia Ridolfi, Associate Member
Bridgestreet Worldwide Corp Housing

SeAnna Huberty, PHR
General Die Casters

Angela Durnan
First Energy

Brandy Fowler
First Energy

Nicki Rankin, PHR
The Rovisys Company

James Moore, PHR
WBT-USA

Joelyn Morgan
Creative Learning Workshop

PHR/SPHR CERTIFICATION-STUDY GROUP

If you are interested in meeting with other Human Resources Professionals to study and prepare for the next PHR/SPHR certification window, please contact Chapter Certification Chair, Liz England
eenland@firstenergycorp.com or 330-761-4378.

If you need additional information on the certification of the dates of the next testing window, visit www.hrci.org.

Akron SHRM would like to say a special congratulations to Misty Wheeler who has recently passed her PHR examination. Congratulations Misty!!!

