

TAHRA

Volume 1, Issue 7

September/ October 2009

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

The President's Corner

Happy autumn! Yes, it's time to begin another program year and we have terrific programs coming your way. Karyn has been working hard on your ideas and getting HRCI credit for the topics we have on the agenda.

The one thing we can count on is change and I bet you have experienced much of it in the last year; everything from the economy, the work force, how we think about providing benefits and health care reform, naming just a few. As we begin a new season, we are looking forward to sharing ideas and net-

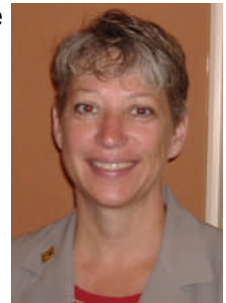
working with other HR Professionals throughout the year at our monthly meetings and hope you'll do the same.

Don't forget, there is no better time to get involved. We have opportunities for you to volunteer on the TAHRA Board.

We'd like to thank Bill Brundage and Bill Morrison for their dedication to the core leadership areas of diversity and HRCI certification, respectively. If you have interest in either area, please feel free to contact me or any member of the board. It's a ton of fun working with other area professionals.

Mark your calendars for the second Tuesday of each month. You won't want to miss any TAHRA meetings this year! I'm looking forward to serving the membership another year. See you soon.

-TAHRA
President
Janet Yankee
SPHR



Dates and Events to Remember

October 13, 2009

Monthly TAHRA Meeting

Waterfront Conference Center

12:00 noon—2:00 pm

Unemployment Insurance Demystified

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Current TAHRA Board Members

Janet Yankee - President

Laura Mitchell – Vice President

Paul Hresko – Treasurer

Terrie Kopkau – Secretary

Karyn Oncu – VP of Programming

Julie Crandall – Programming Assistant

Betsy Rees – Programming Administration

Katie Corona – VP of Membership

Laura Galbraith – Marketing and Public Relations

Barb Howard – Workforce Readiness

Jennifer Ewing – Trustee

Lori Kerlin – College Relations

Chris Davis – Legislative Affairs

Rita Dike – SHRM Foundation

Paula Sagala – Special Programming

Bill Morrison – HRCI Certification

(Open in January 2010)

Charlene Bowen - Diversity Coordinator

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!**

Tonya Jacobs, HR Manager from Safety Net, Inc.



TAHRA Membership Programming 2009-2010

Where: The Waterfront Inn Conference Center

When: The second Tuesday of each month, September through June

11:45am to 2:00pm*

11:45 AM – 12:00 PM Registration

12:00 PM - 12:30 PM Lunch

12:30 PM – 2:00 PM Education Program

2:00 PM – 2:30 PM: Business Meeting/Members Only

* **November program will be held from 7:30 – 10:00 a.m. and includes breakfast.**

Who: TAHRA members and their guests. Please be sure to RSVP! Guests are encouraged to attend! Guest fees are \$30. Please RSVP through the member who invited you.

This year's programs are as follows:

- October 13th **Unemployment Insurance Demystified.** You will discover which UI costs are entirely controllable, better understand the UI system, your tax rates and how to adjust P&P's to better manage UI costs. **THIS CONTINUES INTO A WORKSHOP from 2-5.** Michael McPherson, formerly with Mi.UI, is a trainer specializing in educating employers in the area of Unemployment Insurance (UI) Cost Management.
- November 10th **7:30-10 AM Exploring Generational Differences in the Workplace.** Learn the different generational work styles, how they can work together, and how you can recruit, build teams, and motivate your staff spanning four generations. Emilie Stawiariski is the Director for Workforce Readiness for MISHRM.
- December 8th **Performance Defined.** Does your performance system help develop your human potential? Learn tips on how to unleash the talent in your organization. Rick Peterson, Dale Carnegie Training.
- January 12th **Preventing Compensation Discrimination; how the Ledbetter Fair Pay Act impacts your company.** Donald Lawless Donald Lawless, Varnum Riddering Schmidt and Howlett
- February 9th **Work Safe:** Ergonomic training is available at no cost for your company through a grant from the Michigan Department of Energy, Labor and Economic Growth and the Michigan Association of Chiropractors. It can be custom designed to your facility and your needs. Dr. Chappell
- March 9th **Safety in the workplace.** Learn the hidden costs of accidents, how they impact the workplace, and how to develop corrective actions to prevent future recurrence. Ken Smylie is a senior loss prevention consultant for the NW Mi. Industrial Assoc. Workers Compensation Fund.
- April 13th **Diversity Program.** TBA
- May 11th **Legislative Update.** This month's meeting will focus on both the state and federal legislative proceedings. Kathie Elliott is the Legislative Director of MISHRM
- June 8th **Legal Update.** Your best defense against employment lawsuits is to prevent them from happening. Rachel Roe, Smith Haughey Rice & Roegee and Josh Reynolds, Calcutt Rogers & Boynton



TAHRA Receives Distinguished Award

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Superior Merit Chapter designation to the Traverse City Human Resource Association for its scope of work in perpetuating and supporting the mission of the organization in 2008.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 130 countries, and more than 575 affiliated chapters.

The Traverse City Human Resource Association is one of 51 chapters receiving the distinction in SHRM's Northeast Region comprised of 11 states and 93 affiliated chapters.

"This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" noted Pamela J. Green, SPHR, Chief Membership Officer for SHRM.

Fall 2009 HRCI Study Group

Attention TAHRA members:

Have you considered attaining your HR Certification this year? If so, we can help! A certification study group is forming and can assist you in preparing to pass 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 bmorrisson@cproducts.net.

The winter testing window is:

PHR and SPHR: 12-01-09 thru 1-31-10

GPHR: 12-01-09 thru 12-31-09

Application deadlines for all levels:

Regular deadline: 10-9-09

Late deadline: 11-13-09

Don't let financial needs stop you from pursuing your certification goals. 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 member section and clicking on addendums.

For those of you that have obtained an HRCI Certification, I am looking for volunteers to work with the study group for one or more evenings this fall. It is a great way to assist TAHRA members prepare for the Certification Exam. The commitment would entail working with the study group on one or more of the Modules. Please contact Bill Morrison if you have an interest.