



The President's Corner

A Busy Spring for TAHRA

Many say that spring came early this year, and I would agree with them. We've had years here at Brown Lumber where the frost laws (limits on the weight load a truck can carry) have been in place until the middle of May. This year the frost laws were lifted in the middle of April. So by now the grass is getting very green and the spring flowers are in full bloom. This is also the time of year when the term of office for certain officers of TAHRA ends and we elect new officers. Our elections will be held at our business meeting to be held at our luncheon program, May 9th. Our Secretary Carol Kasper has emailed everyone an election notice and ballot. You can send in the ballot early as an absentee ballot if you are not attending the May meeting. If you have not received election information via your email please make sure to contact Carol at ckasper@nmc.edu.

For the past three years TAHRA has organized a wage and benefit survey for our members and local business community. ASE (American Society of Employers) has been the administrator of these surveys in the past. We usually conduct the survey in May-June and by the fall the surveys are ready and we have a luncheon program to review the results. This year we are going to have TEA (The Employers Association) out of Grand Rapids administer the survey for us. The agenda will be the same, but you all will receive a survey to complete in June, and the results will be presented to you in the fall. The number one reason we switched from ASE to TEA was because ASE requested payment from us and/or our members either in ASE membership or in a survey fee. The board opted to give TEA an opportunity, and we are very grateful for their support. Now it is up to us to complete the surveys and get them in. Last year we had 55 businesses represented in the survey, and we are looking for more to participate this year. I'm happy to report that Bob Newland will again head up the wage and benefit survey for TAHRA. We really need to promote this survey with our business peers and also give Bob our full support.

The SHRM Foundation does a tremendous service to our profession. Brenda Ransom as our SHRM Foundation Representative on the board has provided us with information on what SHRM is and how it serves us. Brenda and members of her committee have put together a fundraiser for the SHRM Foundation. They have planned a fantastic day of fun – a golf outing! Sign-up forms have been emailed to you, and we hope to have a great turnout. Even if you aren't an avid golfer come on out for the fun. It's for a very good cause; supporting and advancing our profession and the human resource professional. Many thanks to the committee who put this together: Brenda Ransom, Chris Davis and Lori Kerlin. Everyone is welcome – see page 5 of this newsletter to sign up!

-cont'd on page 2

AFFILIATE OF



Dates and Events To Remember



May 9th
Luncheon
[Legislative Update](#)
12:00 noon – 2:00 pm
Waterfront Conference Center

May 19th
[Selection Assessment: Half-Day Workshop](#)
8:00 am – 12:00 noon
M-TEC Room 103

June 4th
[Golf Scramble](#) 1:00 pm-6:00 pm
Crown Golf Club

June 13th
[Eat, Drink and be Merry!](#) Program and Networking
3:00 pm
NorthPeak Brewing Co. Members Only

The President's Corner - Continued

As this term comes to a close, I would like to say that it has been an honor and a privilege to serve as your President for this great association, TAHRA. I have tremendous respect and admiration for all of you. I would like to give a huge thank you to the outstanding individuals that serve on our board. They have been just fantastic. As members you can be assured that there is strong leadership on the board for the years ahead. I have served on the board for four years and find that now it is time for me to spend a little more time with my family. Not to say that I am retiring from this great profession! I'm just saying that I look forward to being an active member of TAHRA and giving the future board my full support.

So, here's to a welcomed spring and wishing you all much success and happiness.

- Patti Williams, President

Diversity Tips and Tidbits

SHRM announces plans for the 2006 SHRM Workplace Diversity Conference & Exposition. The conference will be held October 16-18, 2006 at the Century Plaza Hotel and Spa in Los Angeles, California. Join leaders in the field of diversity management at this two-and-a-half-day forum. You will attend guided dialogue sessions that focus on emerging issues, current research, and legislative and regulatory compliance. This conference promises to be an excellent learning and networking opportunity for all professionals who are responsible for diversity within small, medium and large organizations. SHRM has planned an extensive conference agenda for participants to:

- Enhance diversity initiatives within their organization.
- Update themselves on current compliance issues.
- Understand the strategies and practices for maximizing diversity in the workplace.
- Gain a clearer understanding of corporate diversity programs.
- Develop a start-up action plan for workplace application.

For additional information please visit the SHRM website at: <http://www.shrm.org/conferences/diversity/>.

Local Colleges and Universities Can be a Source of Diversity Information and Events

Another excellent source of diversity information is through your local state and/or community college. Frequently your local college and/or university have scheduled events that are open to the public that can enhance your learning and involvement of diversity initiatives. An example is Northwestern Michigan College's Diversity Services. You can peruse their website at: <http://www.nmc.edu/diversity/> for current scheduled events.

Al Muma, SPHR, TAHRA Diversity Advocate

SAFETY MEANS \$AVING\$ Seminar offered by Traverse City Area Chamber of Commerce Thursday, 6/1/06 – 7:30-9:30 or 11:30-1:30

Learn more about implementing practical safety programs and addressing Worker's Compensation in order to positively affect costs while benefiting the overall safety of employees

Speakers: Darryl Lesoski, MD, Munson Medical Center and David Hintz, CSP, Accident Fund
Free to Chamber Members – \$50 for Non-Members

For more information, contact Wendy Sak at 231-947-5075 ext 307 or WendyS@tcchamber.org by **Friday, 5/26**

TAHRA Receives Distinguished Award

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Superior Merit Chapter designation to the Traverse Area Human Resource Association (TAHRA) for its scope of work in perpetuating and supporting the mission of the organization in 2005.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 205,000 individual members, the Society's mission is both to serve the needs of human resource professionals and to advance the human resources profession. Founded in 1948, SHRM currently has more than 550 affiliated chapters within the United States and members in more than 100 countries.

TAHRA is one of 100 chapters receiving the distinction in SHRM's North Central Region comprised of 10 states and 145 affiliated chapters.

"By achieving Superior Merit designation, your chapter has distinguished itself as an outstanding organization dedicated to serving the networking and professional development needs of your members and to the advancement of the human resources profession," noted Keith J. Greene, SPHR, Vice President, Member Relations for SHRM.

TAHRA receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

SHRM Sons and Daughters Scholarship Program

May 15th is the deadline for the Sons and Daughters Scholarship Program:

Children of SHRM members have until May 15th to submit their applications for the Sons and Daughters Scholarship Program. Twenty-four (24) scholarships of \$1,500 each will be awarded. SHRM has established scholarships to help finance higher education for the children of its members. The awards are for either the first or second year of study at a four-year college or university.

Scholarship details and an application are available on SHRM's website at <http://www.shrm.org/sons&daughters/>

SHRM News!

We are excited to have Pam Green join us as the Director of the North Central Region. Her contact information is:

Pamela Green, SPHR
SHRM
P.O. Box 329
Reynoldsburg, OH 43068
P: (toll free) 877-576-1907
P: 614-751-0837
pgreen@shrm.org

Michigan Raises the Minimum Wage!

MINIMUM WAGE INCREASES

CURRENT:	\$5.15 per hour
October 1, 2006	\$6.95 per hour
July 1, 2007	\$7.15 per hour
July 1, 2008	\$7.40 per hour

May Program - Legislative Update

Traditionally, TAHRA has used May's meeting as a look at the legislative climate and to learn what our elected officials have in store for us. This year is no exception! This meeting will focus on both the state and federal legislative proceedings. Bill Hendry, SPHR, the Director of Human Resources for Northwestern Michigan College and Michigan SHRM Legislative Affairs Director, will be presenting.

Bill Hendry joined NMC as Director of Human Resources in 1997, coming to Traverse City by way of Florida, where he worked in training and development for the Hillsborough County Administrator in Tampa Florida. His career focus is in the areas of leadership development, performance management systems, interpersonal skills training, and organizational development. Bill is certified by the Association for Psychological Type to administer the Myers-Briggs Type Indicator, which he uses in career counseling, leadership and team building. Training and development experience also includes Citicorp and Arthur Andersen & Co. His educational preparation includes a B.B.A. in Management and a M.S. in Organizational Behavior and Development, both from Eastern Michigan University.

SHRM Announces North Central Regional Manager Opening

I wanted to inform you that Ann Byrnes, SPHR, has been selected as the new Regional Manager for the SHRM Southwest Central Region and will be relocating to Phoenix to assume this role at the beginning of July. She is making this geographical move to remain close to her parents, who are also based in the Phoenix area.

In her short time as North Central Regional Manager, Ann has served you well. We must now seek a replacement for her. Within the next week, the position will be posted on the SHRM website at <http://www.shrm.org/jobs/career/>, along with instructions for individuals interested in applying.

Our goal is to hire the best person we can find! Given that Regional Director Pam Green, SPHR, is located in the greater Columbus, OH, area, for geographical diversity purposes we have a strong preference to identify a candidate in the greater Chicago area, though that is not an "absolute." Also, we strongly encourage candidates of color to apply.

Language is the expression of thought. Every time you speak, your mind is on parade.

Traverse Area Human Resource Association (TAHRA) GOLF SCRAMBLE – Sunday, June 4

Open to all TAHRA members, spouses or friends. All skill levels encouraged.
Network and have fun at the same time!

**Proceeds will benefit SHRM Foundation
and TAHRA**

Highlights:

- ⇒ 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 Junior High School)

When: Sunday, June 4, 2006

Time: 1:00 p.m. (Registration/practice)
2:00 p.m. “Shotgun” start
5:00 p.m. Dinner/Awards

Cost: Only \$40 per person (includes golf, cart and food)
Only \$12 per person (dinner only-cash bar)

Hole sponsorships: Only \$100

Questions? Call Brenda Ransom (922-4598); Chris Davis (933-1711); Lori Kerlin (645-0169)

Complete sign-up form, detach and send with payment by May 22, 2006 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 _____

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

Please make checks payable to TAHRA

TAHRA

TAHRA 2005-2006 Leadership Board

President	Patti Williams, PHR
Vice President	Karen Schultz, SPHR
Treasurer	Paul Hresko
Secretary	Carol Kasper, PHR
Programming V.P.	Jennifer Hull, SPHR
Membership V.P.	Kate Greene, SPHR
Certification Representative	Karyn Oncu, PHR
Legislative Representative	Terrie Kopkau
School-to-Work Advocate	Chris Davis
Diversity Advocate	Lori Kerlin
Marketing and PR Chair	Al Muma, SPHR
SHRM Foundation Director	Laura Mitchell
Student Chapter Liaison	Brenda Ransom
	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 10th 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.

May 9th TAHRA Program

Legislative Update

Bill Hendry, SPHR, and SHRM's MI Legislative Affairs Director will provide state and federal updates.

Waterfront Conference Center
11:45 am – 2:00 pm

RSVP to Jeannette O'Neil by
Wednesday, May 3, 2006 or
jeannette.oneil@rjginc.com or
231-947-3111 ext. 117

June 13th TAHRA Program

Eat, Drink and be Merry! Program and Networking Members Only

NorthPeak Brewing Company
3:00 pm

Any Chambers from Priority Health will
present on HSA's and HRA's

RSVP to Jeannette O'Neil by
Wednesday, June 7, 2006 or
jeannette.oneil@rjginc.com or
231-947-3111 ext. 117

Don't forget these important dates.....

SHRM Annual Conference & Exposition

June 25-28, 2006
Washington Convention Center, Washington, DC

2006 MISHRM State Conference

September 20-22, 2006
DeVos Place Convention Center, Grand Rapids, MI

Have you checked out our website lately?



www.tahratc.org

