



President's Message

Mike Leibundgut, SPHR



Good Day to All,

Governor Walker has signed a proclamation declaring Thursday, October 13, 2011 "Human Resources Professionals Day". It's sure nice to get some attention for our profession. I suggest you take a moment on our special day and pat yourselves on the back, not everyone can do what you do each day and go home with sanity intact!

Knowing we have a HR Professionals' Day, does this mean we're making progress in getting more respect for what we do among other professions? Over the years, I have heard how HR professionals are appearing to get a little more recognition and respect in the companies they work at. I hear about high level communication and inclusion with the senior management of their companies. I hear how they are becoming more involved in significant/strategic projects and decisions, and as a matter of fact, I'm one of those lucky HR professionals who lives in that world at my place of employment. All of this sounds like progress to me. Keep it up!

Over the 20 plus years I've been in GMA SHRM, I've met hundreds of our members who've impressed me with what they do each day. The talent and knowledge they have in HR (and other related careers) have kept me humbled and challenged to keep up. By attending various state and national SHRM leadership conferences during the past 6 years, I've come to realize just how talented our GMA SHRM members are. We are many times the front runners in our services, volunteering, website, support of community, volunteer committees and board of directors. I rarely brag about anything other than my son, but in this case, I believe it's justified to brag about our organization and what we do each year.

So now we get to celebrate our own day each year. In a way this makes me chuckle. I remember when I was a kid I would ask my parents why they got a special day like Mother's and Father's Day but I didn't get one for "kids' day?" If your parents were like mine the answer was, "every day is kids' day!" So if I apply this answer to my career as a HR professional, should I believe every day is HR Professionals' Day? Hmm, maybe every day is, maybe it isn't. In HR there are strange days, busy days, crazy days, frustrating days, sad days, happy days and down-right want to choke someone days! The bottom line is what we make of each day; I choose to make every day HR Professionals' Day.

You deserve HR Professionals Day – go out there and embrace what you do; maybe even brag about it!

GMA SHRM 2011 Corporate Partners

Gold Level

- American Family Insurance
- Boardman Law Firm
- First Choice Dental Group
- The Payroll Company
- Remedy Intelligent Staffing
- Wisconsin Rx

Silver Level

- Career Momentum
- Cottingham & Butler Employee Benefits
- Lee Hecht Harrison
- Physicians Plus Insurance Corporation
- Ultimate Software Group

Bronze Level

- The Alliance
- Delta Dental
- Edgewood College
- Express Employment Professionals
- Higgins Insurance Group
- Hemb Insurance Group
- Metro Transit
- M3
- Melli Law, S.C.
- Unity Health Insurance
- UW Credit Union
- The QTI Group
- Wegner CPAs & Consultants

Thank you!

Let's inspire someone today!

Mike Leibundgut, SPHR
President

GMA SHRM Board of Directors



Mike Leibundgut,
SPHR
President



Melissa Wieland
President Elect



Dave Furlan, PHR
Immediate Past
President



Wendy Brendel, SPHR
Secretary Treasurer



JoAnna Vanderpoel,
PHR
VP, Membership



Tara Conger, PHR
VP, Marketing &
Communications



Jeff Russell
VP, Programming



Jake Siudzinski
Director, Education &
Development



Michelle Thoren
Director Workforce
Readiness & Diversity



Tammy Barden
Director, Government
Affairs

Government Affairs Update

The NLRB Provides Guidance Regarding Social Media

The National Labor Relations Board (NLRB) has provided a report to assist the labor-management community with emerging concerns surrounding protected and/or concerted activity when employees use social media sites. The report includes recent cases arising from social media issues and is intended to assist human resource professionals in understanding how to make lawful policies and rules for their workforce. The umbrella of protected concerted activity can seem overly broad to employers and social media has become a concern in recent years. It is increasingly crucial to stay abreast of case developments on these issues. It is important to note the NLRB has said an employer's rule is considered unlawful if that rule would "reasonably tend to chill employees in the exercise of their Section 7 rights." This must be taken into consideration when creating and enforcing work rules and policies. After reading this NLRB report, you may want to review your social media policy

and make changes. The report discusses several relevant cases revolving around social media. For the entire report, go to: <http://mynlrb.nlr.gov/link/document.aspx/09031d458056e743>

Upcoming Government Affairs Toolbox Session - Your chance to hear from the NLRB!

Not attending the state conference or just looking for different topics? GMA SHRM has you covered! The Government Affairs committee is excited to bring you engaging and timely topics at our October toolbox session. Presenters include:

- Rebecca Hogan, Dir of HR @ Wisconsin Manufacturers & Commerce (WMC) talking about the current WI legislature, effects of summer recalls, legislative changes and pending laws and how they affect HR professionals.
- Irv Gottschalk, Regional Director, National Labor Relations Board (NLRB) Region 30 talking about new posting requirements, proposed rule changes on union elections, labor relations and notable cases affecting HR.
- Additional speaker on changes to Madison background checks, use of SSN and how to stay compliant.

Visit www.gmashrm.org to sign up today for this exciting and FREE event @ City Center West!

NLRB Poster on Employee Rights Now Available for Download

A workplace poster that describes employee rights under the National Labor Relations Act is now available for free download from the National Labor Relations Board (NLRB) website at www.nlr.gov/poster.

Private-sector employers within the NLRB's jurisdiction will be required to display the poster where other workplace notices are posted as of Nov. 14, 2011. Employers who customarily post personnel rules or policies on the Internet or an intranet site must also provide a link to the rights poster from those sites.

For further information about the posting, including a detailed discussion of which employers are covered by the NLRA, and what to do if a substantial share of the workplace speaks a language other than English, please see [Frequently Asked Questions](#).

Compensation and Benefits

ADVANCE DIRECTIVES REDUCE MEDICAL COSTS

Contributed by John F. Macek LCSW

Personnel choose term life insurance plans offered through their employer because they want to care for their loved ones "just in case." Unfortunately, a tragic accident or illness can happen at any age. Without an advanced directive or discussion with family and loved ones about one's wants, physicians and loved ones both face a dilemma. The physician's responsibility is to meet patient wishes. How can families advise the physician if the patient has not spoken to them about what they would want?

Click here for the full article.

Diversity

Employee Relations

Talent Management

DosDon'ts

Stephanie A. Barganz, CFFA, CPA, CVA, SPHR, Partner with Bodilly CPAs & Consultants, LLP

Technology in HR

Professional Development

Community Events

Volunteer Opportunity!

Calling all Mock Interviewers!

We have two mock interview opportunities coming up for the month of October:

- Urban League 10/5 9:30-11:30
- YWCA 10/26 1pm

On November 9th Omega School is looking for mock interviewers in the morning.

If interested in any of these opportunities e-mail Michele Thoren at thorenm@cintas.com.

Thank you in advance for volunteering!

GMA SHRM Social Media

'Like' us on Facebook!

Do you have a Facebook page? Be sure to search for Greater Madison Area SHRM and "like" our page! Another great way to stay connected to GMA SHRM and your HR 'friends'.

Please note - By "liking" the Greater Madison Area SHRM page you will not be sharing your personal Facebook page with the other users that "like" GMA SHRM. If you have your settings set to friends only, only those you "friend" will see your page.

Follow us on Twitter!

Do you tweet? Maybe you are a Twewbie (Twitter newbie) and are looking for organizations to follow. Whatever your tweeting experience, you can now follow GMA SHRM on Twitter too!

Forward HR

WI SHRM has a new blog, Forward HR. Click here to take a look.

GMA SHRM is LinkedIn

Are you on LinkedIn? Come join our GMA SHRM Chapter group on [LinkedIn](#)! What is LinkedIn? It's a business-oriented social networking site that can be used to connect with friends (old and new), find or post jobs and get information. In order to join, sign in at www.linkedin.com and keyword search GMA SHRM Chapter.

GMA SHRM Upcoming Events

Wednesday, October 5, 2011 HR Roundtable

Topic: Employee Engagement Strategies

Location: M3 Insurance Solutions

Are your employees engaged? Are they motivated, interested in their work and willing to go the extra mile?

If you answered “No” or “I don’t know” you are not alone!! This topic is more important than ever. A 2011 global study by Blessing White found that more employees are disengaged and looking for new employment than in previous years.

Join us for the October 5th Roundtable on Employee Engagement to share and collaborate on engagement strategies. This informal peer group will discuss methods that have been implemented and the outcomes, how to measure engagement, and what factors influence the level of employee engagement. We will share ideas on hot topics such as re-engagement and retention in a rebound economy, engaging high performers, and effective communication strategies to improve engagement.

To register [click here](#)

Moderator: Jennifer Peters
HR Manager, Cascade Asset Management
2008 SHRM Best Place to Work
2008 Madison Magazine Best Place to Work

Wednesday, November 2, 2011 HR Roundtable

Topic: Infusing the Company Brand into its Culture

Location: M3 Insurance Solutions

All companies have a brand whether it is a formal one or not. We all work for companies with their own personalities, cultures and values. November’s HR Roundtable provides an opportunity to hear about some unique ways area HR professionals have harnessed the power of their brand to drive internal culture.

Joining us for this discussion will be Doug Voegtle, Principal and Creative Director for Glowac+Harris+Madison, a leading Madison advertising and marketing firm. We hope to see you there!

To register [click here](#)

Thursday, November 10, 2011,

Topic: Member Welcome Orientation and Networking

Location: Coliseum Bar

Calling All Members! This event is focused on bringing new and existing members together to educate and update them on what the Greater Madison Area SHRM Chapter has to offer.

Check-in will begin at 4:30pm at the Coliseum Bar. The program will be from 5:00 to 5:30 pm with a social hour from 5:30 to 6:30pm (hors d’oeuvres and beverages available).

Top 5 Reasons to Attend:

1. Learn about numerous Committee volunteer opportunities
2. Learn about professional resources available to you
3. Learn about professional development opportunities
4. Meet and network with your area peers
5. We are a fun group . . . who doesn’t like to hang out with HR people?

Don’t forget! We will be having our 2nd drawing for the member referral program for a \$50 gift certificate! For more information, see GMASHRM Referral Program webpage.

Register for FREE! [click here](#)

Tuesday, November 15, 2011, GMASHRM Strategic Summit

Topic: Don't Get Burned: Hot Topics in the Legal Arena

Location: Alliant Energy Center

The last few years have brought significant changes to the human resources legal landscape. HR professionals need to know the new "quicksand" issues and how to avoid them with smart and compliant policies, procedures and decision making.

This program will highlight a host of new issues that affect your workplace including child labor laws, MEOC changes, immigration issues, social media and changes to arbitration laws. We will also provide more in depth analysis of three key current issues for employers: independent contractor status, the many faces of workplace retaliation and what the new concealed carry law means for employers.

You will learn:

- How to insulate decision makers from claims of retaliation
- Key concealed carry issues to address in your workplace policies
- How inaccurate assumptions about independent contractors land employers in trouble

You'll also learn what should be on your "radar" for postings and policy adjustments!

This program has also been approved for 3.0 Strategic recertification credits

GMA SHRM Announcements

An Important Message About SHRM and Your Local Dues

All GMA SHRM members who are also national SHRM members please note the following:

When you renew your national membership online, SHRM will include a notation that you are affiliated with the Greater Madison Area SHRM as a local chapter. Next to this notation, SHRM will include an amount that reads \$0. The dollar amount does not mean your local dues are paid or included in your national membership. Instead, it is an issue with how SHRM programs the online renewal and a member's record of local chapter affiliation. Please ignore the \$0 for local dues when renewing your national SHRM membership.

Local dues notices for GMA SHRM members always come from our local chapter administration office and are never processed by the national SHRM organization. Please continue to pay these dues through your contact with our local GMA SHRM office.

The GMA SHRM Board of Directors is actively working with SHRM to improve the local chapter affiliation on their renewals. If you have any questions, please contact [Dawn Koopman](#), Membership Chair, [JoAnna Vanderpoel](#), VP of Membership, or [Dave Furlan](#), Immediate Past President.

Results from GMA SHRM 5th Annual Golf Outing

Our annual charity golf outing at the Oaks on August 2nd was a resounding success! We raised a record amount of \$2405.01 – all to benefit the wonderful efforts of Second Harvest Foodbank. Second Harvest Foodbank is a well-organized and essential organization in our community and we are honored to support their work. Many thanks to all of the golfers, sponsors, and the entire Philanthropic Committee for being part of this worthwhile GMA SHRM event.

This year's sponsors were: Wisconsin Rx, The Alliance, Payroll Data Services, Park Bank, Hausmann-Johnson, ADP Employer Services, The Payroll Company, Higgins Insurance Group, The MHK Group, Godfrey & Kahn

S.C., Express Employment Professionals, American Family Insurance-The Mike Kittoe Agency, JobsInMadison.com, Delta Dental of Wisconsin, Boardman Law Firm, and Remedy Intelligent Staffing.

Are you ready to challenge ourselves to do even better next year? Plans are underway already. Contact [Dave Furlan](#) to volunteer for the GMA SHRM Philanthropic Committee.

One Day Conference – May 15, 2012

The One Day Conference Committee is in planning mode this fall! The conference is scheduled for May 15, 2012. If you'd like to get involved and volunteer to help coordinate this event, please contact Melissa Wieland at melissaw@payrollcompany.biz or 608-826-1122.

SHRM Foundation News: *Evaluating Human Resources Programs*

The SHRM Foundation co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs.

The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes.

To order a copy of *Evaluating Human Resources Programs*, visit the SHRM Store online www.shrmstore.shrm.org.

GMA SHRM Member News

Welcome New Members!

GMA SHRM welcomes the following members who joined our chapter in August 2011.

Sara F. Beld, SPHR	HR Consultant	Paychex, Inc.
Jennifer M. Brown	HR Supervisor	Gordon Flesch Company
Mary M. Deininger	Employee Relations Manager	Straight Forward of WI.
Shellie McKinney	Site HR Leader	Cummins
Ellen Molitor	AVP-Human Resources	M & I Bank
Robert L. Priester	Program Director	MATC
Debbie Sidell	Human Resources Director	The Hanor Company of Wi. LLC

Movin' Up

Have you started with a new company? Has your organization recently promoted you to a new position? Or do you want to recognize a new person or promotion within your department? If so, we want to hear about it. [Send us an e-mail](#), and we'll publish your good news in the next HR InTouch!

In Transition

If you are a member who is in between jobs, or who is currently employed but seeking new positions or career paths, write us a brief description of your skill set, areas of expertise, what you're looking for, etc. [Send us an e-mail](#). We'll publish your information in the next HR InTouch.

GMA SHRM Member Poll

Do you have a burning HR question that you'd like to see featured on our GMA SHRM Member Poll? If so, please submit your questions to Tara Conger at tconger@firstchoicedental.com

HR InTouch Guidelines

Article Writing:

Do you have an interest in writing for the HR InTouch? We have an interest in learning more about your area of expertise!

Why should you volunteer? Top three reasons: 1) to share your knowledge and experiences to educate others; 2) to become more connected in the HR and Dane County communities; and 3) to contribute towards the advancement of GMA SHRM and the HR profession.

The first step is for you to choose a submission option: you can pre-submit an article to GMA SHRM at any time for us to use in any of the upcoming newsletters, you can sign up to write for a particular month, or we can put you on a list of people to contact in future months whenever we need articles.

Article length:

Because the HR InTouch is now in an online format, the size is flexible. The article should be engaging and hold readers' attention. Include the core information in your article, and we will advise if it is too lengthy.

Solicitation:

GMA SHRM is conscious not to allow solicitation through the articles, in an effort to protect the interests of our partners and members. The nature of the article should be educational (i.e., what are the business advantages of having a product like yours) or informational. Otherwise, if you truly are interested in advertising through the HR InTouch, you can work with our Marketing Committee. As a rule of thumb for article writing, if the submission relates to a **for-profit** event, or specifically markets your company (vs. your industry), it is an advertisement, and should be purchased. If it is a **not-for-profit** event that your company is hosting, or an announcement (i.e., a SHRM member recently joined your company), it is an acceptable addition to the HR InTouch content. If you have any questions related to the appropriateness of your submission, please contact us.

If you have questions, or to submit an article, contact GMA SHRM at chapteradmin@gmashrm.org.