

TAHRA

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January / February 2011

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

The President's Corner

From the President

I am hoping that everyone has had a very wonderful holiday and that you were able to relax and enjoy some time with your family and friends. This is also the time of year to make your "resolutions" for the new year. While this normally includes things like exercising more, dieting, getting stress-free, etc., it can also include new career goals. One of those goals could be to get your HR certification. TAHRA has a study group that you can join that will greatly help you prepare for this exam. While it is true that the exam is challenging, it is well worth the time and effort, and you will learn so much in the process. If you have other educational goals in mind, TAHRA has money available for education and scholarships and

if you need further information about this, please feel free to contact me.

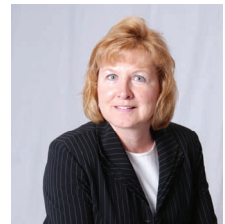
We are also very excited about the MiSHRM State Conference that will be held in Traverse City in October of 2011. As a co-sponsor of this event, TAHRA will have lots of volunteer opportunities for our membership and we are counting on your help!

The TAHRA Board has been busy working on various ideas and proposals and we continue to see strong membership numbers in spite of the economy. We are so pleased that our members feel that they are getting value from our organization. As always, we

love to hear your feedback on ways we can improve.

Happy New Year to all as we embark upon another great year with TAHRA!

Laura Mitchell
TAHRA
President



Dates and Events to Remember

Future TAHRA Meetings:

January 11, 2011 Wellness Hagerty Center

February 8, 2011 – HR Management Practices Hagerty Center

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2011 TAHRA Membership Programs



All meetings will take place from 11:45 to 2 p.m.

11:45 – Noon: Registration

Noon – 12:30 p.m.: Lunch

12:30 to 2 p.m.: Speaker

Guests are encouraged to attend! Guest fee per month is \$30.

January 11, 2011 - Wellness

Sharon Olsen will be presenting on Wellness in the workplace. Come and get some great ideas, strategies and tips for maintaining and/or building a culture surrounding wellness in your organization.

Location: Hagerty Center

February 8, 2011 – HR management practices that benefit the bottom line

Mary U. Manner, Coordinator with Great Start Traverse Bay/Manistee Collaborative and Mary Jo Fifarek, Business Liaison for the Collaborative, will be presenting several important ways early childhood impacts the workplace and the corporate bottom line, including: attracting and retaining highly qualified employees; maintaining and increasing worker productivity; and readying the next generation of workers.

Location: Hagerty Center

March 8, 2011 – Overview & Highlights of ERISA

Sherry Brackney, Benefits Advisor with the US Department of Labor will be presenting an overview of ERISA, what's new and what's to come in the future.

Location: Hagerty Center

April 12, 2011 – Diversity in the Workplace

Susan Odgers will be presenting on diversity relative to physical and mental disabilities in the workplace. Come to the meeting to get some great ideas for creating a culture and work practices that are inclusive of people with disabilities.

Location: Hagerty Center

2011 TAHRA Membership Programs Continued

May 10, 2011 – Legislative Update

Nancy Gegardt Davies, Legislative Affairs Director with MISHRM will be presenting us with updates on state and federal legislative proceedings and other important information.

Location: Hagerty Center

June 14, 2011 – Legal Update and Roundtable Discussion

Rachel Roe with Smith, Haughey, Rice & Roegge, and Josh Reynolds with Calcutt, Rogers and Boynton will be back to answer all of your questions and provide an update on recent legal decisions that impact Human Resource professionals.

Location: Hagerty Center

Study Sessions for HRCI

Thursday at 5:30pm

Location: Bill Marsh

Have you considered attaining your HR Certification this year? If so, please consider joining a TAHRA sponsored study group. A certification study group is forming and can assist you in preparing to take the certification exam for the PHR, SPHR, or GPHR. If you would like to find out more about joining the study group, have questions about certification in general, or for more information about how you can become certified through the HRCI Certification program, contact Ron Smith at 947-6190 or email rsmith@billmarsh.com.

Wellness Program Value is Financially Misunderstood

By Steven Miller

SHRM Article 11/16/2010

As the benefits from a properly executed wellness initiative become more universally understood, employers are learning that the way a program is launched and the manner in which it is supported are just as important as the number of free gym memberships handed out and the types of snacks in the company vending machine. To that end, a new white paper from United Benefit Advisors (UBA), an alliance of more than 140 independent benefit advisory firms, explores steps that employers can take to improve the health of their employees and generate a positive return on investment that can lead to lower health benefit costs.

“Employers understand the importance of helping employees ward off disease and prevent illness through preventative care, screenings and healthier lifestyles. This is an investment in their most important asset—their employees,” said Deenie Robertson, an executive for health and lifestyle management with The Wilson Agency, a UBA member in Anchorage, Alaska. “However, due to the economy and uncertainty behind health care reform, many clients seem to be holding back on spending money on wellness. But when clients experience a substantial increase in premiums, they recognize that they need to do something. When they feel they cannot continue to increase premiums and need to consider new ways to keep costs down, they turn to wellness,” she said.

For many employers, kick-starting a full-blown wellness program can be overwhelming. The secret, several UBA member firms said, is just like healthy eating: Don't bite off more than you can chew. Starting small and implementing a few features in the beginning can allow a company and participants to focus on achievable goals. As the company adopts more programs, its culture accepts more buy-in to wellness, and participation increases, which can translate into real savings.



Wellness Program Value is Financially Misunderstood Continued...

A Staged Approach

Steps to success, according to UBA members, include:

- **Customize the program.** One size does not fit all. Evaluate your needs and goals, and build the program around them.
- **Go in stages.** If the budget is limited, start with the short-term programs available through carriers. Mid term, begin to adopt programs that increase participation while improving morale. Long term, prepare the organization to take advantage of health care reform initiatives and develop a program that continues to add activities and to keep people engaged.
- **Start sooner rather than later.** The earlier the program is launched, even with limited resources or budget, the quicker the organization will see results.

Determine Return on Value

No matter the program, employers eventually expect to see a return on investment (ROI), and wellness initiatives are no exception. However, many employers overlook the return on value (ROV) that is inherent during the early stages of a program that might not show up on the bottom line, experts say. Ultimately, the question of value must be determined by the company based on its objectives.

Soft savings—such as reduced absenteeism and presenteeism and increased morale—are among the most immediate examples of ROV. Hard savings, such as reduced premiums and overall health plan costs, constitute long-term ROI.

Karen Kelly, a registered nurse and director of health and wellness with Borislow Insurance of Methuen, Mass., suggests that employers acknowledge ROV early and evaluate their progress after completing a new program or reaching another milestone. Also, “it doesn't hurt to make a little noise to the bosses when the program succeeds,” Kelly noted. “Celebrate all successes no matter how small, like an employee losing weight, or quitting smoking. Your co-workers and leadership will respond with, ‘Yes, this is really working,’ ” Kelly said.

Stephen Miller is an online editor/manager for SHRM.



HR: Beacon to the Future
2011 Michigan
SHRM State Conference
October 5-7, 2011

Mark your calendars if you haven't done so already for the State Conference at the Grand Traverse Resort! We will be asking our membership to volunteer and a sign-up sheet will be circulated during the first quarter of 2011. Many of you have already voiced your desire to volunteer; thank you in advance for that.

The key note speakers and presenters have not yet been finalized so if any of you have ideas or contact names and numbers, please get them to Janet Yankee, jyankee@burnettefoods.com, or Paula Sagala, paulasagala@yahoo.com, as soon as possible.

We will also be looking for exhibitors and sponsors so keep the information flowing. Although our chapter is not chairing the program or sponsor committees, we want to assist them as much as possible.

Our mission is to make this the best State Conference since we hosted the last one!

Thank you!

**Employer Training Council Workshop
TAHRA Members Receive Discount on Registration**

Medical Marijuana

The Law and How it Impacts Your Business & Employees

**Create a Company Policy to
Protect You and Your Employees**

Featured Panel of Experts:



Thomas S. Gilbert

J.D., M.A., Touchstone
Intervention & Professional
Services, former judge.



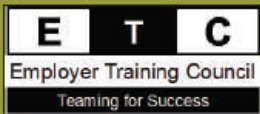
Darryl Lesoski

M.D., M.P.H., FACOEM, Medical
Director, Occupational Health,
Munson Healthcare.



Donald Lawless

J.D., Barnes & Thornburg,
Grand Rapids, Labor &
Employment Law.



This Workshop Will Benefit:

- Business Owners, CEOs, Employers
- HR Managers / Office Managers
- Attorneys / Law Firms /
- Healthcare Professionals

Schedule:

8:15 am - 8:55 am Registration/Check-in/Continental Breakfast/Networking

9:00 am - 1:00 pm Program (lunch provided)

ETC workshops are presented to help your business do business profitably.

Registration Options:

Fax

Registration form to:
(231) 929-5012

Mail

Registration and
check payable to:

"NWMCOG"
NWMCOG
PO Box 506

Traverse City MI 49685

**Online Info &
Registration**

Registration and payment
options are now
available online.
www.nwm.org/ETC.asp



Credit card payment & registration is available online.

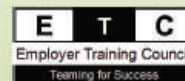
See us online at: www.nwm.org/ETC.asp

Wednesday February 23, 2011

9:00 am - 1:00 pm

Great Wolf Lodge, Conference Room
3575 N US Highway 31 S Traverse City, MI 49684

*This workshop is sponsored by the ETC and co-supported
by TAHRA and area Chambers of Commerce.
This workshop has been submitted for HRCI accreditation.*



For further information, phone Sharon at:
(231) 922-3757 or (800) 442-1074
or visit us online: nwm.org/ETC.asp

Employer Training Council members and sponsors: Grand
Traverse Contains, AlcoTec Wire Corporation, Northwest
Michigan Works!, Benzie County Chamber of Commerce,
Northwest Michigan Council of Governments.

Registration: \$75 per person if registered by 2/16/2011;

\$100 per person after 2/16/2011. (TAHRA/Chamber members \$75.)

Announcements

Save the Date!

October 2011

STATE CONFERENCE

Grand Traverse Resort

Our Chapter is Co- Hosting

SHRM Foundation Scholarships Available

The SHRM Foundation awards 100 scholarships annually. The program was created to support SHRM members pursuing a college degree or professional certification. The scholarship program is available to members through 2011. Go to <http://www.shrm.org/about/foundation> for more information.

Non-Discrimination Ordinance

A new ordinance was approved by the Traverse City Commission in October which bans employers from discriminating against or firing employees because of their sexual orientation. The Human Rights Commission originally recommended the ordinance that not only prohibits discrimination in the areas of employment but also public accommodations and housing. For more information about the Non-Discrimination Ordinance visit the City of Traverse City website - <http://www.ci.traverse-city.mi.us/>.

LinkedIn

Now you can communicate with the TAHRA membership through [LinkedIn](#). Simply go to <http://www.linkedin.com>.

Please feel free to post announcements, job postings, and human resource questions through this website portal.

TAHRA Contact Information

TAHRA questions can be sent to tahrashrm@gmail.com. Please use this email address to change your contact information, HRCI certification, job, need a new name badge, etc.

Any questions about marketing or this newsletter may be directed to Laura Galbraith at galbraith@tcchamber.org.