



Access our membership directory: www.cihrg.org/members.php

A Message from the President

I can't believe it is already September and the summer is already coming to a close. I'm a little sad to see an end to the long beautiful summer days, but I am looking forward to our first CiHRG meeting of the fall.

Even though the group was not meeting over the summer, the board was busy at work and we held a strategic planning meeting. Before the meeting we sent a survey to the entire membership and much of the plan is based on your feedback. As a matter of a fact, we are implementing on of your recommendations at the September 16 meeting.

Overwhelmingly, the membership said that networking is what they want from CiHRG, so we are holding a meeting with roundtables; we will have several experienced HR professionals leading roundtable discussion on various topics to allow time for us to share experiences and knowledge.

The board would like to thank everyone who responded to the survey, it was clear that the membership is happy with this organization, and we have ideas on how to move forward in a way that will be beneficial to all members.

I'll see you on the 16th!

Tammy Hoggatt, SPHR
President

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2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

WELCOME NEW MEMBER!

Vicki Mayes,
Executive Director
Urbana Park District

Board of Directors

Tammy Hoggatt, SPHR, President

Stacey Cultra, President-Elect

Sue Key, Secretary

Deanna Wright, SPHR, Treasurer

Amy Dillman, Chair
Legislative Committee

Greg Gonda, Chair
Diversity Committee

Becky Krueger, PHR, Chair
Membership Committee

Jenn Lance, Chair
Student Affairs Committee

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

Beth Wileaver, PHR, Chair
Professional Development Committee

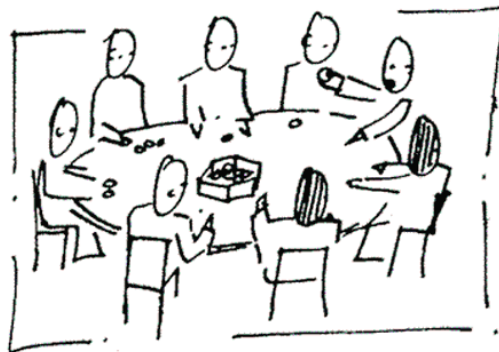
Barbara Wleklinski, Chair
Health and Wellness Committee

Our Next Meeting...

Tuesday, September 16, 2008
11:30 a.m. to 1:00 p.m. • Hawthorn Suites

AGENDA:

- Presentation from Economic Development regarding the Labor Shed and Employee Zip Code studies of Central Illinois
- Announcements
- We will gather into the following HR Roundtable Discussions:
 - Judy Mitchell, PHR Human Resources Director—Benefits
 - Cindy Guthrie, MS, SPHR, Professional Development Coach and Consultant— Keeping the Human In Human Resources
 - Jeff A Baker, SPHR Human Resources Manager, Flex-N-Gate—Labor/Employee Relations & Recruitment/Retention
 - Jami Painter, SPHR Director of Employee Relations and Human Resources—Recruiting and Retaining Talent and Diversity



Fall Meeting Dates

September 16
HR Roundtable Discussions
October 14
November 11

CiHRG Greeters Wanted

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. If you are interested, please e-mail Becky Krueger, Membership Chair, at beckyk@flex-n-gate.com.

RSVP by noon on Friday, September 12 to Deanna Wright at (217) 344-2144 or dwright@clark-lindsey.com

MENU

Beef Burgundy
Buttered Egg Noodles
Green Beans With Bacon and Onions
Tossed Salad
Rolls & Butter
Assorted Cheesecake

Note: No-shows will be billed \$12 for their meal.
As a courtesy, please turn your cell phones off. Thank you!

Side Bar....HR Legislative Update



Five-Year Reauthorization of E-Verify Seen as Compromise

A House member who wanted to extend the E-Verify program 10 years has agreed to a compromise that would extend the program five years beyond its November 2008 expiration date “for the sake of reauthorization,” says a Capitol Hill staffer. On July 31, 2008, the House passed HR 6633, the [Employee Verification Amendment Act](#), which was introduced by Rep. Gabrielle Giffords (D-Ariz.), and amended a bill that originally extended the E-Verify program by 10 years. The original bill that sought to extend E-Verify 10 years was

introduced by Rep. Ken Calvert, R-Calif., but Calvert agreed to the compromise that reduces the extension to five years.

Once approved by the House, it was immediately referred to the Senate, where on Aug. 1 it was read twice and referred to the Judiciary Committee. No other Senate action has been taken or is scheduled, but it is likely to be referred to the Immigration, Refugees and Border Security subcommittee chaired by Sen. Edward Kennedy, D-Mass. E-Verify opponents applauded the bill, saying the five-year extension provides time to develop an alternative worker verification program.

The proposed 10-year extension had support from House Judiciary Committee Chairman Rep. John Conyers, D-Mich., and immigration subcommittee Chairwoman Rep. Zoe Lofgren, D-Calif. Lofgren had worked to fast-track the bill onto the House floor before lawmakers recessed for August; the House is in recess until Sept. 4, and the Senate is scheduled to recess from Aug. 9 to Sept. 7. Calvert agreed to reduce the original extension of the E-Verify program from 10 years to five years “because the most important thing is reauthorization [of E-Verify],” Calvert’s communication director Rebecca Rudman told *SHRM Online*.

Senate E-Verify Bills

There also are two Senate bills pending that would reauthorize E-Verify.

In July, Sens. Chuck Hagel, R-Neb., and Arlen Specter, R-Pa., introduced [S 3257](#)—the proposed Legal Immigration Extension Act—that would renew E-Verify for five years. The bill was placed on the Senate Legislative Calendar.

The other bill, [S 3093](#)—the proposed Electronic Employment Verification Act introduced by Sen. Charles Grassley, R-Iowa—would make E-Verify permanent and authorize the Department of Homeland Security to mandate its use among employers found to have a pattern or practice of employing unauthorized workers. The bill was read twice and referred to the Judiciary Committee.

SHRM’s Perspective

The [Human Resource Initiative for a Legal Workforce](#), a coalition of 11 employer organizations to which the Society for Human Resource Management (SHRM) belongs, seeks to replace E-Verify with another worker verification program. It has urged Congress not to extend the E-Verify program beyond three years. However, the five-year extension of E-Verify provided for in HR 6633 is a “responsible step” that gives lawmakers time to craft a verification system that works fairly and effectively for employers and employees alike, said Mike Aitken, SHRM’s director of government affairs, in a statement.

The coalition also supports a different approach to worker verification as proposed in the New Employee Verification Act ([HR 5515](#)), he said. HR 5515, introduced on Feb. 28 by Giffords and Rep. Sam Johnson (R-Texas), would create a voluntary biometrics option that employers could choose to use in the verification process. This system would include a standard background check and the collection of a biometric characteristic, such as a thumbprint, to secure an employee’s identity and prevent the illegal use of a Social Security number, stolen or fraudulently-obtained driver’s license, or altered identification documents.

Article by J.J. Smith is an online editor/manager for SHRM.

DHS Official Questions SHRM's Motives on Employment Verification Issue

On July 11, 2008, the U.S. Department of Homeland Security (DHS) accused SHRM of lobbying in favor the "New Employee Verification Act" (NEVA) in order to hire illegal workers.

In a 914 word blog post titled "Exactly What Do They Want?," Stewart Baker, the DHS Assistant Secretary for Policy, repeatedly suggested that SHRM's opposition to the E-Verify program and its support for NEVA is motivated by a desire to circumvent the immigration laws. Mr. Baker writes:

"I suppose corporate hiring is easier if you can hire illegal workers, so perhaps I shouldn't be surprised that SHRM wants to kill a program that makes it harder to hire illegal workers."

We find DHS's false characterization to be uninformed and insulting to the human resource profession. You can read DHS's full text at <http://www.dhs.gov/journal/leadership/2008/07/ive-been-in-washington-while-and-i.html#links>.

SHRM Acting President and CEO China Gorman responded to Mr. Baker's blog entry with a letter to Michael Chertoff, Secretary of Homeland Security. In her letter, Ms. Gorman reminded Chertoff that his agency failed to respond to SHRM's repeated requests for a meeting last year to discuss how to improve the nation's employment verification system. You can view SHRM's letter to DHS at <http://www.shrm.org/government/08gorman.pdf>.

As you may be aware, SHRM has been supporting a bipartisan proposal to create a secure, efficient and reliable electronic employment verification system that would help prevent unauthorized employment. The proposal, known as NEVA, is sponsored by Representatives Sam Johnson (R-TX) and Gabrielle Giffords (D-AZ). It would replace the voluntary E-Verify program with a far more effective, mandatory employment verification system.

As a SHRM member and HR professional, you may wish to make your Senators and Representatives aware of DHS's inappropriate comments about HR professionals.

CiHRG Membership Drive

Our goal is to increase membership by 20% (28 memberships) in 2008. We are already over half way there! As of September, membership has increased from 138 – 158. 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