



AFFILIATE OF



Dates and Events To Remember



May 10th
Luncheon
“Legislative Update”
12:00 noon – 2:00 pm

June 14th
Informal meeting
With Guy Bush from
Weyco, Inc.
4:00 pm
North Peak
Restaurant

The President's Corner

As May is right around the corner, it would be fair to say that we are coming to a close with our TAHRA 2004-05 season. It has been a year of new events, excellent programming, improved newsletters and website, mock interviews, legislative updating, a successful membership drive, bylaw amendments and updating job positions, meetings and more meetings!

Yet as busy as we all are, I ask that you commit to ending the year by making our wage survey the best response we have ever had. This year Bob Newland, as Chairperson of the Wage Survey Committee, has worked very hard to improve the survey with a deeper list of job positions. To continue improvements of this wage survey, we need everyone's participation!! Very exciting news is that Kate Greene has proposed and received commitment from the Traverse City Chamber of Commerce that they will participate as well. So we are off to a great start. The wage survey will be arriving to you via email (yes, it is electronic this year) right after May 1st. It must be returned by the middle of June. So this gives you more than a month to complete and return it. Next fall when the surveys are handed out, we will have a fall program presented by ASE and those that participated will receive a complete manual with all the results free. It is a manual that costs over \$300.00 for non-members or non-participants. This is an event you will want to be a part of!

TAHRA continues to increase its membership and expand its role in the business community. The professional development approach to our luncheon programs has made being a member of TAHRA a fair consideration for a diverse group of people. In many businesses today the human resource responsibilities can be assigned to more than just a human resource professional. For smaller businesses there may only be one or two members in the office staff. TAHRA now has become an organization that gives a wide range of support on many different topics that benefit employees and employers. As our network system becomes more complex, TAHRA will continue to evolve and adapt in anticipation of the changing role of human resources. I encourage you to complete the Programming Survey that was emailed to you by Jennifer Hull a short time ago. This provides valuable information to the Programming Committee as to what programs you would like offered next year. If you did not receive the survey, email Jennifer at jhull@alcotec.com.

Our May luncheon program includes our quarterly business meeting. We will also hold elections at this meeting. We hope for all members to attend. If you cannot make it, however, please make sure to cast your vote via the absentee ballot that should have arrived in your email by now. If you did not receive your absentee ballot, please contact Karen Schultz at kas@dsii.com. The June program is a celebration of our successful year completed in TAHRA. More details on the evening program are forthcoming. We will also swear in our new officers and recognize our board members that are leaving office this year.

I hope that this newsletter finds you in good health and spirits, enjoying the beautiful spring season.

Patti Williams
President

TAHRA Receives Superior Merit Award for 2004!

TAHRA was recently notified by the SHRM North Central Region Director and Manager, that we have earned a Superior Merit Award for our scope of work during 2004!

We will be receiving a formal award letter along with an award certificate and a podium banner with our award designation printed on it in approximately six weeks. We are able to use the logo on our website, newsletter and stationery. See our updated logo on page 7!

We will also be doing a press release in the Record-Eagle, Business News and TC Chamber, so be sure to look for these.

TAHRA Officer Elections – May 2005

As you are likely aware we have two TAHRA Officer positions open, Secretary and Treasurer. These are two year terms that will begin with participation in the Board Strategic Planning session in June 2005. The Nomination Committee has recommended Carol Kasper for the Office of Secretary, and Paul Hresko for the office of Treasurer.

In addition, any member in good standing has the privilege of nominating, from the floor, any members in good standing who have not been nominated by the nominating committee.

Elections will take place at the regular members meeting on May 10th.

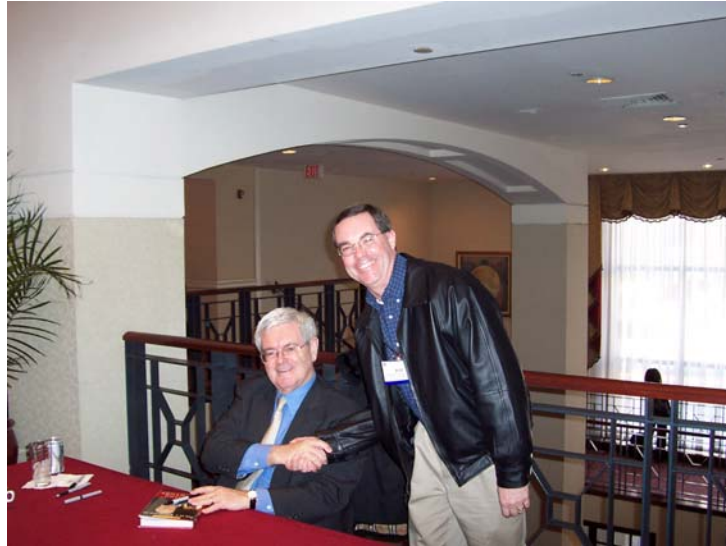
*Visit TAHRA
online*

The TAHRA website has
undergone a facelift!

www.tahratc.org

If you haven't seen it lately, then
you haven't seen it!

*The greatest possession you
have is the 24 hours directly in
front of you. ~*



Bill Hendry, SHRM Legislative Representative elect, shakes hands with Newt Gingrich.

22ND ANNUAL SHRM EMPLOYMENT LAW & LEGISLATIVE CONFERENCE -

By Bill Hendry

The conference was held in Washington, DC from March 13th through 16th, with record attendance! This year's conference featured keynote speakers Newt Gingrich (<http://www.newt.org/>) former Speaker of the US House of Representatives. He has some great ideas on how to transform healthcare! I got to meet him as you can see above! We also heard Naomi Churchill Earp, Vice Chair of the US Equal Employment Opportunity Commission (www.eeoc.gov); Eleanor Clift, political analyst, and Tony Blankley, Editorial Page Editor for The Washington Times, both of whom are panelists on The McLaughlin Group (<http://www.mclaughlin.com/>) They were both talking about the very real possibility of a Condoleezza Rice (<http://www.state.gov/secretary/>) Hillary Clinton (<http://clinton.senate.gov/>) Presidential Race in 2008! Stay tuned...

EDUCATIONAL SESSIONS AT THE LEGISLATIVE CONFERENCE

Partnering with SHRM Governmental Affairs – I attended the preconference session offered to State Legislative Directors focused on working with the SHRM Governmental Affairs Department to successfully advance our state's public policy agenda. Topics included how to host a "Day inside the District" or a state lobby day, and the session provided tips on leveraging your membership resources to build relationships with elected officials.

How to Lobby Your Member of Congress – This session prepared us for our meetings with our respective Representative (Dave Camp www.house.gov/camp) Senator (Debbie Stabenow www.stabenow.senate.gov) and their staff members on Capitol Hill. We were provided with strategies to communicate SHRM's and our view on various public policy issues, information on how to successfully conduct a meeting with a public policy decision-maker, and an opportunity to view a role play for their Capitol Hill visit with SHRM Governmental Affairs staff and panel participants.

Public Policy and the HR Professional: Shaping Things to Come – This session discussed the public policy trends affecting the workplace across the nation and also introduced an effective process to influence federal and state public policy efforts. The session highlighted case studies and successful practices of state-based advocacy efforts to effectively shape the outcome on key HR public policy issues.

State and Chapters Legislative Leaders Meeting – This networking luncheon explored the resources available to SHRM State Councils in partnering with the State Affairs section of the SHRM Governmental Affairs Department. Participants included Bruce Stec, Nebraska State Legislative Director, who provided a real life example of a state advocacy campaign; and Bruce Groff, West Virginia State Legislative Director, who explained his state's experience in using SHRM resources to advance West Virginia's HR public policy agenda. The session also featured round-table networking discussions on "How to Host a State Advocacy Day" and "Accessing SHRM State Affairs Program Resources."

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Over 600 SHRM members attended the conference with more than 50 percent of the attendees participating in the Capitol Hill Advocacy Day. The Advocacy Day provided an opportunity for us to share our experience and HR expertise with public policy decision-makers on key issues before Congress. It was a great experience and I left feeling more knowledgeable about how our

government works and how HR professionals can truly make a difference! Washington D.C. is a wonderful city to visit.

This article sources are from the first quarter 2005 edition of the Core Leadership Area eNewsletter and my personal observations and experiences in Washington D.C.



EVERY STEP COUNTS

An initiative with a focus on increased physical activity and improved nutritional choices is available in the Traverse City Area. The Every Step Counts initiative through Traverse City Area Public Schools was made available by a three-year grant from the U.S. Department of Education. Free special Saturday events will be open to all area residents with a focus on children and their families. Activities for Saturday events include open gym, nutritional education featuring healthy food choices, and focused fitness activity. All events are held at West Junior High from 9:30 am to 12 noon. The following is a schedule of the Every Step Counts Saturday events:

April 23	Yoga/Tai Chi/Wrestling
April 30	Retro Games/Obstacle Course
May 7	Kite Flying/Picnic
May 14	Outdoor Games/Tennis/Golf
May 21	Kickoff to “Let’s Get Moving Northern Michigan”

In addition to the Saturday events, Every Step Counts will offer additional activities promoting on-going efforts within the schools and with community partners to increase physical fitness and improved healthy eating habits.

Did You Know.....

The **2005 MISHRM State Conference** in Bay City on **September 21-23** has been designed to support the Competency Model for the New HR? For more information and to read an overview of the 5 main competencies for HR, click here http://www.shrm.org/press_published/CMS_004834.asp. There is also an HR Competency Toolkit that is available for personal assessment at <http://www.shrm.org/competencies>. Wayne Brockbank, co-author of the guidebook for the new competency model will be our keynote speaker in Bay City. See you there!

The 2005 MISHRM Committee

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A Look Back at TAHRA

-long-term member and former board member contemplates her next career

Oh, what a long way we've come in the Human Resources field! As I come to the close of this chapter of my life, I can't help but think back 30 years when I first came to Traverse City, and shortly thereafter, to employment with Grand Traverse County. I remember my first interview in the area, with Burwood, where I was asked what my father-in-law did and where he worked. I was afraid that I wouldn't get a job because I wasn't TC born and bred.

I was first hired by the County as Coordinator of CETA program in local agencies. For those of you not around back then, CETA was a federal program to put people to work back in the '70's, and a program that really worked. We had several CETA employees at the County that were picked up under regular funding and many who eventually retired from County service. At the time there were hundreds of applicants for every opening, so not only was CETA a needed program, I felt pretty lucky that I got a job.

Never did I ever picture myself in the Human Resources field, with my degree in Math, and more of a Science mindset, and extreme shyness; but Grand Traverse County was just starting to grow, and I was in the right place to grow with them. Payroll, benefits, and pension were moved out of the County Clerk and County Treasurer's office, and recruitment and other HR functions were centralized with the establishment of a Personnel office (me)! There were some things that were pretty clear to me - having pink application forms for the Secretaries and blue application forms for the attorneys in the Prosecutor's office was just not sending the right message - but many other things I learned the hard way, by doing them wrong and learning from my mistakes.

One of the greatest resources in my education in Human Resources was TAHRA (known then as TAPA). I was trying to establish a group of public sector personnel people to meet regularly when I heard of the local personnel association. Some of you will remember the early meetings - they were dinner meetings in smoke filled rooms and a bar. And predominately male. I never felt more like a fish out of water, and I almost turned around and left that first meeting. Meetings moved to lunch time which seemed to coincide with a more balanced male / female ratio.

Eventually the meetings became more programming and less "good ole' boy" networking, and membership expanded. Not only were the programs on wide ranging issues, but also on skill sets important in HR. We had full day and half day in-depth programs a couple times a year at no cost to members. It has been a great education for me, and a great way to network with others who face the same problems, and often have solutions that worked for me. I always said the P in Personnel was for plagiarism, and I greatly appreciate all that I learned from our members.

After a couple of years I was recruited to serve on the TAHRA Board, which I did as Treasurer for 4 years. This was a great experience, and it is one way to really get to know members and get involved in the organization. I heartily recommend to any member that they get involved with the organization on committees, the Board, or as a volunteer on projects as needed.

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During that time we took on the monumental task of hosting the State SHRM Conference. What a challenging but rewarding undertaking! And what a way to promote good personnel practices for organizations in our local area that might not be able to attend an out of town conference.

It was a pleasure to come back to the Board to serve as Diversity Chair this year. I know that I was asked because of my efforts to get Pillsbury House Theatre to Traverse City, but as Diversity Chair it was interesting to see the change in our organization, and to work with some great people. It was also great to come together with some dedicated people to help further the treatment of employees based on qualifications and performance.

Human Resources can be a key role in any organization. We can be pivotal in establishing the culture of our organizations. As a strategic partner we go beyond carrying out Board policy and can influence that policy, representing our employees in doing so. We can be a resource for our employees. One thing I can say – it is never routine, and never boring! In 29 years, there has been plenty of blood, sweat and tears. There are many things I wish I could do over and do right, but we just learn from our experiences and from the people we come in contact with every day, and it makes us better at the next task we take on.

I applaud all of you, and I wish you the best in promoting good personnel practices in your organization and in our Community. Although I am starting a new career and something completely different, I will be cheering you on in the important work that you do.

A very unprofessional HUG to all of you.

Marilyn (Brown) Hoogstraten

UNDERSTAND YOUR HEALTH INSURANCE

The Traverse City Area Chamber of Commerce Health Care Committee will be hosting a special conference to aid you in understanding your health insurance.

The following topics will be covered:

- Terms you should know (Self Funded Plans, HSA, Flex Plans, PPO Company Plans, HRA)
- What's new
- Ways to save money
- Creative designs
- Questions you should ask your insurance agent

When: Wednesday, June 8, 2005, 7:30 – 10:00 am

Where: Northwestern Michigan College – M-TEC
2600 Aero Park Drive, Rooms 222-224

Cost: FREE for Chamber members, \$50 for general public

RSVP: Wendy Sak at 231-947-5075 ext. 307 or WendyS@tcchamber.org

Deadline: Wednesday, June 1, 2005

TAHRA

TAHRA 2004-2005 Leadership Board

President	Patti Williams, PHR
Vice President	Karen Schultz, SPHR
Treasurer	Marsha Wheaton
Secretary	Carol Kasper
Programming V.P.	Jennifer Hull, SPHR
	Kate Greene, SPHR
Membership V.P.	Karyn Oncu, PHR
Certification Representative	Bill Hendry, SPHR
Legislative Representative	Chris Davis
School-to-Work Advocate	Lori Kerlin
Diversity Advocate	Marilyn Hoogstraten
Marketing and PR Chair	Laura Mitchell
SHRM Foundation Director	Brenda Ransom
Student Chapter Liaison	Stacey Brothers

May 10th, 2005
TAHRA Program

“Legislative Update”

Nancy McKeague SPHR, Senior Vice President of Business Health Initiatives for Michigan Health and Hospital Association, will be presenting a Legislative Update on HR issues.

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, 5/4/05
kate@h-r-partners.com or 231-932-9175.
Guests welcome with a \$30 fee

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

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.

June 14th, 2005
TAHRA Program

Guy Bush – Weyco, Inc.
Weyco's Wellness Philosophy
and their controversial decision to ban smokers
from working at Weyco.

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Swearing in of New Officers

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Recognition of Members

Place: North Peak Brewing Co.
400 West Front Street

Time: 4:00 pm

RSVP to Kate Greene by Wednesday, 6/8/05
kate@h-r-partners.com or 231-932-9175.

TAHRA Members Only Please

