

TAHRA

Volume 1, Issue 5

May/June 2009

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

The President's Corner

Finally, Happy Spring!

Yes, with much anticipation, Spring has finally arrived. We have had a very busy year and we still have a couple of very informational programming months ahead that we hope you'll participate in. We have our Legislative Update in May and our HR Legal Update in June and don't forget the golf outing!

I'd like to take this opportunity to thank our volunteer board members for their leadership and everything they do to enhance the Human Resource profession in our area. It's because of

them that we have such a strong membership and are able to provide such great programs as we have experienced thus far in our 2008-2009 program year. We hope you have found the programs to be informative, educational, and a great opportunity to network with other professionals facing the same day to day challenges in our work environments and the ever changing economic times. Thank you!

Our association is strong because of volunteers. As a community leader and a human resource professional, I would encourage you to make a differ-

ence, get involved, participate, volunteer for a board or a committee that you have a passion for. We are stronger together!

Before we know it, summer will be here . . . Enjoy!

-TAHRA
President
Janet Yankee, SPHR



Dates and Events to Remember

May 12, 2009

Monthly TAHRA Meeting

Waterfront Conference Center

12:00 noon—2:00 pm

Legislative Update

June 9, 2009

Monthly TAHRA Meeting

Waterfront Conference Center

12:00 noon—2:00 pm

HR Legal Update

Inside this issue:

President's Corner	1
Spring HRCI Study Group/New TAHRA Members	2
Workforce Readiness	3
Golf Outing	4,5
FMLA Rules Changes	6

***However beautiful the strategy,
you should occasionally look at
the results.***

- Winston Churchill

Spring 2009 HRCI Study Group

Attention TAHRA members:

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 Bill Morrison at 932-9650 or email bmorrison@cproducts.net.

The winter testing window is:

PHR and SPHR: May 1, 2009 thru June 30, 2009

GPHR: May 1, 2009 thru May 31, 2009

Application deadlines for all levels:

Regular deadline: March 13, 2009

Late deadline: April 17, 2009

Possible Opportunity:

Don't let financial needs stop you from pursuing your educational needs. Remember, TAHRA offers a \$200 scholarship for those who qualify. Scholarship applications are available on the TAHRA website by going to www.tahratc.org and logging into members and clicking on addendums.

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!

Bryan Blackburn
Right Management
Petoskey, MI



TAHRA Helps Local Jobs Effort

On May 7, 2009 the Traverse City Chamber of Commerce in partnership with Northwest MI WORKS!, NMC, TCAPS, TBAISD, and TAHRA is conducting a BUSINESS CAMP.

Its purpose is to help individuals, students and the current workforce prepare to do the following:

- ◆ Identify high-potential jobs that match their skill-set and passion.
- ◆ Successfully research the job in which they are interested.
- ◆ Write an effective, compelling resume and cover letter.
- ◆ Prepare for and execute a job interview regardless of its circumstances.
- ◆ In general, give themselves the best chance to attain the job for which they are applying.

The workshop will cover, selling yourself, what makes you unique, resume building and the interview. There will be separate sessions for students and the current workforce. All the information presented will be geared toward the specific audience. Let me know if you have any questions for need more information.

- Barb Howard Workforce Readiness

You think we have it bad in Michigan? Try Serbia:

Recently **everythingpeople.™** *This Week!* reported that French workers have a tradition of taking their bosses hostage as a way to “negotiate” with management in work disputes. It’s illegal, but they’ve always done it, and they keep doing it because it works. Well, now it is clear that the French practice amounts to the very height of civility compared to what they do in Serbia—or at least what one Serbian guy is willing to do. Zoran Bulatovic is a union leader at the Raska Holding textile factory in Novi Pazar. The factory is owned by the State and has fallen on tough times. Back when Serbia was part of Yugoslavia, it had more than 4,000 employees. When Yugoslavia broke up things starting going south for the company, and today it has only 100 employees. And it seems that the workers haven’t been paid in a while, some, apparently, for a number of years. They collect only social benefits like free medical care. We trust Mr. Bulatovic still receives free medical care. It seems that his union deputy, a single mother of three children, was so desperate that she threatened to cut off one of her fingers and eat it. Rather than let her do that, he took a hacksaw and cut off most of his own left pinkie. Then he ate the pinkie. As Mr. Bulatovic explained, “We, the workers have nothing to eat, we had to seek some sort of alternative food and I gave them an example . . . It hurt like hell.” Bulatovic said that he and his comrades will not back down from their protests, but they’ll hold off on self-mutilations for the time being, at least until after their talks with Serbian government officials in Belgrade, scheduled for later this week.

Traverse Area Human Resource Association (T.A.H.R.A.) GOLF SCRAMBLE

Open to all T.A.H.R.A. members, spouses or friends. All skill levels encouraged. Network and have fun!

Proceeds will benefit SHRM Foundation and T.A.H.R.A

- 4 person team
- best ball 9 hole scramble
- prizes and “fun” competitions
- buffet dinner and beverages



Where: The Crown Golf Club
2430 Crown Drive, Traverse City, MI 49684
(3 miles west of West Middle School)

When: Sunday, June 7, 2009

Time: 1:00 p.m. (Registration/practice)
1:30 p.m. “Shotgun” start
4:30 p.m. Dinner/Awards

Cost: Only \$40 per person (includes golf, cart and food)
Only \$13 per person (dinner only)

If you don't have a team we will match you up!

Hole sponsorships: *Only \$100*

Questions? Call Chris Davis (933-1711); Lori Kerlin (645-0169)

Sign up form; detach and send with payment by May 15, 2009 to

Chris Davis, PO Box 32, Traverse City, MI 49685

Team contact name: _____

Contact's telephone: _____

Team member's names:

1. _____
2. _____
3. _____
4. _____

Name(s) for dinner only _____

**TRAVERSE AREA HUMAN RESOURCE ASSOCIATION (TAHRA)
AN AFFILIATE OF THE
SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)
GOLF OUTING TO BENEFIT
THE SHRM FOUNDATION
JUNE 7, 2009
THE CROWN GOLF CLUB, TRAVERSE CITY**

THANK YOU FOR MAKING A CONTRIBUTION TO OUR GOLF OUTING. PLEASE COMPLETE THIS FORM AND MAIL TO CHRIS DAVIS, PO BOX 32, TRAVERSE CITY, MI 49685-0032.

DONOR NAME: _____

ORGANIZATION NAME: _____

MAILING ADDRESS: _____

PHONE: _____ E-MAIL: _____

DESCRIBE THE ITEM YOU ARE DONATING (PLEASE BE AS DESCRIPTIVE AS POSSIBLE:

APPROXIMATE RETAIL VALUE: \$ _____

CASH DONATION: \$ _____

PLEASE MAKE CHECKS PAYABLE TO TAHRA.

CONTACT CHRIS DAVIS (231-933-1711) OR LORI KERLIN (231-645-0169) FOR DONATION DELIVERY OR WITH ANY QUESTIONS YOU MAY HAVE.

THANK YOU ON BEHALF OF THE SHRM FOUNDATION AND TAHRA.

FMLA RULE CHANGES

Here are summaries of some of the significant revisions included in the final rules:

Perfect Attendance Awards Are Gone

The old FMLA was the one that allowed employees to miss 12 weeks of work and still get a perfect attendance award. The final rule changes how perfect attendance awards are treated to allow employers to deny awards to an employee who does not have perfect attendance because he or she took FMLA leave (but only if the employer treats employees taking non-FMLA leave in an identical way).

Intermittent Leave Now Requires “Reasonable Effort”

The new rule clarifies that employees who take intermittent FMLA leave have a statutory obligation to make a “reasonable effort” to schedule such leave so as not to unduly disrupt the employer’s operations. (Under the old rule, they just had to “attempt.”)

The rules clarify that temporary transfers are allowed for employees taking planned intermittent leave only. (The department declined to expand temporary transfers to unplanned, unscheduled, or unforeseeable intermittent leave.)

The final rule also clarifies that accounting for leave need not be in the smallest increments that the employer’s timekeeping system can handle, but rather in the smallest increments the employer uses to account for other types of leave, provided it is not greater than one hour.

The new rules prohibit employers from charging employees for the period of time that they are working. So, for example, if an employee stops working 30 minutes before the end of shift, and you use hourly increments, the employee cannot be charged for one hour of leave.

Serious Health Condition Definition Clarified

While the rule retains the six individual definitions of “serious health condition,” it adds guidance on some regulatory matters.

First, the rule clarifies that if an employee is taking leave based on more than three consecutive calendar days of incapacity plus two visits to a healthcare provider, the two visits must occur within 30 days of the period of incapacity. The first visit must occur within 7 days of onset of incapacity.

Second, it defines “periodic visits to a healthcare provider” for chronic serious health conditions as at least two visits to a healthcare provider per year.

Gaps in 12-Month Service Defined: The final rule doesn’t change the requirements for 12 months of employment and 1,250 hours of service in the 12-month period preceding the leave. The final rule also continues the standard that the 12 months of employment need not be consecutive. However, it adds that employment prior to a continuous break in service of 7 years or more need not be counted.

Light Duty Isn’t Leave

Under the final rule, time spent in “light duty” work does not count against an employee’s FMLA leave entitlement, and the employee’s right to job restoration is retained during the light-duty period, but only until the end of the 12-month period that the employer uses to calculate the FMLA leave.

Chris Davis

TAHRA Legislative Chair

P.O. Box 1656
Traverse City, MI 49685

2008-2009 TAHRA Leadership Board



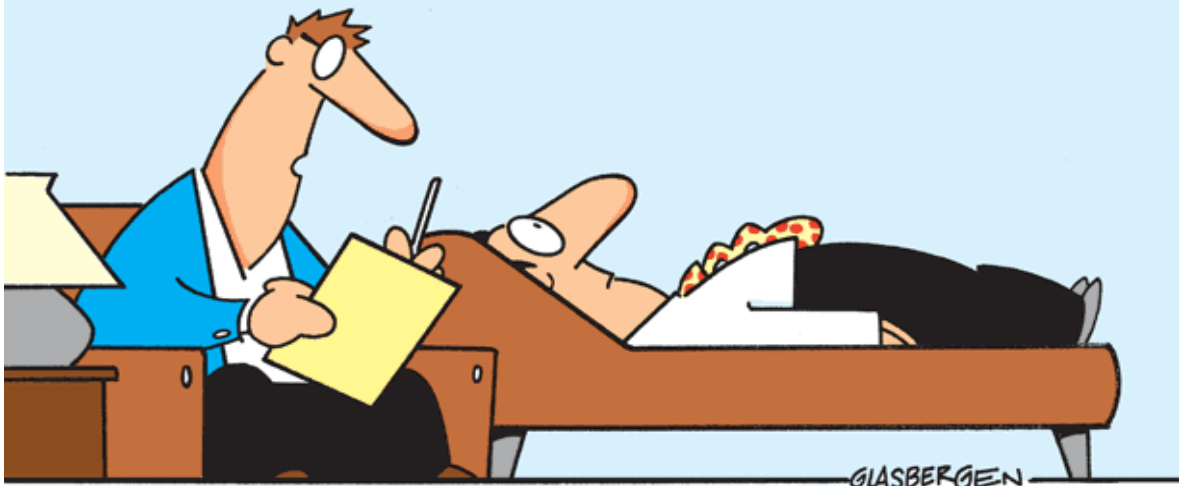
2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER



We're on the web
www.tahratc.org

President	Janet Yankee, SPHR
Vice President	Julijana Love, PHR
Treasurer	Paul Hresko
Secretary	Carol Kasper, PHR
Programming Co-VP	Karyn Oncu, PHR
	Bill Hendry
Programming Administration	Betsy Rees
Special Programming	Paula Sagala
Membership VP	Terrie Kopkau
Certification Representative	Bill Morrison, SPHR
Legislative Representative	Chris Davis
Workforce Readiness	Barb Howard
Diversity Advocate	Bill Brundage
Marketing and PR Chair	Laura Mitchell
SHRM Foundation Director	Rita Deike
Student Chapter Liaison	Lori Kerlin

© 2009 by Randy Glasbergen.
www.glasbergen.com



“Of course you have a purpose in life. You pay taxes, don’t you?”