

# TAHRA

Volume 1, Issue 8

November/ December 2009

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

## The President's Corner

The year has gone by quickly and most of us probably can't believe the holiday season is already upon us, again! As we close 2009, and wonder what 2010 will bring, I hope you'll make the time to participate and network with the HR Professionals in TAHRA. We are fortunate to have added new members, so make sure to meet them and introduce yourself.

We've had a great start with our programming this year and hope you'll find that all our programs continue to keep you informed and current on a variety of HR related topics. Most, if not all, programs are approved for

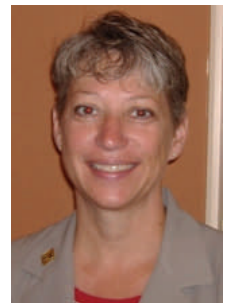
HRCI credit. Please thank Karyn Oncu for doing such a terrific job – Thank you, Karyn! If you have suggestions on future topics, don't hesitate to contact myself, Karyn or any other member of the board.

We have a terrific opportunity for one of you to participate in a very important role for our chapter. We need a leader to step forward and take on the HRCI leadership area. Bill Morrison has done a terrific job of getting this area established and we need someone to take the reins! We have a study group currently in process and they need you too! I would be happy to

talk with anyone about the opportunity.

I look forward to seeing you at future meetings.

Happy Holidays,  
Janet



## Dates and Events to Remember

### December 8, 2009

Monthly TAHRA Meeting

Waterfront Conference Center

12:00 noon—2:00 pm

*Performance Defined*

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## TAHRA Membership

TAHRA is always seeking new members. Please feel free to invite other human resource professionals to attend our meetings as guests. It is a great opportunity for them to see what we have to offer in the way of programming and networking opportunities.

Please forward any membership inquiries to Katie Corona at [corona1348@aol.com](mailto:corona1348@aol.com).



## Welcome New TAHRA Members!

**We are pleased to announce the following new members to TAHRA!  
Please be sure to introduce yourselves and get to know these fellow HR professionals!**

Amy Baranski, Payroll & Benefits Mgr from Britten Banners, Inc  
Stacey Brothers, HR Generalist from ACCESS.POINT.

## Thank You!

### Members who renewed their membership

Kimberly Arbour	Christine Keenan	Patricia Williams
Kim Babcock	Dr. Lori Kerlin	Lucy Wright
Michelle Baldwin	Christine Kiblinger	Janet Yankee
Julie Banktson	Terrie Kopkau	Kelly Yaroch
Robert Barnes	Denise Kuschell	Connie Youker
Susan Betz	Patrick Leadens	
Charlene Bowen	Bridget Leshner	
Bill Brundage	Diane Mallory	
Rachelle Bushong	Laura Mitchell	
Renee Childers	Bill Morrison	
Katie Corona	Robert F. Oliverius	
Chris Davis	Karyn Oncu	
Rita Deike	Jeannette O'Neil	
James Delaney	Marilynn Pecott	
Jennifer Ewing	Jeffrey Peterson	
Lisa Ferguson	Karmin Philp	
Laura Galbraith	Susan Porzondek	
Christina Gray	Joseph Rautio	
Kate Greene	Betsy Rees	
Kim Gribi	Joshua Reynolds	
Arlene Grockau	Rachel Roe	
Mark Guy	Kristen Ryan	
Kathryn Hall	Paula Sagala	
Lori Hodek	Penni Schratz	
Barbara Howard	Marcia Schwind	
Paul Hresko	Ron Smith	
Tonya Jacobs	Michelle Socha	
Cindy Karker	Gretchen Swanson	
Carol Kasper	Mary Jo White	

## TAHRA Membership Programming 2009-2010

**Where:** The Waterfront Inn Conference Center

**Please note that 2010 meetings will take place at the NMC Hagerty Center**

**When:** The second Tuesday of each month, September through June

11:45am to 2:00pm\*

11:45 AM – 12:00 PM Registration

12:00 PM - 12:30 PM Lunch

12:30 PM – 2:00 PM Education Program

2:00 PM – 2:30 PM: Business Meeting/Members Only

**Who:** TAHRA members and their guests. Please be sure to RSVP! Guests are encouraged to attend! Guest fees are \$30. Please RSVP through the member who invited you.

*This year's programs are as follows:*

December 8<sup>th</sup> **Performance Defined.** Does your performance system help develop your human potential? Learn tips on how to unleash the talent in your organization. Rick Peterson, Dale Carnegie Training.

January 12<sup>th</sup> **Preventing Compensation Discrimination: how the Ledbetter Fair Pay Act impacts your company.** Donald Lawless Donald Lawless, Varnum Riddering Schmidt and Howlett

February 9<sup>th</sup> **Work Safe:** Ergonomic training is available at no cost for your company through a grant from the Michigan Department of Energy, Labor and Economic Growth and the Michigan Association of Chiropractors. It can be custom designed to your facility and your needs. Dr. Chappell

March 9<sup>th</sup> **Safety in the workplace.** Learn the hidden costs of accidents, how they impact the workplace, and how to develop corrective actions to prevent future recurrence. Ken Smylie is a senior loss prevention consultant for the NW Mi. Industrial Assoc. Workers Compensation Fund.

April 13<sup>th</sup> **Diversity Program.** Rabbi Chava Bahle is going to present on religious diversity.

May 11<sup>th</sup> **Legislative Update.** This month's meeting will focus on both the state and federal legislative proceedings. Kathie Elliott is the Legislative Director of MISHRM

June 8<sup>th</sup> **Legal Update.** Your best defense against employment lawsuits is to prevent them from happening. Rachel Roe, Smith Haughey Rice & Roegee and Josh Reynolds, Calcutt Rogers & Boynton

## Fall HRCI Study Group

We are starting our fall study group for PHR/SPHR Certification on November 10, 2009 and have 3 to 4 TAHRA members signed up! It is not too late to join if you are interested!

We are meeting:

Day: Tuesdays for 6 to 8 weeks  
Time: 5:30 pm - 7:00 pm  
Place: NMCAA - 3963 Three Mile Road, Traverse City  
(across from TC High - old East Bay Elementary)

TAHRA has purchased the 2009 SHRM Learning System and this will help us greatly as our other resources were getting outdated!

I look forward to facilitating this group and helping these members obtain certification! I am so glad I got mine this past June! It has been a great learning experience!

Laura Mitchell, SPHR  
Vice President - TAHRA  
HRCI Rep (temporary)





### 2009 - 2010 TAHRA Leadership Board

President	Janet Yankee, SPHR
Vice President	Laura Mitchell
Treasurer	Paul Hresko
Secretary	Terrie Kopkau
Programming Co-VP	Karyn Oncu, PHR
Programming Administration	Betsy Rees
Special Programming	Paula Sagala
Membership VP	Terrie Kopkau
Certification Representative	OPEN
Legislative Representative	Chris Davis
Workforce Readiness	Barb Howard
Diversity Advocate	Charlene Bowen
Marketing and PR Chair	Laura Galbraith

## We Are Stars!



Our chapter managed to increase our SHRM memberships by three individuals over our December 2008 number. That is a 6% increase, which recognizes our chapter as STARS! We currently have 52 members who enjoy the benefits of their SHRM membership.

**Congratulations!**