



February 2008

Access our membership directory on-line at [www.cihrg.org/members.php](http://www.cihrg.org/members.php)

## A Message from the President



It's mid-February and I'd like to start off by encouraging all CiHRG members to attend the upcoming 60th Annual SHRM Conference & Exposition in Chicago at McCormick Place on June 22-25, 2008. It is an honor to have this international human resource convention so close to home! For more information, visit [www.shrm.org/conferences/annual](http://www.shrm.org/conferences/annual). You also have the opportunity to earn free conference registration by volunteering at the event—see page 4 for details.

One issue of continuing interest with business owners and human resource professionals is the E-Verify program. If you are currently using this Department of Homeland Security background clearance program, you may continue to do so until the court ruling is issued for Illinois. As many of you know, this federal plan was deemed illegal in Illinois on August 23, 2007 and is now in a court battle for clarification. For more information, visit [https://www.vis-dhs.com/employer\\_information.htm](https://www.vis-dhs.com/employer_information.htm).

On a personal note, my wife, Elaine, and I are selling the Express Personnel Services in Champaign to Lynn and Richard Yoerk, effective March 31, 2008. They are coming from Portland, Oregon with many years as owners of multiple offices there. Lynn began as our first employee almost fifteen years ago here in Champaign. I will continue to serve as CiHRG President through the May meeting, at which time Tammy Hoggatt, President-Elect, will take over the reins a few months early. We hope to make the transition as smooth as possible.

As always, we will keep you posted so stay tuned with our monthly newsletter.

**Del Angelo,  
President**

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## Upcoming Meetings

**Tuesday, April 8**

7:00 a.m. - 12:00 p.m.

Hawthorn Suites

“An Unconventional Healthcare  
Model With Teeth & A Twist!”

Speaker: Ray Wemtz

**Tuesday, May 13**

11:30 a.m. - 1:00 p.m.

Program & Speaker TBA

**No meetings in June, July & August**

RSVP to Deanna Wright at (217) 344-  
2144 or [dwright@clark-lindsey.com](mailto:dwright@clark-lindsey.com).

## Board of Directors

**Del Angelo, President**

**Tammy Hoggatt, SPHR,  
President-Elect**

**Sue Key, Secretary**

**Deanna Wright, SPHR, Treasurer**

**Stacey Cultra, Chair  
Student Chapter Affairs**

**Greg Gonda, Chair  
Diversity Committee**

**Ronald Gremore, Chair  
Legislative Committee**

**Becky Krueger, PHR, Chair  
Membership Committee**

**Cathy S. McArthur, Chair  
Workforce Readiness Committee  
Public Relations Committee**

**Beth Wileaver, PHR, Chair  
Professional Development Committee**

**Barbara Wleklinski, Chair  
Conference Committee**

## Our Next Meeting...

**Tuesday, March 11, 2008**

**11:30 a.m. to 1:00 p.m. • Hawthorn Suites**

## “HR Legal Update”



**Presented by David Krchak**

from the law firm of Thomas, Mamer & Haughey in Urbana



David Krchak received a bachelor's degree with high honors in economics from the University of Illinois in 1973 and a juris doctor from the University of Illinois in 1980. He was admitted to the bar in 1980, joined the firm Thomas, Mamer & Haughey in 1990 and became a partner January 1, 1994. He concentrates in all aspects of management side employment and labor law, including litigation. Prior to joining the firm, Mr. Krchak was an attorney for the City of Champaign for five years concentrating in labor and employment law, and serving as chief negotiator for collective bargaining agreements. Mr. Krchak is admitted to practice before Illinois State Courts, United States District Court for the Central District of Illinois and the Court of Appeals for the Seventh Circuit, and routinely practices before the EEOC, NLRB and Illinois Human Rights Commission. He is a past Chair of the Illinois Bar Association's Labor and Employment Law Section Council; past Director of Champaign County Chamber of Commerce; and Past Chairman of the Board of the Eastern Illinois Foodbank. He is an active member of the Champaign-Urbana Sunrise Rotary Club and served as its President 1993-1994.

**RSVP by noon on Friday, March 7 to Deanna Wright at  
(217) 344-2144 or [dwright@clark-lindsey.com](mailto:dwright@clark-lindsey.com)**

### MENU

Lasagna

Tossed Salad

Garlic Bread

Spaghetti with Meat Sauce

Ratatouille

Assorted Desserts

Coffee, Iced Tea & Water

*No-shows will be billed \$12. As a courtesy, please turn cell phones off. Thanks!*

## Welcome New CiHRG Members!

**Mary Bailey, Staffing Consultant**  
Westaff

**Arnold Brown, Human Resources Representative**  
Guardian West

**Rebecca Diskin, Human Resources Generalist**  
Baltimore Aircoil Company

**Bob Dorsey, Human Resources Supervisor**  
Guardian West

**Sonya Galey, Employment Specialist**  
Provena Covenant Medical Center

**Gary Hinton, Human Resources Manager**  
Guardian West

**Jenn Lance, Client Relations Specialist**  
CIB Marine Bancshares, Inc.

**Jackie Lawson, Human Resources Specialist**  
College of ACES, University of Illinois

**Theo Long, Professional Recruiter**  
Carle Clinic Association

**Mary M. McGrew, Human Resources Manager**  
Champaign Park District

**Jackie Ohl, Clinical Recruiter**  
Carle Clinic

**Julie Pullum, Assistant Business Manager**  
Mettler Center, LLC

**Jo Sheets, Human Resource Representative**  
MasterGuard II

**Bob Strauss, Corporate Recruiter**  
Horizon Hobby, Inc.

**Terry Swaim, Human Resources Officer**  
State Bank of Bement

**Richelle Torres, Human Resources Generalist**  
APL Engineered Materials

**Sarah J. Tufte, Group Benefits Agent**  
Wells Fargo

**Micky Will, Human Resources Director**  
Mental Health Center of Champaign County

## 2008 Membership Drive Continues

You know the song from Disney's animated classic "Beauty and the Beast" – "Be Our Guest! Be Our Guest! Put our service to the test!" In an effort to continue the growth of our chapter's membership, please take a moment to continue reading about what happens if you bring a guest who joins CIHRG this year...

Our goal is to increase membership by 20% (28 memberships) in 2008. We are already over half way there! Membership has increased from 138 to 158 just in the last two months. All members who successfully bring a guest to a CiHRG meeting during the period of March through November will be eligible to win a free CIHRG membership for 2009. The member who brings the MOST guests (who join CIHRG during 2008) will be awarded a free membership in 2009!

For more information about the 2008 CiHRG membership drive, please contact Becky Krueger, Membership Chair, at (217) 255-5014 or e-mail [beckyk@flex-n-gate.com](mailto:beckyk@flex-n-gate.com).

*Note: Guests who attend a meeting for the first time receive a complimentary lunch. Thereafter, lunches are \$12 per person.*



## SHRM Membership Special for New Members

SHRM would like to invite you to take advantage of a special offer available only to first time members! Join now and get \$15 off the regular membership price of \$160. All you have to do is go to the SHRM website: [www.shrm.org](http://www.shrm.org) and click on "Join/Renew." You must complete the online enrollment form and be sure to enter the promotional code (CHNCD) in the box indicated. You may also call the Member Care Center at: 1-800-283-SHRM (1-800-283-7476).

## Monthly Job Fair Openings

The Illinois workNet Center hosts a free job fair on the first Friday of every month at 1307 North Mattis Avenue, Champaign. If you have job openings at your company, please contact Eileen Morris at (217) 278-5700 ext. 220 to sign up.

Each employer is provided with an exhibit area, including a table and chairs. You may take applications as well as interview candidates on-site. We can also make arrangements for you to use private interview rooms if you prefer (space is limited).

Over 3,000 job seekers come through the Illinois workNet Center every month...take advantage of this monthly job fair to hire your next employees!



## Newsletter Submissions

If you have timely human resources articles or other newsletter items to share for the month of March, please e-mail your submission by Friday, March 7 to Cathy McArthur, Public Relations Chair, at [csmcarthur@insightbb.com](mailto:csmcarthur@insightbb.com). The CiHRG newsletter is distributed electronically to paid members mid-month.



## Volunteers Needed for 2008 SHRM Conference

Volunteers from Illinois are needed to work during the 60th Annual SHRM Conference and Exposition in Chicago at McCormick Place! Volunteers will be needed from June 19 – 25, 2008.



The Society of Human Resource Professionals (SHRP) has been chosen to lead the volunteer effort for 2008 which will require enough volunteers to fill 1,200 to 1,500 volunteer shifts. We need volunteers to work in 6-hour shifts performing many different jobs such as Ambassadors, Program Support and Session Hosts, Registration, SHRM Store, Packet Stuffing and Special Projects.

Job descriptions can be found in the SHRM 08 Volunteer pages at [www.SHRP.org](http://www.SHRP.org). No previous experience needed - just a willingness to work hard, to have a great time networking and to support your profession as you help make the Conference a success. In addition, in most cases, you don't have to be a SHRM member to volunteer. For each 6-hour shift you work (in any capacity), you will earn one pre-paid day of conference attendance! Once we reached our requirement, the registration offer will be closed.

If you would like to sign up or would like more information, please go to [www.SHRP.org](http://www.SHRP.org) and click on the "SHRM 2008 Conference Volunteer" link. We will be assigning actual jobs and shifts during February and March. We look forward to working with you at the conference!

Thank you from your volunteer conference co-chairs,  
**Bob Fulton & Karen Vujtech.**

## HR Job Postings

Don't forget to visit the CiHRG website to view current human resources job postings:

[www.cihrg.org/jobs.htm](http://www.cihrg.org/jobs.htm)

## April Half Day Conference

### “You Did What? An Unconventional Health Care Model with Teeth and a Twist!”

The business case for employers to ramp up “health self management” by employees and families

#### Keynote Speaker: Ray Werntz, MA, JD

Senior Consultant with HPN Worldwide

**Tuesday, April 8, 2008**

7:00 - 7:30 a.m. Breakfast • 7:30 a.m. - 12:00 p.m. Program  
Hawthorne Suites • 101 Trade Centre Drive, Champaign



Employee health brings big dividends when people, “human capital,” are deemed essential to an organization’s profitable growth. This presentation will make the case for employers to focus on building a culture for employees to live healthy lifestyles and be more involved in making and coordinating sound health care decisions. Learn why and how employees are going to have to step up to the plate to be active participants in, and not just beneficiaries of, health plans. This needed paradigm shift of expectations for participants aligns with initiatives across the country to reward the medical community for focusing on prevention and high quality, evidence based medicine that is critical for a high performing workforce.

#### ▶ A Reality Show: Small Employer Case Study

Presenter: Hank Scheff, Director of Research and Employee Benefits for AFSCME Council 31  
(a labor union and small employer of 165 employees/retirees)

Learn how Hank negotiated this “high voltage” two health plan design with AFSCME Council 31 employees who are themselves savvy negotiators of benefits. This case study will be a “HOW TO” application of Value Based Benefit Design (popular among large employers today) and companion programs that Council 31 put in place.

#### ▶ Roundtable Discussion: Health and Productivity in the Workforce, Realities and Opportunities

Join guest speakers and a panel of local health plan chief executives from Personal Care, Health Alliance and Community Partners to discuss the need for employer and medical community partnerships, and the future of employer sponsored health care. Panel members will discuss if government intervention or assistance will be needed to fix our ailing healthcare system. Employers will be urged to join in the discussion if we can influence the people we insure towards healthy lifestyles and wellness. What barriers need to be addressed? Will employers have the ability and will to help fix health care’s problems or is employment-based health care “on the ropes?”

#### ▶ Primary Program Faculty

Dr. Philbert Chen, MD, Occupational Medicine (Moderator)  
Ray Werntz, MA, JD, Senior Consultant with HPN Worldwide, Inc.  
Hank Scheff, Director of Research and Employee Benefits of AFSCME Council 31  
Dr. Scully, MD, Chief Medical Officer of Health Alliance Medical Plans  
Kenny Bilger, CEO, Community Partners Health Plan  
Todd Peterson, President & CEO of PersonalCare Insurance, Illinois

For more information, please contact Barb Wleklinski, Conference Chair, at (217) 355-6224 or e-mail [barb.wleklinski@carle.com](mailto:barb.wleklinski@carle.com). Details and registration information will follow. CEUs for this program are pending.

## Survey: Top Exec Concern is Recruiting

Chief financial officers cite recruiting skilled employees as the biggest challenge their company will face in the next 12 months, according to a survey by Robert Half Management Resources. The survey, which included 1,400 respondents, found that 20% of CFOs said recruiting skilled employees is the biggest challenge they will face in the next 12 months, up from 17% in 2003. Meeting customer needs was the second biggest concern (16% of respondents).

The survey asked CFOs: "Which one of the following is the biggest challenge facing your company in the next 12 months?" Their responses:



|                                 | 2008 | 2003 |
|---------------------------------|------|------|
| Finding skilled staff           | 20%  | 17%  |
| Meeting customer demands        | 16%  | 12%  |
| Government regulation           | 15%  | 20%  |
| Competition                     | 14%  | 18%  |
| Adequate sales and/or financing | 12%  | 19%  |
| None of these/other             | 17%  | 8%   |
| Don't know/no answer            | 6%   | 6%   |
|                                 | 100% | 100% |

"With the national unemployment rate for college-educated professionals approximately half that of the general population, competition for skilled financial talent remains strong," said Paul McDonald, executive director of Robert Half Management Resources. "To attract top performers, businesses are making recruiting a year-round priority."

The survey also revealed a decrease in the number of CFOs who saw government regulation as their biggest challenge. "Now that the initial requirements of the Sarbanes-Oxley Act have been met, corporate governance policies are more established, and the focus is on repeatable processes that ensure internal control over financial reporting," said McDonald.

## Taskforce on Health & Productivity Management

The CiHRG Taskforce on Health and Productivity Management is seeking interested employers to participate in a pilot study to measure and document the productivity of their workforce based upon the health, absences and presenteeism of employees. The Taskforce is hoping to identify, train and prepare a minimum of twelve HR or Benefit professionals in the collection, tracking and analysis of critical data over the course of twelve months to establish any viable correlation between an employee's health and their true productivity in the workplace.



This project has the support, encouragement and endorsement of the CiHRG Board. It is hoped that if enough employers volunteer to participate in this study it could begin as early as March 2008. The results of the study would be analyzed and reported to the membership and to the Chamber of Commerce in the spring or summer of 2009. An objective of this study could contribute to the potential enhancement of employee wellness and health insurance programs throughout central Illinois.

If you are interested in participating in this study or would simply like more information about the purpose and methodology to be utilized, please contact Ron Gremore at [kgremore@hotmail.com](mailto:kgremore@hotmail.com) or Barb Wleklinski at [barb.wleklinski@carle.com](mailto:barb.wleklinski@carle.com).

## Fortune Announces "100 Best Companies to Work For"

Google is the best large company for which to work for the second consecutive year, according to a ranking by *Fortune* magazine. In giving Google the top spot on its "100 Best Companies to Work For" list, the magazine noted that the company continued to create millionaires as it gave stock options to 99 percent of employees and the company's stock hit the \$700 mark.



Quicken Loans moved from 17 on last year's list to 2 on this year's list. The magazine noted that the online mortgage lender was described as "ethically driven" by a staffer and managed to avoid the subprime crisis by sticking with lower-risk, traditional loans.

Wegmans Food Markets, who has been on the list ever since the ranking was launched 11 years ago, holds the 3 spot for the second year in a row.

Rounding out the top ten are:

- Edward Jones (4) where 70 percent of employees in the St. Louis home office received a 6.5% raise last year;
- Genentech (5) with legendary perks from doggie day care to an onsite farmers' market;
- Cisco Systems (6) whose CEO John Chambers won praise for his leadership and his blog, which solicits employee ideas;
- Starbucks (7) where the stock rose 9% on January news that founder Howard Schultz is taking over the CEO post;
- Qualcomm (8) whose popular onsite primary-care clinic is quadrupling in size;
- Goldman Sachs (9) who had record sales and profits despite a rough year for Wall Street; *and*
- Methodist Hospital System (10) which last year added a new program called "No One Dies Alone," in which employees volunteer time with terminal patients.

The full list is posted at: [http://money.cnn.com/magazines/fortune/bestcompanies/2008/full\\_list/index.html](http://money.cnn.com/magazines/fortune/bestcompanies/2008/full_list/index.html). The 100 companies on the 2008 list added 67,000 employees to their payrolls in the past year and employ a total of nearly 1.6 million employees; up 16% from the number employed by companies comprising last year's list.

To pick the "100 Best Companies to Work For," the magazine works with Robert Levering and Milton Moskowitz of the Great Place to Work Institute to conduct an employee survey. Of some 1,500 firms that were contacted, 406 companies participated in this year's survey. Most of the company's score (two-thirds) is based on the results of the survey, which is sent to a minimum of 400 randomly selected employees from each company. The other third of the scoring is based on the company's responses to the institute's Culture Audit, which includes detailed questions about pay and benefit programs and a series of open-ended questions about hiring practices, methods of internal communications, training, recognition programs, and diversity efforts, etc.

Any company that is at least seven years old with more the 1,000 U.S. employees is eligible. The deadline for applying for next year's list is March 31, 2008. For an online nomination form, go to [www.greatplacetowork.com](http://www.greatplacetowork.com).

## Wanted: CiHRG Greeters



Do you want to get involved with CiHRG, but don't have much time? Then, we have the perfect opportunity for you!

We are looking for current CiHRG members to serve as greeters at each of our monthly luncheon meetings. You can do this once or on a regular basis. If you are interested, please e-mail Becky Krueger, Membership Chair, at [beckyk@flex-n-gate.com](mailto:beckyk@flex-n-gate.com).

## Legislative Committee Update: The ADA Restoration Act

If any member of CiHRG would like to express a legislative concern or has a particular area that they would like the committee to research or address, s/he should contact one of the members of the Legislative Committee:

- Ronald Gremore, R & R Group (Committee Chair)
- Del Angelo, Express Personnel
- Amy Dillman, NCSA UICU
- Becky Krueger, Flex-n-Gate
- Tina Smith, Kelly Services



### Update: The ADA Restoration Act

The House will be considering HR3195, the “ADA Restoration Act.” This is a bill that would expand the definition of “disability” under the Americans with Disabilities Act to cover people who have minor or temporary impairments such as near sightedness & headaches.

SHRM opposes this legislation because it fundamentally changes the definition of disability under the ADA. They are concerned about the following aspects of the legislation: 1) It overly expands disability protected classes; 2) It excludes consideration of reasonable mitigating measures; and 3) It transfers burden of proof to employers.

Following is an excerpt from the press release ([www.house.gov/apps/list/speech/edlabor\\_dem/rel012908.html](http://www.house.gov/apps/list/speech/edlabor_dem/rel012908.html))

### **Workers with Disabilities Unprotected Against Employment Discrimination, Witnesses Tell House Labor Committee**

*Advocates say legislation needed to restore intent of the Americans with Disabilities Act*

Tuesday, January 29, 2008

WASHINGTON, DC -- Legislation is needed to reverse court decisions that have left most workers with disabilities without any on-the-job protections against discrimination, witnesses told the House Education and Labor Committee today.

The Americans with Disabilities Restoration Act (H.R. 3195), introduced by House Majority Leader Steny Hoyer (D-MD) and U.S. Rep. James Sensenbrenner (R-WI), would restore the original intent of the historic Americans with Disabilities Act. The bipartisan bill would reverse recent court decisions that have made it easier for employers to discriminate against workers with disabilities.

With several rulings beginning in 1999, the Supreme Court dramatically narrowed the definition of who is protected under the ADA. The court held that disabled workers who are able to mitigate their impairments, such as by wearing hearing aides or taking medication, should not be considered disabled. In such cases, these workers would have no remedy under the law when they are discriminated against because of their disability. In other words, an employer could fire or refuse to hire a fully qualified worker simply on the basis of his or her disability, while contending in court that the worker is not “disabled enough” to qualify for protection under the law – a Catch-22 that workers’ advocates said today must be remedied.

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Contact: Tom Kiley / Rachel Racusen  
2181 Rayburn House Office Building • Washington, DC 20515 • (202) 226-0853