



Northland Human Resources Association

Fall, 2007



NHRA FALL WORKSHOP From Deployment to Employment Tuesday, September 11, 2007

Mark your calendars for the NHRA Fall Workshop on September 11, 2007, 8:00 a.m. to 1:00 p.m. This year's topic will focus on our military troops and how to integrate them back into society and the workplace. A representative from the Vet's Center will be on hand to provide us all with some valuable information as we are all touched by this issue either at home or at work.

Our second speaker will be Jim Sullivan of the Employer Support of the Guard & Reserve (ESGR), who will

discuss legislative updates with respect to military affairs and military benefits. All HR professionals will be sure to gain a plethora of information from these speakers.

An early lunch will be served and we will conclude the workshop with a panel of military personnel for a question and answer session with respect to their deployments and how they were affected by it.

You will find a sign up sheet on the last page of this newsletter or register on the NHRA

website at www.northlandhra.org, or send a check to Northland Human Resources Association, PO Box 16336, Duluth, MN 55806.

We hope to see you there!

NHRA is an affiliate of the **National Society for Human Resource Management**, and your membership with NHRA connects you to one of the largest professional organizations in the world! Visit www.shrm.org to find out more about the benefits of SHRM membership.



NHRA 2007 BOARD OF DIRECTORS

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NHRA HAS A NEW WEBSITE!

We are pleased to announce a newly redesigned website. The website is user friendly and offers a wealth of information for HR professionals and business owners in our area. The site includes

HR news, SHRM Daily news, Legislative updates for MN and WI, and much more. HR and business professionals please visit www.northlandhra.org for more information.

2007 NHRA Golf Scramble - A Huge Success!

The Third Annual Northland Human Resources Association's Annual Golf Outing/Fundraiser was held on Monday, July 16, 2007. The beautiful Proctor Country Club has hosted this event each year. Weather and golfing conditions were perfect for all of the hard working individuals who participated.

Each year, the NHRA Board of Directors chooses a worthy recipient of donated funds generated by this event. This year the funds will go to Flexwork. Flexwork Duluth - in partnership with the business and rehabilitation communities - expands employment opportunities for individuals with disabilities or other barriers

through effective evaluation, training, placement and retention. NHRA Board member Missy Kuhlmeier was primarily responsible to find "hole" sponsors for this prestigious golf tourney. She did a great job.

Also, playing participants were invited to buy raffle tickets that gave them a chance for donated door prizes. The proceeds from the ticket sales were forwarded to Flexwork as well.

Golf Tourney proximity winners were: Long drive men—Aaron McIsaac, Long drive women—Molly Haugen, Closest to the pin—Jim Lau-

meyer, Long putt—Judy Rugg.

The winning team was Jim Lau-meyer, Molly Haugen, Aaron McIsaac, and Jennifer Mencl. Second place—Judy Rugg, Tony Orman, and Steve Korby.

Thank you to everyone who participated, sponsored holes, and donated prizes. A check of \$715 will be sent to Flexwork. This was a great NHRA sponsored event. Plan to play next year if you were unable to this year. It's a lot of fun and a great way to meet fellow HR Professionals while benefiting a great cause!



NHRA would like to thank the following for donations and sponsorship of the 3rd Annual Golf Scramble:

(Hole Sponsor Profits & Raffle Donations have been forwarded to Flexwork)

- ME Global, Inc.
- MS Designs
- HT Klatzky & Associates
- Pickwick Restaurant
- Anytime Fitness
- SPC Publications, Inc.
- SMDC
- Diamond Willow Assisted Living
- Westmoreland
- RELS Title
- Ram Insurance Co.
- Lake Superior Area Labor Mgmt. Assoc.
- UMD Facilities Management
- Proctor Golf Club
- MN Power - Taconite Harbor Energy Ctr.
- Maurices
- NHRA
- A&L Properties
- Tri States Business Systems
- WP&RS Mars

Thank You

SHRM/HR Certification Test Preparation Program Now Available Online

This fall, the University of MN, College of Continuing Education will be offering a SHRM/HR Certification Test Preparation Program ONLINE. Interested individuals can contact the U of M SHRM web site at <http://www.cce.umn.edu/professionalcertification/shrm>. The online course offering: [http://events.cce.umn.edu/events/section_detail.aspx?sect_key=180349&cluster_cd=](http://events.cce.umn.edu/events/section_detail.aspx?sect_key=180349&cluster_cd=WB22)

WB22. For further details, you may contact Terri Morawiecki, U of MN Program Associate at 612-625-4245 or mora0127@umn.edu. The NHRA study group will reconvene in the spring to begin studying for the May/June, 2008 testing time-frame.



2007 MN SHRM State Conference

Why should you attend the 2007 MN SHRM State Conference? This year's conference is bigger and better than ever, setting a new standard by bringing you more outstanding programs and greater resources at the same great value. It's all here: nationally known authors, certified professional speakers, outstanding programs, a variety of resources, and entertainment. It's a value at the early bird price of \$295.00. October 14-16 St. Cloud Civic Center, St. Cloud, MN.

Plus, you have the opportunity to earn credits toward your HR certification!

The HR Marketplace is returning for its third year. It's a great opportunity to visit with vendors representing the resources you need to be more successful.

The SHRM MN State Council is a not-for-profit education association incorporated in the State of MN. The SHRM MN State Council is committed to professional development for managing today's workforce and workplaces in MN. You are all invited to attend the 2007 MN SHRM State Conference.

For more information, please visit: www.mnshrm.com. You won't want to miss this event!

Minnesota:

Law To Give Employees Right To Review Personnel Records By Jackson Lewis

Gov. Tim Pawlenty has signed a bill requiring Minnesota employers to provide all new hires with written notice of their right to review their personnel records. The new requirement, which goes into effect Jan. 1, 2008, affects all employers of 20 employees or more (Minn. Stat. § 181.9631). All Minnesota employers should update their new hire orientation materials to include details of the new law.

The bill went through several iterations before passage and, at one point, included a posting obligation as well as a requirement to provide written notice of their personnel record review rights at the time of termination. Those provisions were removed before final passage.

While the statute places an additional burden on employers, it also helps protect employers from defamation claims and improve communication with employees by alerting new workers to the opportunity to examine and respond to information in their personnel record.

Jackson Lewis represents management exclusively in employment, labor, benefits and immigration law and related litigation. For more information about this article, contact **Thomas E. Marshall**. Republished with permission. © 2007 Jackson Lewis. All Rights Reserved.

Financial Report

As of July 31, 2007:

Checking:	\$ 3,678.71
Savings	12,319.30
Pay Pal	6,333.70
Savings Cert.	<u>16,055.69</u>
Total Assets:	\$ 38,387.40

Welcome New Member Pam Mancuso!

Please extend a warm welcome to our newest member, Pam E. Mancuso, Human Resource Manager, Ironworld Development Corporation, , 801 SW HWY 169, Suite 1, Chisholm, MN 55719

Phone: 218-254-7959

Fax: 218-254-1224

Welcome, Pam!



Your SHRM Foundation at Work: *Generating Research-Based Knowledge*

Over the past ten years, the SHRM Foundation has funded more than \$1 million in research grants for 79 research projects. The SHRM Foundation promotes the use of “research-based knowledge.” What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. The Foundation is funding practical research every year to help you do just that. Current research projects focus on critical areas such as *Technology & HR*, *HR Measurement*, *Global HR*, and *The Changing Role of the HR Professional*. Research results will help provide research-based answers to questions such as: How should a mentoring program be structured for maximum effectiveness? How do HR leaders make a strategic impact on their organizations? To review results of recently completed SHRM Foundation research, visit <http://www.shrm.org/foundation/findings.asp>

The SHRM Foundation: *40 Years of Advancing the HR Profession*

“I think a hero is an ordinary individual who finds strength to persevere and endure in spite of overwhelming obstacles.”

~Christopher Reeve~



CONGRATULTIONS

Congratulations to Wayne Lindberg, HR/Safety Manager, Louisiana Pacific, who recently earned certification as a Senior Professional in Human Resources (SPHR).

Way to go ~ Wayne!

Building a Culture of Trust: The Starbucks Story

The 2006 invitation-only SHRM Foundation Thought Leaders Retreat featured keynoter David Pace, the top HR executive at Starbucks Coffee. Dave Pace explained how Starbucks' success is built on strong culture of trust in their organization. Trust is at the foundation of exceptional performance in all businesses, and people want to be part of something they can believe in. Mr. Pace shared that building trust requires: 1) defining what your organization stands for, 2) communicating the mission broadly, 3) living and breathing it, 4) using the mission as a decision filter, 5) allowing employees to hold management accountable, and 6) measuring progress. At Starbucks, HR plays a key role in creating this culture of trust, primarily by being an advocate for the employees. To be successful, HR should focus not on controlling, but on enabling employees. To view Dave Pace's full presentation, visit <http://www.shrm.org/foundation/06tlr.asp>.

The SHRM Foundation: *40 years of Advancing the HR Profession*



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Fall Workshop Registration Tuesday, September 11, 2007 "From Deployment to Employment"

What Employers Need to Know about Military Leave and Veteran's Returning to the Workforce

- 8:00 - 8:30 Registration/Networking
Holiday Inn Downtown Duluth
- 8:30 - 9:30 Reintegrating Military Personnel
- 9:45 - 10:45 Legislative Updates with respect
to USERRA/Military Matters
- 11:00 - 12:00 Lunch
- 12:00 - 1:00 Q&A Session/Military Panel

The cost is only \$35.00 and includes lunch! Pay online at www.northlandhra.org, or send a check to Northland Human Resources Association, PO Box 16336, Duluth, MN 55806.

NHRA Fall Workshop Enrollment Form

Name(s) _____

Job Title _____

Company _____

Address _____

Phone No. _____

Email _____

Amt. Submitted (\$35.00 per person) _____

Make Check Payable to NHRA and mail to:

PO Box 16336, Duluth, MN 55806



P.O. Box 16336

Duluth, MN 55806