



Quarterly Newsletter Spring 2018

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**PRESIDENT'S MESSAGE**

**Submitted by Kelly Janssen, President**

Spring has finally arrived, or so we thought until we were blasted with one of the biggest snowstorms we may ever have the pleasure of experiencing. It is times like these that I reflect on the accomplishments of the year so far. As you may or may not be aware the 3rd week of April is set aside as National Volunteer Appreciation Week.

With this being said I want to take this opportunity to personally thank all of the volunteers that make FVSHRM what it is today. It is the board members, the committee members, the sponsors, the speakers, the study group leaders, and every one of you as a chapter member who takes the time out of your day to respond to our surveys and attend our events that make the chapter a success.

We as a board have decided that it is important for us to get more involved in the community and give back when we can, please keep an eye out in the next couple weeks for the opportunity to also get involved. Our hope is that we can extend our reach beyond the HR profession and show that we as Human Resource professionals are here to help, not only our employees but well.

Again thank you all for your selfless contributions, there are no words to express my g



*"Volunteers do not necessarily have the time; they just have the heart."*  
-Elizabeth Andrew

**FVSHRM Needs Your Assistance**

Fox Valley SHRM needs your assistance as our chapter recently updated our by-laws and needs you to please click on the link below to vote on them. If you have any questions at all feel free to reach out to us at foxvalleyshrm@gmail.com.

**Fox Valley SHRM Updated by-laws:**

[https://www.fvshrm.org/resources/Documents/Fox%20Valley%20Chapter-SHRM%20Bylaws%20\(2018-2\).pdf](https://www.fvshrm.org/resources/Documents/Fox%20Valley%20Chapter-SHRM%20Bylaws%20(2018-2).pdf)

**Fox Valley SHRM Updated by-laws survey link :**

<https://www.surveymonkey.com/r/DSX5KWK>



# College Relations

## VOLUNTEER SPEAKERS NEEDED FOR UWO SHRM

Submitted by Michelle Farr,  
VP College Relations

What topics in HR get you excited and fired-up? UWO-SHRM is looking for volunteers to speak during their member meetings throughout the fall 2018 and spring 2019 semesters. Partner with a friend or co-worker to bring multiple perspectives. The students are anxious to learn and absorb as much knowledge before they head out in the “real world”! Meetings are held on Tuesday’s from 5:00pm-6:00pm on the UWO campus.

Potential Topics the Students are Interested in:			
Diversity & Inclusion	Wellness	HR Certifications	Salary Negotiation/Job Searching
A Day in the Life of an HR Professional	Employee Relations & How to deal with them	Global Perspective	Future of HR
Have a topic in mind? Let us know!			

If you are interested in speaking or have additional questions, please email [UWOSHRM@gmail.com](mailto:UWOSHRM@gmail.com). In addition, each fall semester UWO SHRM hosts a Resume Building Workshop and will be looking for volunteers. Date to be determined. If you would like to be notified of details once they are determined please also email [UWOSHRM@gmail.com](mailto:UWOSHRM@gmail.com).

## COLLEGIATE CHAPTER CONNECTION



Check out the latest addition to our website featuring FVSHRM’s Collegiate Chapter Connection!

FVSHRM is dedicated to advancing the human resource profession and what better way to do that than partnering with the next generation of HR professionals through collegiate chapters! Stay up to speed on what is going on with the University of Wisconsin – Oshkosh Collegiate Chapter. Beyond regular meetings, UWO SHRM organizes a variety of activities including company tours, resume writing workshops, fundraisers, social events and more.

Learn how you can get involved with UWO SHRM by volunteering, attending fundraising events, and/or sharing your internship/entry level positions with students/new grads!

This page can be found by going under the Members Only tab on FVSHRM website & selecting Collegiate Connections.

# College Relations

## UWO SHRM RESUME BOOK

Check out UWO SHRM's resume book filled with active UWO SHRM members looking for internship, volunteer and full time opportunities.

Click here: UWO SHRM Resume Book:

<https://fvshrm.org/resources/Documents/Resume%20Book%20Spring%202018.pdf>

## INTERNSHIP OPPORTUNITIES FOR UWO SHRM MEMBERS

Have an HR internship or entry level full-time opportunity open please pass the job description and application link to Michelle Farr; VP of College Relations at [michelle.farr@plexus.com](mailto:michelle.farr@plexus.com). All opportunities will be sent to UWO SHRM Members.

# Workforce Readiness

**Submitted by Jason Kanable, VP Workforce Readiness**

Some of the Workforce Readiness team members helped volunteer at the Chamber's Your Future Live event in March. It was an educational experience for area students from 8th through 12th grades where the students could learn about local companies as they explore careers.

In addition, on April 13th, several of the team members assisted with resumes at Appleton West High School. If you are interested in finding out more about the Workforce Readiness team, email me at [jkanable@networkhealth.com](mailto:jkanable@networkhealth.com).

I would also like to take a moment to thank the volunteers from the chapter who help on this committee. It would not be possible to do any of these events without your time, effort, and passion. A heartfelt thank you to Wayne Lamont, Jen Marconi, Bobbi Miller, Andrea Mirabelli, Ellen Klug, Amanda Patoka, Vicki Strean, Gregg McCarthy, Kendl Behling, Kevin Virobik, and Jason Koepsell.

If you would like to be part of this dedicated team, feel free to reach out: [jkanable@networkhealth.com](mailto:jkanable@networkhealth.com).

## WELCOME NEW MEMBERS!

Abby Dion

Damiam Simons

Jodi Phillips

Megan Higgins

Tara Cope

Adrienne Selle

Daryl Castona

Joshua Bachert

Melissa Locy

Valerie Williams

Alan Thomson

Gregory Christman

Joy Pitt

Mia Rasmussen

Vanessa Beach

Amber Payne

Heidi Frederickson

Kate Bradley

Michelle Schwarten

Ann Pabst

Holly Weber

Kathy Van Zeeland

Rachael Kruzka

Ashley Ponschok

Jason Hataj

Kenneth Miller

Rachael Scheibe, IVI

Bonnie Retzlaff

Jennifer Haese

Kyle Halida

Raelena Hoff

Brady Grossman

Jennifer Wicklund

Lindsay Fenlon

Samantha Quella

Christine Olson

Jessica Rusch

Lindsey Sanders

Sarah Trottier

Cynthia Sherman

Jill Tumas

Marcus Biskobing

Susan Romenesko



# Employment Law & Advocacy

**Submitted by Rebecca Kellner, VP of Legislation**

The 2017-2018 Legislature has now completed its general sessions for its terms. While it may reconvene for limited business this month and again in May to discuss any bills vetoed by Governor Walker, introduction of new matters is largely complete. New bills will not be proposed until a new term beginning after the January 9, 2019 inauguration. At this point, we have a good sense of what laws we may see before the end of May. So let's take a look at what has been accomplished or is likely be accomplished by the 2017-2018 legislature by way of employment-related measures.

## **Passed into law**

- AB25, which eliminated work permits for minors 16 or older, became law 6/21/17
- AB326/SB251, allowing 15-year-olds to work as lifeguards, became law 3/28/18
- AB710/SB399, providing for criminal penalties for fraud in obtaining unemployment benefits, became law on 3/28/18
- SB420, to allow minors working for a family business to avoid having to obtain a work permit, was signed into law 3/28/18
- SB781, prohibiting tort actions against third parties where injured party can be covered by work comp, was signed into law 3/1/18

## **May become law**

- AB748, which limits municipalities from creating their own employment standards, passed both Assembly and Senate and is awaiting presentation to Governor Walker.
  - This one is particularly exciting since WI SHRM advocated for this bill the day before it was voted on by the Assembly during Day on the Hill in February – our voice certainly was heard!
- AB829, to limit a governmental entity's ability to deny a license to someone based on arrest and conviction record, passed both Assembly and Senate and is awaiting presentation to Governor Walker.
- AB943, providing for reemployment rights and continuation pay for national guard and state defense force members, was passed by both Assembly and Senate and is awaiting presentation to Governor Walker.
- SB75, providing a tax credit to companies that contribute an amount to employee's college savings accounts, passed both the Assembly and Senate and was presented to Governor Walker on 4/2/18.

To read more about these measures or check the current status, search Wisconsin's Legislatures current term here: <https://docs.legis.wisconsin.gov/2017>.

# National SHRM Update

Apply for the SHRM-CP & SHRM-SCP today! SHRM is now accepting \*late\* applications for the SHRM-CP & SHRM-SCP certification through April 13 for the May 1 – July 15 testing window. The next testing window is Dec 1 – Feb 15.

SHRM's Advocacy Team reached 10,000 members on March 21! If you're interested in getting involved with the team and making a difference in your HR community, visit [advocacy.shrm.org](http://advocacy.shrm.org) for more information.

# Stay Connected with FVSHRM

Submitted by Elaine Ruh, VP of Electronic Communications

One of the initiatives we are also working on in 2018 is to increase our Social media presence along with our overall communication. As Human Resource professionals, we truly understand the importance of communication within our own working environments. We need to communicate changes to Health Insurance premiums, updates to the Performance Review process and celebrate the wins. As a Chapter, we are working to increase our communication strategy as to let everyone know of our victories and changes/updates that we know about. A few recent examples of this was from our FVSHRM Advocacy Team and the proposed legislation with a call to Action and HR job postings in our area.



The communication channels have generally been emails, newsletters, Facebook posts and updates to our website. We have been trying really hard to direct everything through our Facebook page as our research has shown that this reaches the biggest audience of our Chapter. We understand that not everyone has a personal Facebook account, this is why we have a live Facebook feed on the website as well. If you see a post from FVSHRM on your newsfeed you appreciate, we are looking for feedback and engagement back on our posts. If they are impactful to yourself, please interact with our posts (comments and likes). If you feel that something needs to be posted or communicated with our Chapter that we might have missed, please send it to us and we will ensure we can communicate through the proper channels.

We will continue to share as much information as we can through all of our communication channels about items that will impact your professional career, events within the Chapter, as well as updates that will impact your organizations. We are here to serve you, let us know how we are doing and if we missed anything through; Facebook message, email, or when you see a board member at an event.

The single biggest problem in communication is the illusion that it has taken place. - George Bernard Shaw

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# Upcoming Events

## A Lesson in Diversity- April 17, 2018

Karen Nelson, Diversity & Inclusion Coordinator in the Office of the Mayor for The City of Appleton will present an interactive and participatory training experience in diversity. Personal and effective, the experience will influence emotions as well as enhance knowledge and skills. Hands-on activities will require problem-solving and decision-making that will ensure a high level of retention to be applied in the workplace and support your organization's diversity and inclusion initiatives or inspire you to create diversity and inclusion practices, if your company has not yet begun its journey!

### Schedule of Events:

7:30am - 8:00am Registration/Networking/Breakfast

8:00am - 8:15am Business Meeting

8:30am - 10:30am Program

### Recertification Credits:

The program has been approved for 2.25 hours of business credit for HRCI and 2 hours for SHRM continued education credits.

### Registration:

To register at the member price to attend, you need to log into the FVSHRM website using your member username and password. Please note that registration for this program will not be reimbursed due to cancellation or no-show nor can payment for this session be transferred to a future program.

### Cancellation Policy:

Registration for this program will not be reimbursed due to cancellation or no-show, nor can payment for this session be transferred to a future program.

## FVSHRM Leadercast

On May 4th, 2018, the Fox Valley Society of Human Resource Management (FVSHRM) will again be bringing Leadercast Live to the Fox Cities Performing Arts Center in the Kimberly Clark Theatre.

### What is Leadercast Live?

Leadercast Live is the largest one-day leadership event in the world. Broadcast live each year from Atlanta to 100,000+ people in hundreds of locations around the world, Leadercast Live brings together many of the world's most recognized and respected global leaders to create a leadership experience unlike any other.

Time: 7:15 a.m. to 2:30 p.m.

### Registration:

To register at the member price to attend, you need to log into the FVSHRM website using your member username and password. Please note that registration for this program will not be reimbursed due to cancellation or no-show nor can payment for this session be transferred to a future program.

### Cancellation Policy:

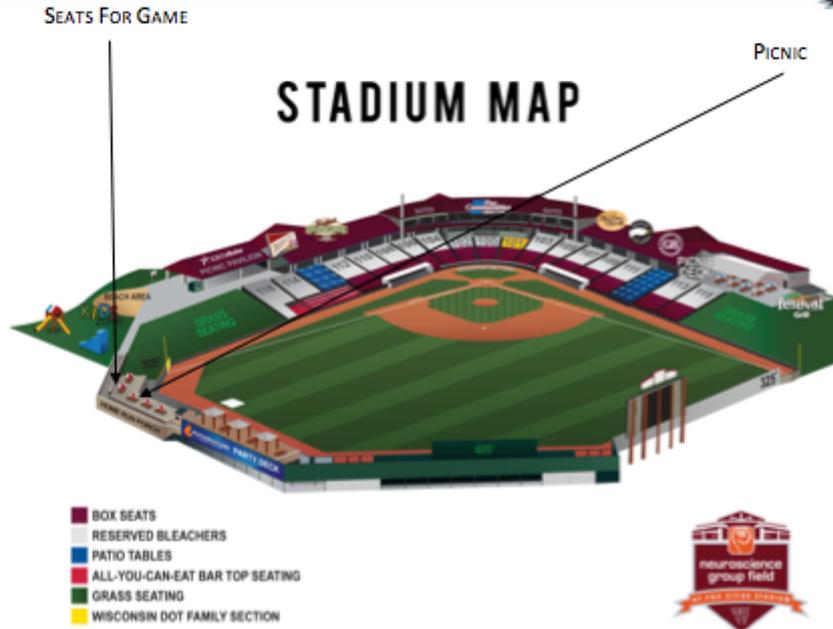
Registration for this program will not be reimbursed due to cancellation or no-show, nor can payment for this session be transferred to a future program.

# FVSHRM at The Timber Rattlers Game

## PICNIC INFORMATION



(Thursday, June 7<sup>th</sup>)



**Date:** June 7, 2018

**Picnic Start Time:** 7:05 p.m. (Start of Game)

**Picnic End Time:** 8:30 p.m.

**Picnic Menu:** BBQ Grilled Chicken Breast, BBQ Pulled Pork, Hot Dogs, Baked Beans, Potato Chips, Pasta Salad, Dessert, and 2 Beverages (beer, soda, or water) Seating Type: Home Run Porch

### Important info for group members:

- Parking is not included in the ticket price. Parking is \$5 per car and \$10 per bus.
- Each person will receive a wristband w/ their ticket. Each wristband will have 2 drink tabs on it that can be redeemed at either the bar on the Porch or any concession stand.

\*\*\*UWO SHRM, PULSE and FVSHRM Non Profits welcomed to attend!

**To sign up for the event please click here:** <https://fvshrm.org/event-2697441>