



## LEGISLATIVE Update: Federal Regulatory Alert

On Monday, February 11, 2008, the U.S. Department of Labor (DOL) published a proposed rule to clarify many aspects of the Family and Medical Leave Act (FMLA) of 1993. Specifically, DOL is seeking public comments on its proposed revisions to certain regulations implementing the FMLA and issues associated with the new military family leave law.

SHRM plans to submit comprehensive comments to the DOL in response to the proposed rule. However, this notice also provides you, as an HR professional, with an opportunity to do the same by submitting a comment letter addressing many of the issues you have encountered in administering the FMLA in your workplace. If the FMLA is to be improved, it is imperative that the Department of Labor receive input from HR professionals. The FMLA remains the top HR regulatory issue of concern expressed by HR professionals in calls to the SHRM Knowledge Center.

SHRM has developed two (2) sample comment letters for you to use in responding to the draft rule. Members should limit their submissions to only one (1) comment letter.

### Action Needed

Please contact the DOL today! This is your opportunity to help improve the final rule on the FMLA for both employers and employees. It is imperative that the DOL hear from HR professionals in order to strengthen the FMLA by preserving the integrity of the Act's leave protections. The deadline for submitting comments to the DOL is April 11, 2008.

To submit a comment to the DOL today, please go to <http://www.shrm.org/government/fmlacomments/> and follow carefully the instructions provided.

## JOIN SHRM and Enjoy the Many Benefits Membership has to Offer



The Society for Human Resource Management (SHRM) is the world's largest professional association devoted to human resource management. SHRM's mission is to serve the needs of HR professionals by providing the most current and comprehensive resources, and to advance the profession by promoting HR's essential, strategic role. Founded in 1948, SHRM represents more than 225,000 individual members in over 125 countries, and has a network of more than 575 affiliated chapters in the United States, as well as offices in China and India. SHRM offers toolkits on everything from diversity to FMLA, plus you receive HR Magazine, and a wealth of research information and current trends in HR. Visit [www.shrm.org](http://www.shrm.org) to learn more!

## MEMBERS Assistance

If you are a member in transition, or in between jobs, you may request consideration for a free NHRA membership during the transition time. Please contact one of the NHRA Board members, or send your request to [info@northlandhra.org](mailto:info@northlandhra.org). NHRA wants to help by providing networking opportunities and keeping you up-to-date on current HR topics.

### NHRA Financial Report



March 31 total assets = \$39,737.49  
which includes \$2,290 in accounts receivables.

## NHRA Board Members Needed!

If you are looking for a great opportunity to get involved with your profession, and help advance the field of HR, please consider joining the NHRA Board of Directors. In addition to leadership development opportunities, you also can receive recertification credit for your PHR/SPHR certification. Contact us at [info@northlandhra.org](mailto:info@northlandhra.org) to learn more!



*Taking the HR  
profession into the  
21st century*

As an HR professional, there is a responsibility to know what is happening on a state and national level. HRVoice assists you in taking proactive steps in shaping public policy affecting the HR profession. SHRM members,

through the HRVoice program, can play an instrumental part in influencing legislation on the national and state levels. Did you also know that by submitting a letter through HRVoice, NHRA receives credits through SHRM for our Chapter Achievement Plan? Visit <http://www.shrm.org/government/hrvoice/> to learn more!

## SHRM Foundation News: Regional Scholarships Are Available

The SHRM Foundation is committed to supporting the professional development of HR professionals and the scholarship program is a tangible example of this commitment. Exciting News! The SHRM Foundation now awards a total of \$100,000 to SHRM members, chapters and state councils, up from \$50,000 awarded in 2006. The 2008 program is being generously underwritten by the J. J. Keller Foundation. Scholarships will be awarded to national SHRM members pursuing an HR-related college degree, or SPHR, GPHR, PHR or California certification. The following will be awarded in 2008: 60 Certification Scholarships of \$750 each and 40 Academic Scholarships of \$1375 each. Application deadline is July 15, 2008. The scholarships are allocated evenly among the SHRM regions. This guarantees that there will be winners in every part of the country. For application information, visit <http://www.shrm.org/foundation/EducationGrants.asp>

## WELCOME New Members!

We have 14 new members so far in 2008! Below are the new members that have joined since our last newsletter. Thank you for joining NHRA. Please give our new members a warm welcome at an upcoming NHRA meeting. We value all our members, and new members are welcome to join any time. If you know someone that would benefit from NHRA membership, please invite to attend a meeting, and if they join, you will receive a free NHRA lunch meeting!

- **Ms. JoAnn G. Hannigan**
- **Ms. Darlene M. Hansen**, Employment Coordinator, Northstar Aerospace
- **Ms. Kari Matson**, HR Generalist, Pine Medical Center
- **Ms. Diane T. Davidson**, Sr. VP, Human Resources, SMDC Health System

- **Ms. Courtney A. Brostrom**, Recruitment Counselor, College St. Scholastica - ADEP
- **Ms. Maria C Melchert**, HR Coordinator, Menards
- **Ms. Shauna E Porter**, Human Resources Analyst, ALLETE/Minnesota Power
- **Ms. Ami G. Rose**, Administrative Assistant, Woodland Hills
- **Mr. Kenneth W. Buck**, Ken Buck Consulting, LLC
- **Ms. Ami G. Rose**, Administrative Assistant, Woodland Hills
- **Ms. Laurie Peck**, Student, College of St. Scholastica
- **Ms. Christine J Jones**, Information Specialist, College of St. Scholastica
- **Ms. Merle Peterson**, Human Resource Director, Human Development Center



## **PROBLEM** Gambling: Addressing the “Hidden Addiction” and How HR Can Help

The statistics are staggering, yet it can often be difficult to detect. The issue is problem gambling and, chances are, someone you know is overwhelmed by its impact.

While it may be taken lightly by some, problem gambling is a diagnosable mental health disorder. According to the Minnesota Problem Gambling Program, over 80 percent of adults in the United States have gambled at least once in the past year. Most people can do so on a recreational basis. While gambling itself is not a detrimental behavior, employers, friends and families are growing in awareness that it is important to identify when recreation becomes an obsession.

This condition affects over two million Americans everyday; its consequences can be detrimental and life-changing for problem gamblers, their family and their friends. With this addiction said to impact the work performance of nearly one-third of problem gamblers seeking help, employers must learn to recognize the signs of those suffering from this disease.

Understanding that human resource professionals are an important conduit for sharing wellness information within their organizations, the Minnesota Problem Gambling Program is making fact sheets and other useful materials available to those requesting. Educational materials, information for company intranets and guest speakers are all available by contacting the Minnesota Problem Gambling Helpline at (800)333-HOPE. For more information about this important issue, visit [www.NoJudgment.com](http://www.NoJudgment.com). Additional information and payroll inserts are available through the link section on the NHRA website at [www.northlandhra.org](http://www.northlandhra.org).

## **CALENDAR** of Events

- Tuesday, April 8  
**April Educational Meeting**  
SHRM Student Chapter presenting  
11:15 am - 1:00 pm • Holiday Inn, Duluth
- Friday, April 18, 2008  
**Duluth Area Chamber of Commerce  
Maximum Impact Simulcast  
Leadership Seminar**  
8:00 am - 3:30 pm  
Amphitheater at the Duluth Gospel  
Tabernacle - 1515 West Superior Street  
Register Today (*Seating is Limited*)  
Seminar Registration Fee: **\$99**  
*Special Group Rate for parties of 5 or more*  
Phone: 218-722-5501  
Email: [inquiry@duluthchamber.com](mailto:inquiry@duluthchamber.com)
- Tuesday, May 12  
**May Educational Meeting**  
Workplace Diversity  
11:15 am - 1:00 pm • Holiday Inn, Duluth
- Tuesday, June 10  
**June Educational Meeting  
NHRA/ASTD Joint Meeting**  
11:15 am - 1:00 pm
- Monday, July 14  
**GOLF OUTING**  
Four person team scramble,  
golfers of all abilities welcome!  
Tee Time: 3:00 p.m.  
Proctor Golf Course • Hwy 2, Proctor, MN



## **NHRA Dues are Due!**

Just a reminder that dues are due. In order to continue to receive NHRA benefits and remain on the NHRA Directory, please pay your dues by April 30th. NHRA values our members! We have excellent programs, and networking opportunities. You can mail your check to NHRA PO Box 16336, Duluth, MN 55816, or pay on-line at [www.northlandhra.org](http://www.northlandhra.org)



P.O. Box 16336  
Duluth, MN 55816

## NHRA 2008 BOARD OF DIRECTORS

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## KAREN S. ANDRESEN

Karen S. Andresen, Human Resources Consultant, has been a member of NHRA for twenty years and has served on the Board of Directors as an at-large member for two terms—once

in the late 80's early 90's and most recently from 2001-2003. She assists business clients in a range of HR areas including recruiting and executive search, policies/procedures, outplacement, performance evaluations, HR retainers, conflict resolution and special projects.

Prior to restarting her own consulting business this year, she spent 14 years as an HR Consulting Manager at RSM McGladrey. Before going to McGladrey, she owned Transition, Inc. Career and Personnel Services.

Her original career was in English/Journalism teaching and educational program management. She says “she has enjoyed *all* of these endeavors and the wonderful people she has met and worked with.”

Active in the Duluth Community, Karen is currently on the UMD Labovitz School of Business Board of Advisors, Board of Directors and Executive Committee of First Witness, and in her church, the Minnesota Women's Golf Association and many other volunteer organizations.

In her spare time, Karen likes to spend time with her family, read, travel, and if she is not in the office on nice summer days, you can be pretty sure she is on a golf course!

### **Contact Information:**

Karen Andresen, Human Resources Consulting,  
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218 722 0434 • [Karen@karenandresenhr.com](mailto:Karen@karenandresenhr.com)

# Member Spotlight