



November 2008

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**Save the Date!
Next HRASM Meeting**

December 10, 4:30-7pm
Lenawee Country Club
Topic: Rapid Organizational Improvement

Please join us for this wonderful wine tasting event featuring wines from Pentamere Winery of Tecumseh. We will be giving away a gift basket to one lucky winner and all participants will receive a *FREE* copy of the book titled "The Two-Minute Drill: Lessons for Rapid Organizational Improvement" co-authored by the evening's keynote speaker Gregory Papp.

Invitations coming soon!

Greetings HRASM!

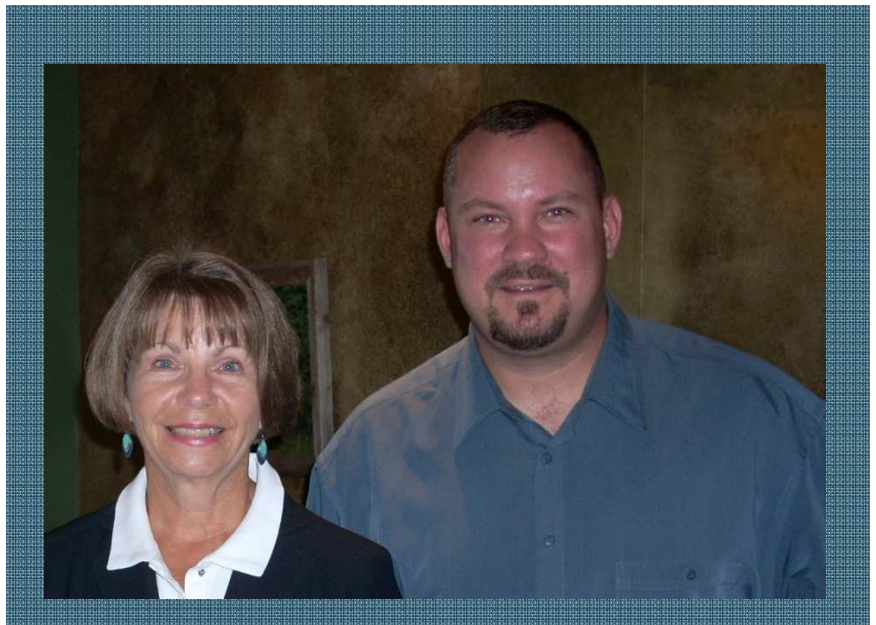
The weather is shifting and as we say good-bye to another great summer season and welcome the fall, the Human Resource Association of Southeast Michigan board members are diligently working on the transition of our 2009 board members. I am very appreciative to those of you who have stepped up and committed to volunteering your time and expertise in 2009.

I would like to remind each of you to consider your contribution to HRASM and what talents and abilities you would be able to provide to make our Chapter that much better in the next year. Over the course of the year, we would love to have members step up and volunteer to help out in any area of interest. So I ask you...what can you do to help? Would you be willing to write an article for the newsletter, help coordinate or facilitate a program/roundtable discussion, donate an item for raffle at a meeting (proceeds go to SHRM foundation), bring a potential member(s) to membership meetings? I know we as Human Resource professionals all have very busy lives, yet our organization is only as good as those who volunteer their time and services.

Jennifer Hunter, PHR
2008 HRASM President

Did you know???

SHRM offers free webcasts to SHRM members on various topics ranging from tax laws and benefits to performance management and public speaking and everything in between. Members can access webcasts at www.shrm.org/webcast.



HRASM Past President, Scott Swan taking advantage of the opportunity to pose with August meeting speaker, Judy Hallburg.

Legislative Update

Submitted by Amy Bergman

House Approves New Pay Equity Legislation

The Paycheck Fairness Act (H.R. 1338), is currently under consideration in the full House.

The “Paycheck Fairness Act” would amend the Fair Labor Standards Act of 1938 and the Equal Pay Act of 1963 in the following ways:

- Facilitates class-action lawsuits by repealing the requirement that employees must give their written consent to become a party in a gender discrimination class action.
- Removes any limits on the compensatory or punitive damages for which employers would be liable, in addition to back pay. Such damages would apply even to unintentional pay disparities.
- Prohibits certain defenses for pay disparities. For example, the bill would eliminate an employer’s ability to justify paying different salaries to workers based in different locations with different costs of living.

Proponents of the “Paycheck Fairness Act” believe the legislation will strengthen the Equal Pay Act’s requirement that employers must pay equal wages to female and male employees for “equal work.”

While SHRM has supported efforts to prohibit pay discrimination, the Society opposes the “Paycheck Fairness Act” because it attempts to legislate “comparable worth” goals that have been repeatedly rejected by Congress and the courts.

Dependent Health

Congress to consider the bill H.R. 2851 to amend the Employee Retirement Income Security Act of 1974, the Public Health Service Act and the Internal Revenue Code of 1986 to ensure that dependent college students who take a medically necessary leave of absence from school do not lose health insurance coverage, due to losing their full-time student status.

ADA Amendments Act

On September 25, 2008, President Bush signed into law the ADA Amendments Act (ADAAA/S. 3406). This law (Public law number 110-325), authored by Sens. Tom Harkin (D-IA) and Orrin Hatch (R-UT), constitutes the first legislative change to our nation's landmark disability statute, the Americans with Disabilities Act of 1990 (ADA). The law becomes effective on January 1, 2009.

While the first prong of the disability definition will remain the same, the most significant changes to current law contained in the ADA Amendments Act are as follows:

- Excludes Consideration of Mitigating Measures
- Expands the Definition of "Regarded As" Prong
- Establishes New List of Major Life Activities
- Broadens construction
- Authorizes regulations

Working Definitions of Diversity

Submitted by Margie Presutti

- 1) **Workplace Diversity** is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

Dimensions of Diversity include but are not limited to:

Age	Gender
Ethnicity	Physical abilities/qualities
Race	Sexual orientation
Geographic location	Income
Religious beliefs	Parental status
Marital status	Military experience
Work experience	Family status
Socio-economic status	Educational background
Class	Organizational background
Group identity	Language
Organizational level	Thinking styles
Communication styles	Job classifications, job function
Relationships and group affiliations	

- 2) **Inclusion** is the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully towards the organization's success.
- 3) **Diversity Management** is a comprehensive organizational and managerial process for leveraging diversity and achieving inclusion that maximizes the potential of all employees.

SHRM Foundation

Submitted by Nancy Lemon

The SHRM foundation is a 501(c)(3) non-profit organizational affiliate of the Society of Human Resource Management (SHRM) founded in 1966. With assets of more than \$9 million, the SHRM Foundation promotes innovation, education, research and the use of research-based knowledge. A volunteer board of HR practitioners, academic and SHRM representatives governs the Foundation. All contributions are tax deductible.

Reports Available

Human Resource Strategy, Adapting to the Age of Globalization

Globalization of individual companies and capital markets has changed the business landscape. To respond, companies must manage their assets as effectively as possible—especially their human assets. This report explores a variety of ways to adapt your overall HR strategy to the new realities of global competition.

Retaining Talent

One of the most critical issues facing your organization today is how to retain the employees you want to keep. This new Effective Practice Guidelines report will help you to analyze and manage employee turnover. Learn how to develop an effective retention management plan. Download your free report now.

SHRM members can download these free reports at www.shrm.org/foundation.

Mastering Performance Management

Submitted By Amy Bergman, Mastermind Consulting Network

Here it comes...the anniversary date of one of your employees is fast approaching. Of course they are expecting a performance review meeting. Oh and there it goes! You got so busy that you kept snoozing your reminder to get that review done and now it is two months late. It's causing you stress, but worse, it is causing a lot of stress and frustration to your employee. Your employee craves this feedback and is now left wondering, why don't you care?

Do you find this happening time after time? It doesn't have to be this way. With an actual *system* in place, this won't happen. A Performance Management System is more than just a once-a-year event. It provides a structure for you to master performance management throughout the entire 12-month cycle. The culmination of your performance management activity is a performance appraisal that documents the success of your employee. It is a written record that both you and your employee will be motivated to review together; and, it will serve as

a motivator for your employee to seek continuous growth in the coming year.

Putting a performance management system in place does take discipline, but once it is rolling it takes on a life of its own. It actually makes you into a better manager and mentor, freeing you up to focus on the big picture issues that deserve your time, attention and expertise. Most managers want to see their employees succeed and the use of a system like this will provide the structure for that to happen. However, it has become too easy for us to say, "We'll get to it tomorrow," and we never really do.

If you would like to be relieved of the burden that the annual review cycle puts on you and your staff, you should consider enlisting some help to put a sound performance management system in place. It's a fool-proof way for you to become a better manager, your company to be more productive and your employees to be valuable contributors to the organizations' success.

2008 HRASM Board of Directors

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TLC Community Credit Union
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2009 Board Members Elected

At the October 8, 2008 HRASM meeting, the following members were voted as the 2009 Board of Directors.

Executive Board:

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Margie Presutti

Past President
Jennifer Hunter, PHR

Chair-Elect and Secretary
Kris Hamann, SPHR

Treasurer
Carla Odneal

Directors:

Amy Bergman
Deb Elliott
April Lienau
Jayne Tharpe
Jack Townsley

Your feedback is important to HRASM. Please contact any board members with your comments and ideas.