

Editors: P. Williams and C. Kasper



The President's Corner

We begin 2005 with an exciting opportunity to be a part of an educational program that will inspire and challenge all of us in the way we understand diversity. Let us give this event our full support.

I am referring to the diversity program we voted to support last fall - and the time has come to get involved with our time and effort. Breaking Ice, being presented on January 17th, gives us the chance to experience new awareness, not just for ourselves but for our employees, friends and family members.

You should have received a registration form through email - if you haven't please let us know. The day performances are filling up; the Monday night performance is showing more open seats, and I suggest that the evening program would be the program to attend with your family members and friends. Marilyn Brown and the other committee members have worked very hard for this project to become a reality. Our thanks to all of them for their commitment to diversity issues in our community.

Our VP of Membership, Karyn Oncu, has put together a membership drive that gives members a great way to introduce TAHRA membership to human resource professionals. TAHRA, like all associations, has a natural attrition in its membership. It is very important for us to be full stewards and share responsibility for maintaining our membership. Our association is only as valuable as the value each member brings to it. As redundant as that may sound, the reality is that increasing our membership count is a substantial project. With this membership drive we now have a vehicle by which to introduce prospective future members to what TAHRA offers. You may have someone in mind that you would like to invite through our membership drive program, but have been putting it off for a number of reasons. Now is the time! Contact Karyn via phone or email, and she will be happy to assist you.

We have much to look forward to as 2005 begins! Programming has done an outstanding job - see their schedule on our website. Brenda Ransom, our SHRM Foundation Chair, is investigating a TAHRA golf tournament for this spring. Carol Kasper is beginning the process of adding a "members only" page to our website! The entire Board has been volunteering their time and professional expertise to TAHRA, making this an outstanding SHRM affiliate. At the end of January I must complete our CAP (Chapter Achievement Plan) and submit it to SHRM. It an honor as President to be able to submit the incredible CAP that TAHRA has achieved in 2004.

We begin again another year. And we have so much to look forward to that I say it this way: LET the year begin!

I wish you all a very Happy New Year!

Respectfully,

Patricia Williams
President

AFFILIATE OF



Dates and Events To Remember



- **January 17th**
**"Our Differences
are Our
Strengths"**
**Diversity
Program**
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Pillsbury House Theatre's Breaking Ice Troupe Presents "Our Differences Are Our Strengths"

TAHRA President Patti Williams is signing the contract with Pillsbury House Theatre for five performances of Breaking Ice. Three performances on Martin Luther King Day will be marketed to employers and the general public. The other two will be held on Tuesday at Central High School. The interest in this program is so great that TCAPS said they could probably fill two more performances if the funding was available. We want to thank Chris Davis for being instrumental in getting a \$5,000 grant from the Grand Traverse Band which has made the two student sessions possible.

Monday, January 17, performances are scheduled for 9:00 a.m., 3:00 p.m. and 7:00 p.m. We are taking reservations from employers for the two daytime sessions, as we expect the 600 seats to fill up fast. We already have 800 reservations, so if you are interested in having your employees attend, get a headcount for each performance to Marilyn Brown. Tickets for the daytime sessions will be provided, and will be available for pick up from the Record Eagle front desk two weeks prior to the performance.

Paula Sagala has been working hard on our marketing piece, and we will be fax-blasting it to local employers, sending to area schools, as well as putting up posters in area shop windows. Two ads will appear in the Record-Eagle in the week or two before the performance date. Chris Davis will be providing a press release to be issued to the media and to area churches, and Chris Davis, Patti, and I will be appearing on the Ron Jolly show on January 4th.

With the recent receipt of \$4,800 Rotary Good Works grant, and the \$500 MISHRM grant, funding commitments are at \$22,350, with \$15,350 in hand. In addition we have received in-kind donations in the amount of \$3,950. Funding goals have been met for the 5 sessions! If we are so fortunate as to receive another \$2,500, we will pursue the possibility of adding a performance at West Senior High.

In addition to TAHRA and those listed above, we would like to thank the following donors - Employers Training Council, AlcoTec (thank you Jennifer), Waterfront Inn (original donation of rooms now to be covered by ParkShore Resort), Traverse City Human Rights Council (thank you Paula), NMC (thank you Bill), Northern Lakes Community Mental Health (thank you Brenda), PPOM, ManPower, Friends North, The Traverse City Record Eagle (thank you Kim), Munson Health Care (thank you Sue), Grand Traverse County, Potters House, DSI (thank you Karen), TBAISD (thank you Renee), Traverse City State Bank (thank you Ceil), and Peterson McGregor & Associates, . These names will appear on our marketing material.

This has been a huge undertaking, and I want to thank our committee members for their enthusiasm and willingness to step forward whenever something needs to be done: Lisa Blackford (NMC's Diversity Coordinator), Kim Gribi, Chris Davis, Jennifer Hull, Paula Sagala, Corey Sanderson and Robin Long of Potters House, and to Patti Williams who has jumped in to lend a hand where needed.

Get your reservations in to assure that we have seats reserved for your employees!

Marilyn Brown
Diversity Chair

*"The measure of a mind's evolution
lies in its ability to accept change."*

Brian Sullivan

Our Differences Are Our Strengths
DIVERSITY, Race and Beyond

Pillsbury House Theatre's
Breaking Ice

BREAKING ICE is an entertaining professional theatre performance that will leave you laughing, pondering, and inspired to talk to others about our differences.

Tickets
available at
TC Record-
Eagle
or
by faxing
your ticket
request to
922-4796



Customized
diversity
education
for our
community

Innovative

Intellectually &
Emotionally
Engaging

Bold

Monday, January 17, 2005

Three one-hour presentations

Open to employer groups and the public at no cost

9:00 am, 3:00 pm and 7:00 pm

(Tickets also available at the door
for the evening performance.)

NMC Great Lakes Campus Hagerty Center

Sponsored by: Traverse Area Human Resource Association, Grand Traverse Band of Ottawa & Chippewa Indians, Employers Training Council, ParkShore Resort, Northwestern Michigan College, Traverse City Area Public Schools, Grand Traverse County, City of Traverse City Human Rights Commission, Alcotec, Traverse City Record-Eagle, Preferred Provider of Michigan, Munson Medical Center, TBA Intermediate School District, Peterson McGregor & Associates, Northern Lakes Community Mental Health, MANPOWER, Distribution Solutions International, Traverse City State Bank, The Potter's House, UCC., Friends North

2005 Standard Mileage Rates Set

By Chris Davis

Beginning January 1, 2005, the standard mileage rates for the use of a car (including vans, pickups or panel trucks) will be:

- 40.5 cents a mile for all business miles driven, up from 37.5 cents a mile in 2004;
- 15 cents a mile when computing deductible medical or moving expenses, up from 14 cents a mile in 2004; and
- 14 cents a mile when giving services to a charitable organization.

The 3-cent increase in the business mileage rate was the largest one-year rise ever. The primary reasons were higher prices for vehicles and fuel during the year ending in September. The charitable standard mileage rate is set by law.

The standard mileage rates for business, medical, and moving purposes are based on an annual study of the fixed and variable costs of operating an automobile. An independent contractor, Runzheimer International, conducted the study for the IRS.

CERTIFICATION CORNER

Make a New Year's Resolution to get certified? **Let me know!** (bhendry@nmc.edu or call me at 231-995-1025). I am collecting names of folks who are interested in starting a study group. So far we have a handful of TAHRA members and are looking for more.

Please be sure to thoroughly read the 2005 Handbook found at <http://www.hrci.org/Certification/2005HB/>. You can also order a hard copy booklet at the HRCI site.

The handbook contains important information including application procedures, test specifications (the HR Body of Knowledge) and the HRCI cancellation policy.

For more information, please contact HRCI at 866-898-4724 or <http://www.hrci.org/>

Bill Hendry
HRCI Chair

HR GAMES

The HRGames are a fun way to motivate and prepare students for PHR certification. They consist of a one- or two-day series of game-show style matches between teams of up to three undergraduate students from various colleges and universities. The questions for the matches are divided into categories similar to those used in the PHR certification exam (i.e., Training & Development or Compensation & Benefits).

Eastern Michigan University will host the 2005 Michigan HRGames on Saturday, March 19, 2005.

If you would like to volunteer at the state games, please send an email to shrm.chapter@emich.edu. People who have, say it is a blast!

For more information about HRGames, visit www.shrm.org/students

MISHRM State Council Meeting Report December 3, 2004

Notes in Brief: By Patti Williams

Updates on Legislation Reported by Nancy McKeague:

1. FMLA: McKeague is working hard to get FMLA issues that complicate the process addressed. She has sent an "Oral Statement" on regulatory reform on paperwork inflation before the Government Reform Committee, Subcommittee on Energy Policy, Natural Resources and Regulatory Affairs, and the U.S. House of Representatives. She represented the SHRM-founded FMLA Technical Corrections Coalition. She notes: "With the FMLA interpretations requiring little or no notice, employers have responded by requiring unscheduled overtime by co-workers. According to the Commerce Clearing House, unscheduled absences are now at a five-year high (of 2.4 percent in 2004, up from 1.9 percent in 2003.) Besides that issue, she brings up the confusion surrounding the definition of "serious health problem" and more.
2. Direct Deposit Legislation: requires the employees to accept direct deposit for paychecks. Passed the House. Sitting in Senate. Senate will take up in January. Thoughts are Senate will pass it; but Governor wants "mutual agreement" approach. If she doesn't get that the bill may be vetoed.
3. Mail order pharmaceuticals: legislation to enforce "no financial gain" for mail order. Supported by Michigan pharmacies. This bill has been held up in committee. Probably defeated next session.
4. Change in limits: 16/17 year olds have standard work hours allowed in one week. Now the hours are calculated. This bill proposed a set number of hours. Passed the House and Senate. Governor vetoed. Labor unions opposed.
5. Ergonomics limits – in task force waiting for attention. It will be passed in Michigan. Look for action on it next session.
6. Bill to ban living wage. Passed the House and Senate. Granholm vetoed.
7. Bill 1150 – HMO to offer a plan with fewer benefits than what it has now. Called the HMO-like plan: higher deductibles and co-pays. Not sure the Governor will sign even if it does pass.
8. Personnel Files: Be careful changing your personnel files to electronic copies. Electronic copies do not meet legal requirements. Scanned copies are not "legal documents" in many cases. For most cases the original copy is required to be provided.

Nancy McKeague will be a presenter for TAHRA at our May 10th meeting. She is very involved in our issues at the governmental level. Plan on attending!

WE'RE ON THE WEB!
www.tahratc.org

*"There are no secrets to success.
It is the result of preparation,
hard work, and learning from
failure."*

Collin Powell

TAHRA

TAHRA 2004-2005 Leadership Board

President	Patricia Williams, PHR
Vice President	Karen Schultz, SPHR
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Secretary	Carol Kasper
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HRCI Chair	Bill Hendry, SPHR
Legislative Chair	Chris Davis
School-to-Work Chair	Lori Kerlin
Diversity Chair	Marilyn Brown
Marketing Chair	Laura Mitchell
Student Chapt Chair	Stacey Brothers

Newsletter Articles

The TAHRA Newsletter is a bi-monthly publication. Members interested in submitting articles for the newsletter or for press releases should contact Laura Mitchell at lamitchell@waynewire.com. Deadlines for submission are the 8th day of the month. TAHRA encourages its members to submit articles, information, or successes they've had that they feel others may find interesting. TAHRA reserves the right to alter submissions for space purposes. If you would like to be removed from the newsletter mailing list, please email a reply letting us know.

TAHRA awarded SHRM Superior Merit Award in 2003!



"If you don't set goals for yourself, you are doomed to work to achieve the goals of somebody else."

Brian Tracy

January 11, 2005
TAHRA Program

CREATING TRAINING THAT ENGAGES YOUR WORKFORCE

"Creating Training That Engages Your Workforce," will be presented by Tina Riley from Michigan State University's School of Labor and Industrial Relations. Ms. Riley has a wonderful presentation with job aids you can use back on the job. She will cover elements that make training a positive experience and ensure that results are achieved.

Waterfront Inn Conference Center
11:45 – 12:00 Registration
12:00 – 12:30 Lunch
12:20 – 12:45 Business Meeting
12:45 – 2:00 Program

RSVP to Kate Greene by Wednesday, 1/5/05
kate@h-r-partners.com or 231-932-9175.
Guests welcome with a \$30 fee

February 8, 2005
TAHRA Program

MEDIATION AND CONFLICT RESOLUTION

Warren Hills, Associate Vice President at Ferris State University, will be here to present this program.

Understand the framework of mediation and learn some basic skills for facilitating conflict resolution in the workplace.

Waterfront Inn Conference Center
11:45 – 12:00 Registration
12:00 – 12:30 Lunch
12:30 – 2:00 Program

RSVP to Kate Greene by Wednesday, 2/2/05
kate@h-r-partners.com or 231-932-9175.
Guests welcome with a \$30 fee