

TAHRA
P.O. BOX 1656
TRAVERSE CITY, MI

**DATES AND
EVENTS TO
REMEMBER**

MAY 8, 2007

LUNCHEON -
"HIT THE
GROUND
RUNNING"
12:00 NOON—
2:00 PM WA-
TERFRONT
CONFERENCE
CENTER

**JUNE 12,
2007**

LUNCHEON—
HEALTH CARE
LEGISLATIVE
UPDATE
12:15 NOON—
2:15 PM WA-
TERFRONT
CONFERENCE
CENTER

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TAHRA

Traverse Area Human Resource Association

VOLUME 1, ISSUE 5

MAY/JUNE 2007

The President's Corner

Dear TAHRA members:

We are in the home stretch but we are not slowing down. With only two more months to complete our '06/07 TAHRA year you would think we would put on the cruise and ride a great year to the finish. But that is simply not true.

We have two great meetings left in the year. Our May program on the 8th will be presented by past President, Bill Hendry. The title is, "Hit the Ground Running." Bill will give us tips and tools on how to ensure the success of a career transition. Then, we are very excited that Nancy McKeague has agreed to come for our June 12th meeting to give us a legislative update on insurance benefits. Nancy has presented to TAHRA a number of times in the past and has always brought great information. Nancy is the Senior Vice President of the Michigan Health and Hospital Association.

Both the May and June meetings will be held at the Waterfront at our tradi-

tional lunch time.

On June 3rd we have our 2nd annual TAHRA golf outing. Last year was a huge success with great weather, fun and camaraderie. It is a golf scramble so you do not have to be an experienced golfer to play. Much of the money raised from the outing goes towards the SHRM



Foundation which supports research and innovation in the HR field. You can check out the Foundation at <http://www.shrm.org/foundation>.

In April we held our workshop on making HR a strategic partner with 13 people attending. It was a great success and received a number of outstanding comments. Also in April, we had a number of TAHRA members partici-

pate in mock interviews at the Traverse City Junior Highs.

As we wind up this year and look to start our planning for the '07/08 year, one great tool we like to use is the membership survey where you all can tell the board what type of programming would best serve you. If you have not already done so, please take a moment and complete this survey and return it to the programming team. We really rely on your input to schedule events throughout the year.

One last note, don't forget to mark your calendars for the MISHRM State Conference taking place in Kalamazoo, September 24th through the 26th. For more information go to the MISHRM website at http://www.mishrm.org/2007_Conference/index.asp.

Sincerely,

Jennifer Hull
President

May's Program - "Hit the Ground Running" a big hit!

Bill Hendry's May program "Hit the Ground Running" proved to be the dynamic presentation we were expecting from him.

As we all know, every organization has far too much on the line to let new supervisors and leaders "sink" or "swim". Presented were specific approaches to ensure a successful career transition and to improve your current leadership success such as:

- What to do before you take the leap
- Building credibility
- Making changes happen
- Successful boss relationships
- Building your team
- Accountability
- Decision making
- Forming coalitions



Thank you Bill for your excellent presentation!

Just a Reminder

MICHIGAN'S MINIMUM WAGE

Don't forget that the next increase to the minimum hourly wage rate in the State of Michigan is scheduled for July 1, 2007:

<u>Effective Date</u>	<u>Minimum Hourly Wage Rate</u>
September 1, 1997	\$5.15
October 1, 2006	\$6.95
July 1, 2007	\$7.15
July 1, 2008	\$7.40

Michigan's Minimum Wage and Overtime Law Covers:

- Employers who employ 2 or more persons 16 years of age or older, and
- Certain employees in federally covered businesses because the state minimum wage rate for those employees will be higher than the federally required rate as of October 1, 2006.
- In situations where an employee is subject to both the state and federal minimum wage laws, the employee is entitled to the higher of the two minimum wage rates.

Upcoming SHRM Events

SHRM Annual Conference

The Society for Human Resource Management is holding its 59th [Annual Conference & Exposition](#), June 24 - 27, 2007, at the Las Vegas Convention Center in Las Vegas, Nevada. The SHRM Annual Conference & Exposition offers comprehensive and relevant professional development programs, and attendance will improve your knowledge, skills and abilities as an HR professional.

The keynote speaker for the Opening General Session on Sunday, 6/24, is Lance Armstrong

Educational programs that focus on:

- Practical HR information.
- Strategic sessions that show you how to maximize HR's impact on your organization.
- HR issues that link to the SHRM Competency Model.
- Concurrent sessions that enhance your HR knowledge and communicate the value of HR.
- Strengthening your understanding of the business essentials so that you will be a more effective partner across all functional areas of your organization.

Great resources

- Hear from HR practitioners, consultants, business leaders and industry experts who will challenge you and provide fresh approaches to your thinking to help you deliver results.
- Explore the aisles of the world's largest HR exposition. More than 1,300 booths demonstrate and display the latest developments in the HR industry.
- Experience unparalleled networking opportunities with HR professionals from around the world.

2007 MISHRM State Conference

"People ▪ Passion ▪ Profit – HR: *delivering value!*" is the theme of the 2007 Conference in Kalamazoo on September 24th – 26th.

TAHRA Welcomes 19 New Members for 2006-2007!

TAHRA is delighted to welcome the following new members. We look forward to getting to know you and developing long, lasting relationships.

Susan Betz
 Amy Couturier
 Julie Crandall
 Karen DeLong
 Lisa Ferguson
 Christina Gray
 Dianne Hamilton

Lola Lee Hughes
 Bobbie Johnston
 Christine Kiblinger
 Arlene Killeen
 Linda Mann
 Marsha Mixer
 Dean Morrison

Joyce Pleva
 Josh Reynolds
 Stephanie Sterling
 Lisa Weaver
 Mary Jo White

Welcome to all!!!!

TAHRA GOLF OUTING

The Traverse Area Human Resource Association (TAHRA) will be holding a fundraiser golf outing on Sunday, June 3, 2007 to benefit the Society for Human Resource Management (SHRM) Foundation and TAHRA.

The SHRM Foundation is a not-for-profit organization that operates as the research and development arm of the HR profession. The foundation advances the profession and enhances the knowledge of competency of human resource professionals through its funding of research, publications, and education programs. The work of the SHRM Foundation is supported by tax deductible contributions made by individuals, companies, and organizations.

Here's how TAHRA members and others can help:

Please consider contributing an item or cash to the fundraiser for prizes. Items can be donated by you, your employer, friend, business or all. Some items to consider are gift baskets, gift certificates, wine or food items, etc. You may also consider sponsoring a hole for \$100.

Prize contributors and hole sponsors will be recognized in event materials and in a news article following the event.

Please mark your calendar now and plan to attend the golf outing on Sunday, June 3, 2007. The event will begin at 1:00 p.m. with registration and practice and dinner and awards will conclude at approximately 5:00 p.m. The event will be held at the Crown Golf Course on West Silver Lake Road in Traverse City. You are encouraged to bring a friend or colleague. No need to worry if you aren't a golf professional or have never played before, the game will be designed for all levels of players. The event will be a 9-hole scramble.

If there are any questions or you can donate a prize or sponsor a hole, give Chris Davis (933-1711) or Brenda Hinds (922-4598) a call.

The 2006 golf outing was a great success. Where else can you get 9 holes of golf, a great dinner and a good prize for only \$40?



TAHRA

AFFILIATE OF



Traverse Area Human Resource Association (TAHRA)
GOLF SCRAMBLE

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

Proceeds will benefit SHRM Foundation and TAHRA

Highlights:

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

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

- Where:** The Crown Golf Club
2430 Crown Drive, Traverse City, MI 49684
(3 miles west of West Junior High School)
- When:** Sunday, June 3, 2007
- 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)

Hole sponsorships: *Only \$100*

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

SIGN UP FORM; DETACH AND SEND WITH PAYMENT BY MAY 21, 2007 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 _____

Please make checks payable to TAHRA.

TAHRA
P.O. Box 1656
Traverse City, MI 49685-1656

2006-2007 TAHRA Leadership Board

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 let us know.

President	Jennifer Hull, SPHR
Vice President	Janet Yankee
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Diversity Advocate	Bill Brundage
Marketing and PR Chair	Laura Mitchell
SHRM Foundation Director	Brenda Hinds
Student Chapter Liaison	Kate Greene, GPHR

We're on the Web!
www.tahratic.org



"School-to-Work" Mock Interviews—Another Successful Event!

Thank you to everyone from TAHRA who participated in the Mock Interviews at both Traverse City West and East Junior High Schools. This is a valuable experience for the students to help them gain interviewing skills before heading out into the working world.

Here are some quotes from students about their experience:

"I really enjoyed getting good practice at interviewing. It makes you realize how important your goals are."

"I think it was the best preparation for real interviews and I will be ready for the actual thing."

"Please continue this program! This was very informative and helped me a lot. Thank you for the help!"

"It was a great experience, and I feel more comfortable now about going somewhere to apply for a job or for an interview."

- **Barb Howard**
Workforce Readiness Coordinator