

HR LEADER

Akron
SOCIETY FOR
HUMAN RESOURCE
MANAGEMENT



The Akron Area Chapter of the Society for Human Resource Management

April 2006

AFFILIATE OF



AASHRM April Meeting Highlights

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April Keynote Speaker

Joseph Feltes, Esq. has been recognized as one of Ohio's Super Lawyers™ in the 2004 and 2005 Cincinnati Magazine, as voted by his peers. Martindale-Hubbell rating of AV, which indicates very high to pre-eminent legal ability and very high ethical standards as established by confidential opinions from members of the Bar. He is a Topics Editor, [American Criminal Law Review](#), and author of 4 published articles.

SPAM I AM—NOT: The Adventures and Misadventures of Email and the Internet

Keynote Speaker:
Joseph Feltes, Esq. - Shareholder
Buckingham, Doolittle & Burroughs

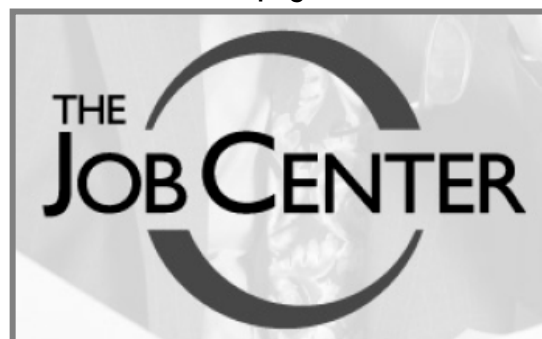
Imprudent emails can lead to lawsuits. Emails can be introduced into evidence in actions alleging sexual harassment, defamation, discrimination, wrongful termination and bad faith. Emails can be a HR nightmare.

You'll learn how emails are targeted in "e-discovery", where attorneys aim production requests, not only at paper documents, but electronic ones, as well. Atty. Feltes will illustrate how emails are used as exhibits in court. The presentation will address effective email policies, including retention and destruction policies, while also pointing out common mistakes, including using recycled subject lines, forwarding emails and attachments and how using acronyms and abbreviations can lead to misunderstandings.

See Meeting Registration Information on Page 2

April Meeting Sponsor

See page 2



Meeting Registration Information

This program has been approved for 1 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI).



AASHRM APRIL 2006 MEETING



When: **Wednesday, April 12, 2006**

Where: **Sheraton Suites – Cuyahoga Falls, OH**

Time: **Luncheon: 11:00 a.m. to 1:00 p.m.**

Registration: Reservations may be made online at www.akronshrm.org or pauber@comdocinc.com.
Questions? Call Patti Auber at 330.899.8087

Fees: \$20 members / \$25 non-members / \$10 Students

Registration Deadline is Friday, April 7, 2006

Cancellations: Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or pauber@comdocinc.com. If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being billed for the event.



THE
JOB CENTER

TheJobCenter.biz

THE RESOURCE FOR ALL YOUR WORKFORCE NEEDS!

Upcoming Events

Wednesday, May 10, 2006

**“Why We Hate HR” – A Roundtable Discussion
Steve Browne, Director of Human Resources, CDS Associates**

Sponsored by The Health Initiative Project

Visit our website for full meeting details

New Members: Welcome to AASHRM!

Linda Wilkins
Associate Member
Associate Attorney
Kastner, Westman & Wilkins

Mary Jo Nice
Professional Member
Director of Human Resources
Crystal Clinic

Laura Shahan
Professional Member
HR Generalist
National Machine Company

Scott Baker
Professional Member
HR Director
Cintas Corporation

Linda Leising
Associate Member
HR Specialist/Account Rep.
Executive Temporaries

Michela Young
Professional Member
Personnel Coordinator
Infocision Management Corp.

Patricia Gravalos
Professional Member
HR Director/Manager
Trillium Creek Dermatology



Get Involved! If you are interested in joining a committee, please feel free to contact the Committee Chairperson for more information. A current directory of Board members is listed on the last page of the newsletter.



Welcome, Spring!

Visit the Akron SHRM website at www.akronshrm.org. Add it your “favorites” or “bookmarks”!

To place an article in the AASHRM HR Leader, contact:
Carla Dyer, SPHR – Newsletter/ Public Relations Chair at carla.dyer@roadway.com or 330.258.6140.

The HR Leader Chairperson or its editor(s) has the right to deny any ad or article from being published for any reason. Articles appearing in this publication do not necessarily reflect the views of the AASHRM Board or its members.

March Meeting Recap

Sandy Manjura, President

On a beautiful, albeit cool, Saint Patrick's Day at the recently-constructed University of Akron Student Union Building, Dr. Roger C. Mayer presented information on "Building Trust in the Workplace" based on his and other's research findings; very timely, based on recent examples such as Enron and WorldCom. A noted and published authority on the subject and, to our good fortune, a Professor of Management at the University's College of Business Administration, Dr. Mayer condensed his presentation to highlight how companies can recognize the underlying causes of lack of trust and what can be done to overcome them. The meeting was attended by almost 90 HR professionals from AASHRM and their guests. Special thanks go out to Dr. Steve Ash (Student Chapter Advisor), Jerrod Weyer (Student Chapter President), and students from the University who helped arrange the food, directions, and provide hospitality as Campus Ambassadors. Thanks also, to Dorothy Achimasi of Dining Services, for accommodating us and providing a well-prepared luncheon buffet in a nice setting, and to Rob Thomson of Background Information Services for providing sponsorship for the meeting. Students welcomed attendees with green carnations to celebrate March 17th. Sandy Manjura, AASHRM President congratulated the University of Akron Team which consisted of Lisa Riedinger, James Sotak and Dana Geller for placing a very close 2nd at the recent HR Games competition at CSU – way to go!



WACHOVIA INSURANCE SERVICES

Benefits Compliance Update

Tuesday, April 11, 2006

Presented by: Frasier Ives, J.D.

Frasier will update our clients and friends on recent benefit related regulatory matters:

- HSA Comparability Rules
- USERRA Final Regulations
- Flexible Spending Account Grace Periods

In addition, Frasier will discuss issues percolating to the top of the legislative and regulatory lists:

Legal Wellness

Concerns about discriminating against the sick and disabled.

Pre-empting ERISA

State efforts to control employer provided medical benefits.

Morning seminar will be held:

Cleveland

8:30 a.m. – 10:30 a.m.
(8:00 a.m. registration & breakfast)
Doubletree Hotel
6200 Quarry Lane
Independence, Ohio

Afternoon seminar will be held:

Akron / Canton

2:30 p.m. – 4:30 p.m.
(2:00 registration)
Kent State University Stark Campus
Professional Education and
Conference Center
6000 Frank Avenue, Canton

RSVP by April 6 to Katie Hauer:

216 . 687 . 1267

Cleveland_Events@Wachovia.com



This program has been approved 2.0 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

Student Chapter News

On February 24-25, I took a team of three students (Jim Sotak, Dana Geller, Lisa Riedinger) to represent The University of Akron and compete in the Ohio HR Games, which was held at Cleveland State University this year.



There were 16 teams from all around Ohio converging to take part in the jeopardy-style competition. The body of human resource knowledge was derived from the SHRM HRCI certification exams. When we arrived on Friday evening for the opening dinner and social activities, we were somewhat dismayed by the amount of study and preparation that teams had put into preparation for this contest. One team had prepared by studying together for two evenings per week for the past two months. Since we had barely been able to get a team together in the past couple of days, we did not have any preparation. In fact, a couple of our team members had never even met before we drove up together for the event! Without any preparation, and since this was the first time that Akron had participated in this annual competition, we were hoping to just come away without being too badly embarrassed.

On Saturday morning, the one-on-one team competitions began. Our students were able to win their first match against a good Bowling Green team. As we admired all of the other teams in their matched made-to-order polo shirts, we were elated to know that we would not be skunked. The structure involved five individual matches against other teams. From that the total points scored by each team would be entered into a formula to determine the top eight teams. Those elite eight teams would then compete in a single elimination format until a final champion emerged. The first five matches lasted from 9 am until 2 pm. We won events against most of our competitors. At the end, when the points standings were presented, we were exceedingly delighted to learn that we were seeded as the number 5 team and would advance into the final elimination bracket.

At that point we continued to win against very well-prepared teams from Toledo and Youngstown. This actually put us into the championship game against the Ohio State team. We could not believe that we had beaten out all of the other 16 teams and were in a fight for the championship.

In the championship game, our team performed magnificently! After our team built a strong lead however, the Ohio State team was able to catch up. In a made-for-TV finish, with time running out, it came down to a final question. The point totals were such that whoever won the last question would win the game. Ohio State got the question first, along with the win. The University of Akron team came back with second place – silver medals and a wall plaque as trophies for the fine job that they did.

I think all of the students that participated had a great time. They got to interact with other students from other schools and in general, have fun. We have been encouraged to move on to the regional competition where we will meet Fort Wayne on April 21-22. We will there be competing against the best teams from 9 states – only this time we will be prepared!

Steven R. Ash
Faculty Advisor
The University of Akron Student Chapter



Photo: Left to right. Steve Ash, Lisa, Jim, Dana

Governmental Affairs Committee



Hello from your Governmental Affairs Committee! I recently returned from Washington D.C. where I attended the annual Employment Law & Legislative Conference. It was a wonderful trip. There is a lot of legislation pending both in the House and Senate that will affect how you manage the HR function in your companies!

1. Health Care Reform:

Health Information Technology—creating a national health information network that contains patient information—it would reduce duplication of medical testing and improve patient care.

Senate Bill 1418—the Wired for Health Care Act: passed the senate November 18, 2005. H.R. Bill 4157—the Health Information Technology Promotion Act: pending in house. SHRM members are encouraged to speak with their House Members to get this passed.

Flexible Spending Accounts—would allow for rollover of unused funds

Senate Bill 309 and H.R. Bill 1998 would allow up to \$500.00 of unused funds to roll over into an HSA. (Pending in both the Senate and the House). SHRM members are encouraged to speak with their legislators to modify the FSA “use it or lose it” rule to allow limited funds to roll over from year to year. Part of the reason for low participation is this rule. For employers who do not have HSA’s which require a high-deductible health plan, these bills unaltered would not help with FSA low participation.

Health Savings Accounts—promotes greater employee involvement and accountability in purchasing health care services through defined contribution or consumer driven options. H.R. Bill 4511—the Flex Health Savings Account Act: this act would provide for greater contributions to HSA’s and would also allow HSA’s to be used with other plans—and not require that they be used solely with high-deductible health plans.

SHRM members are encouraged to speak with their congressmen to support this bill.

2. Employment Verification:

Immigration reform—reform legislation that includes a mandated electronic verification system based on the current basic pilot program. H.R. Bill 4437—The Protection, Antiterrorism and Illegal Immigration and Control Act of 2005: passed the house December 16, 2005. Mandates the creation of an electronic system to verify a new hire’s eligibility for employment within two years of the bill becoming law. The Government Accountability Office (GAO) found that about 15% of all queries to the basic pilot system require additional verification because the system is unable to provide accurate responses. This bill also establishes a secondary verification process in the event of a tentative non-confirmation; at this time, the employer would not be able to terminate the individual until it received a non-verification or the 10-day period of time elapsed. This bill would also force employers to use the I-9 form as well as the electronic verification system (additional administrative burden). This bill would also require employers to re-verify all existing employees and then increase penalties for recruiting and hiring violations (up to \$25K!) SHRM members are encouraged to speak with their legislators to support a system that is easy to use, expedites the employment verification process, creates no new employer liabilities and is accurate and consistent.

3. Retirement Security:

Pension reform—reform legislation that would address solvency issues in defined benefit plans, make permanent the Economic Growth and Tax Relief Reconciliation Act of 2001 which is set to expire January 1, 2011, allow for flexibility to employers offering investment advice to retirement plan participants and contains provisions allowing for automatic enrollment of employees into defined contribution programs. Senate Bill 1783—the Pension Security and Transparency Act of 2005 and H.R. Bill 2830—the Pension Protection Act of 2005: both have passed. Both bills require defined benefit plan sponsors to make contributions to ensure that plans meet a 100% full funding target each year. The house bill makes EGTRRA pension provisions permanent. (increase the amt of money employers and employees can contribute, increases the employee-defined contribution elective deferral limit, allow employees to make after-tax elective deferral contributions to a Roth 401(k) or 403(b) plan, and allows individuals 50 and over to make catch-up elective contributions to the plan and allow participants in IRC 401(k), 403(b) and 457 plans roll over funds to other 401(k), 403(b), 457 and into IRA’s.) While both bills allow plans to provide participants access to investment advice, neither bill completely relieves plan sponsors of fiduciary responsibility in the event that advice given to participants results in a loss for participants. Both bills contain provisions to allow for automatic enrollment with a mandatory 3% plan sponsor contribution, however, neither bill contains an opt-out provision for employees. SHRM members are encouraged to talk to their legislators about these important issues.



SAVE THE DATE: If you would like to meet to discuss these and other important issues that affect you, here’s your chance! The GAC will be meeting on April 18th at Cracker Barrel in North Canton near The Strip at 7:30-9:15am. If you would like to attend, please R.S.V.P. to me at 330-724-6995 X114 or tbednar@goodwillakron.org by Monday April 17th. I hope to see you there! Also, if you would like to receive updates via email, let me know and you can be added to the Governmental Affairs e-mail list.

Terri Bednar - AASHRM Governmental Affairs Committee

Human Resource Career Opportunities

PASCO – Hudson, OH Human Resources Generalist

Privately-owned company specializing in information services and government contract work has an outstanding career opportunity for the candidate who is eager to join an industry leader. Successful candidates will have:

- A four-year degree, with at least 3 years of HR experience
- A generalist background, emphasis on non-exempt recruiting a plus
- Excellent oral and written skills
- The ability to be self-starters and be prepared to work in a highly professional, fast-paced environment

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

City of Akron – Akron, OH Personnel Director

The City of Akron is seeking a highly-motivated individual to assume responsibility for the management of a merit-based comprehensive human resource system. Program authority and responsibility will include management of selection, classification, compensation and training/EEO for a workforce of 2,600.

Requirements

- Minimum of 10 years training and experience in progressively-responsible human resource management
- 5 Years of government personnel administration
- A degree in Public/Business Administration with an MPA or MBA, preferred
- Must reside within the corporate limits of the City of Akron within 12 months of the appointment date and remain a resident citizen of the City of Akron during the term of employment

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

FirstMerit Bank, N.A. – Akron, OH Sr. Compensation Analyst (1 opening) – Human Resource Specialist (1 opening)

Sr. Compensation Analyst

Responsible for analyzing and evaluating positions to ensure consistent and equitable establishment of job worth. In addition, will prepare job descriptions and conduct compensation analyses to determine competitiveness of job classification within the company and the overall market.

- Three plus years of prior compensation experience a must.

Human Resources Specialist

Responsible for administering the 401(k) plan. Direct qualified plan experience in defined contribution 401(k) plans is required. Additional requirements include excellent computer, interpersonal and communication skills.

- Three plus years in a similar role a must.

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

FirstEnergy Corporation Supervisor Talent Acquisition, GOE06.164

FirstEnergy Corp. is seeking a dynamic Supervisor of Recruiting & Talent Acquisition. This individual will have a passion for recruiting and possess excellent customer service skills. The supervisor will oversee a staff of professional recruiters and administrative employees in recruiting exempt and management employees to the company.

Requirements

- Bachelor's degree in Human Resources, Business or related discipline. Masters degree or PHR/SPHR preferred.
- Minimum 3 years of proven progressive experience in supervising a recruitment team and process. Strong knowledge of EEO/AA laws and regulations.
- Proven ability to consult and set high standards for customer service.

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

Human Resource Career Opportunities

Brockman, Coats, Gedelian & Co. Recruiting Associate

Brockman, Coats, Gedelian & Co. has been recognized as one of the best places to work in northeast Ohio. The Recruiting Associate will provide support and assume responsibility for a variety of recruiting activities that will enhance the firm's effectiveness in creating a positive awareness and attracting new employees.

Requirements

- Bachelor's degree in Business or related field
- Minimum 2 years of professional recruiting experience
- Knowledge of employment laws and practices as it pertains to recruiting
- Strong business acumen with competency in written and oral communication and presentation skills
- Professionalism, personal integrity, a high internal commitment to achieve success

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

HR Department Unlimited HR Consultant (1 opening) – Training Consultant (1 opening)

HR Consultant – Experienced

Responsible for developing relations and consulting with clients, providing HR services: HR Audits, Policies, Handbooks, Job Descriptions, Performance Appraisals, etc.

Requirements:

- Professional experience developing compliance-related areas of human resources

Training Consultant - Experienced

Responsible for developing relations and consulting with clients, providing Training services: Training Assessments, Manuals, Program Structure, Job Rotation Training, Curriculum Development.

Requirements:

- Professional experience developing training curricula

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

Diebold, Incorporated Human Resources Representative – 06021502MEZ

Diebold, Inc. is seeking a HR generalist to support an assigned operating division. The qualified candidate will promote best business practices while ensuring compliance of all internal policies and federal/state laws. Position works closely with associates and management and acts as a strategic business partner to achieve Diebold's business initiatives through all HR activities.

Requirements

- Bachelor's degree
- 2-5 years HR generalist experience
- Knowledge of human resource legislation and Federal, State and Local employment laws
- Ability to manage multiple priorities/projects and strong commitment to customer service
- Excellent oral and written communication skills

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

1/8 page - \$50	1/2 page - \$125
1/4 page - \$75	Full page - \$200

Classified ads (help wanted or positions sought) are \$25 for 50 words. Chapter members can list one classified ad for help wanted or positions sought free per issue.

For more information, please contact Carla Dyer at carla.dyer@roadway.com or 330.258.6140 or visit our website at www.akronshrm.org.

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