



President's Message

Melissa Perry



Greetings,

As hard as it is to believe, in just a few short weeks fall will be upon us. For many of our members, the kids will be back in school, you'll start gearing up for year-end projects at work, possibly thinking about who you'll vote for in the Presidential election, and maybe even start your holiday shopping (yikes!). Oh yes, and football season is here!

Before everyone gets too busy, I wanted to remind you of some of our upcoming events in the Madison area.

September 18th is our GMA SHRM Summit, The Oz Principle: Strengthening Personal and Organizational Accountability at Work. For the first time ever, when a member registers for the event, you are invited to bring an executive from your company at no charge! We encourage all members to take advantage of this amazing offer to engage your executives and learn what GMA SHRM is all about.

Coming back to Wisconsin Dells for 2013 is the WI SHRM Conference at the Kalahari from October 3rd-5th. The WI SHRM Conference is an amazing opportunity to catch up on your HRCI credits, networking with fellow professionals from around the state, and research any vendors you may have been eyeing up. The conference committee surely has some fun things in store for after hours as well. You can register online at www.wishrm.org. Hope to see you all there!

Last but not least, I'd like to thank our members, partners, and Philanthropic Committee for the great job they did on organizing our golf outing at The Bergamont in early August. We had 50 golfers and 14 sponsors this year, and a day filled with gorgeous weather and tons of fun.

If you have any suggestions or ideas on how to continue to move our chapter forward, please feel free to contact me at 608-826-1122 or melissap@payrollcompany.biz.

Happy fall,
Melissa Perry
GMA SHRM President

GMA SHRM 2012 Corporate Partners

Gold Level

- Boardman Law Firm
- Career Momentum
- Celerity Staffing Solutions
- Dean Health Plan
- First Choice Dental Group
- The Payroll Company
- Remedy Intelligent Staffing

Silver Level

- Adecco
- Cottingham & Butler Employee Benefits
- Smart Solutions

Bronze Level

- AMPT Physical Therapy
- The Alliance
- Delta Dental
- Edgewood College
- Hausmann-Johnson Insurance Group
- Hemb Insurance Group
- Higgins Insurance Group
- JobsinMadison.com
- Ultimate Software Group
- Unity Health Insurance
- UW Credit Union
- The QTI Group
- Wegner CPA's & Consultants
- Wisconsin Rx

Thank you!



Melissa Perry
President



Jake Siudzinski
President Elect



Mike Leibundgut, SPHR
Immediate Past President



Dawn Koopman
Secretary
Treasurer



JoAnna Vanderpoel, PHR
VP, Membership



Tara Conger, PHR
VP, Marketing & Communications



Jeff Russell
VP, Programming



Melissa Chadwick
Director, Education & Development



Michelle Thoren
Director Workforce Readiness & Diversity



Tammy Barden
Director, Government Affairs

Government Affairs Update

Refusal to sign acknowledgment of letter of discipline is valid grounds for discharge--or not.

Contributed by Bob Gregg, Boardman & Clark Law Firm

An employee was issued a written warning for poor performance. He was asked to sign under a "I have read and received a copy of this form" line. There was also an area for "employee's statement" of any disagreements. He refused to sign. He was told a signature did not mean agreement, only receipt. He still refused. He was told refusal was insubordination and grounds for discharge. He was then fired for further refusal. He was then denied Unemployment Compensation. The UC examiner and the appeals court held that the discharge was for intentional acts, violation of a valid direct order. In fact, the opinion was that he voluntarily chose to terminate his employment when he turned a minor warning into a major refusal to follow clear orders. *Kierstead v. LIRC* (Wis. Ct.App., 2012). Be aware that simple refusal to sign is not enough. The court warned that the employer has to clearly (in this case in writing) inform the person that signature means only receipt; it does not mean admission or agreement with the charges. The employer should inform the employee of the right to disagree and have a written disagreement and employee's version of the situation placed into the personnel file.

Compensation and Benefits

Diversity

Employee Relations

Talent Management

Technology in HR

Professional Development

Community Events

GMA SHRM Social Media



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Forward HR

Want to know what's going on in HR for the other areas of Wisconsin? WI SHRM has a new blog, Forward HR. Click here to take a look.

GMA SHRM Upcoming Events

Wednesday, September 5, 2012, GMA SHRM HR Roundtable

Topic: Creating/Building a Great Workplace

Location: M3

Join Ellie Nehls as she facilitates a discussion about what makes your workplace a "great place to work" and how you've done it or what you're planning to do. We encourage you to come and share with your fellow HR Colleagues what has worked best for you.

Some of the discussion points will be . . .

- 1) How does your organization achieve the goal of creating a great place to work?
- 2) Discuss the concept of "FUN ON THE JOB"
- 3) Discuss the Chain of command at your organization.
- 4) Is it possible to have an organization where every person, from custodian to CEO, has the power to use his or her talents free of needless corporate bureaucracy?

If you have something particular to share or want to discuss please contact the facilitator Ellie Nehls enehls@msn.com.

Tuesday, September 18, 2012, GMA SHRM Strategic Summit

Topic: The Oz Principle: Strengthening Personal and Organizational Accountability at Work

Location: Alliant Energy Center

Last Call for Building an Accountability Culture in Your Organization!

If you want to build or strengthen an accountability culture in your organization, sign up today for GMA SHRM's September 18th Strategic Summit featuring The Oz Principle. The Oz Principle is an international bestseller that helps you develop the foundations for ensuring personal and organizational accountability. Join with your HR

peers to learn what HR can do to develop a new and powerful approach to workplace accountability. As a special bonus, sign up today and your CEO/COO can attend this event at no cost! What a great way to build C-suite understanding and commitment to accountability and a better appreciation of HR's role in making that happen!

See you (and your executive officer!) at The Oz Principle on September 18th!

For more information and to register for this event click here:

Wednesday, October 3, 2012, GMA SHRM Roundtable Event

Topic: Something to Tweet About: Social Media Policies

Location: M3 Insurance, 3113 West Beltline Highway, Madison, WI 53713-2830

Despite a substantial increase in social media usage, more than half of businesses worldwide say they have no social media policy, or are unsure if they do. That is according to a recent poll conducted by Toolbox.com. Legal experts say that employers must implement social media policies, but need to be cautious about how they phrase them before being implemented at the company.

Attend this round table discussion to share information and learn from each other about social media policies. Samples of questions that will be covered include the following:

- Why should I have a social media policy?
- What are potential pitfalls and areas of concern?
- What should be included in a good social media policy?
- How do I implement a social media policy?

Lori Kannenberg Dorn, Legal Administrator at Lawton & Cates, S.C. will serve as facilitator for this roundtable discussion.

For more information or to register, click here.

Don't forget to register for the 26th Annual Wisconsin SHRM State Conference! October 3rd – 5th at the Kalahari Resort in Wisconsin Dells!

GMA SHRM Announcements

GMASHRM New Student Membership

GMA SHRM believes fostering a relationship with local students will provide them an opportunity to connect with HR professionals while creating opportunities to assist them in their future job search and increase their learning of the HR profession. Effective immediately, GMA SHRM is providing a discounted membership to students enrolled in full-time HR programs at an undergraduate or 2-year community or technical college. A onetime membership fee is \$20 and covers Student Membership thru anticipated graduation date.

What a great opportunity for students to connect with the HR profession!

For more information, click here

Job Boot Camp

The Workforce Readiness Committee will be hosting a Job Boot Camp on September 7th from 9-12. This session will be to help the unemployed gain job seeking skills before the Dane County Job Fair the following week. The Urban League will be housing the event. We will be looking for volunteers to help with resume writing, mock interviews, and possibly a speaker to help attendees have a more effective job search, how to best utilize a career

fair, or talk about other effective job seeking tools. If you are interested in volunteering contact Michele Thoren at thorenm@cintas.com.

The 2013 Human Capital Conference planning committee will be meeting on September 21st at 10:30am at Morgan Data Solutions to begin planning for next year's conference. If you would like to get involved, please email Jake Siudzinski at jakes@gstaff.com

GMA SHRM Member News

GMA SHRM Member Spotlight

Name: Tia Gibson

Where do you currently work?

Covance Inc.

What is the focus of your position?

My role provides the administration and support of Recruiting Technology for the company.

How long have you been in the Human Resource field?

7 years

Which of your career accomplishments makes you proudest?

I helped create and implement a successful executive recruitment process geared towards improving the candidate experience. Then recently I asked to be part of a small group of colleagues that implemented an onboarding/integration process for these same executive level new hires. We used their feedback from the past couple years by creating tools and a microsite for them to view prior to starting.

What is the best advice you've ever received?

During college I took a summer sales job. I was taught a lot about maintaining a positive attitude and this has stuck with me in all of the jobs I've held since. One exercise that stands out is, when you've be put in a terrible/difficult situation, think of three other situations that are worst than the current situation you are in. Then take a deep breath and address the situation head on.

Why did you decide to join GMA SHRM?

I joined GMA SHRM because I was interested in networking with other professionals in the HR field.

Welcome New Members!

GMA SHRM welcomes the following members who joined our chapter in **JULY 2012**.

Thad M. Corless, SPHR	Organization Effectiveness Consultant	American Family Insurance
Jeffrey Joutras	Regional Vice President	QPS Employment Group
Jennifer Lindberg, SPHR	HR Generalist	QTI Human Resources, Inc.
Renee L. Miller, SPHR	HR Consultant- Internal	Wolter Kluwer Health
Patrick Quinn	HR Coordinator	Scientific Protein Laboratories
Kelly Starr-King	Operations Director	Drake & Company of Madison Inc.
Chelsea Walmer		Access Community Health Centers

Movin' Up

Have you started with a new company? Has your organization recently promoted you to a new position? Or do you want to recognize a new person or promotion within your department? If so, we want to hear about it. [Send us an e-mail](#), and we'll publish your good news in the next HR InTouch!

In Transition

If you are a member who is in between jobs, or who is currently employed but seeking new positions or career paths, write us a brief description of your skill set, areas of expertise, what you're looking for, etc. [Send us an e-mail](#). We'll publish your information in the next HR InTouch.

GMA SHRM Member Poll

Do you have a burning HR question that you'd like to see featured on our GMA SHRM Member Poll? If so, please submit your questions to Tara Conger at tconger@firstchoicedental.com

HR InTouch Guidelines

Article Writing:

Do you have an interest in writing for the HR InTouch? We have an interest in learning more about your area of expertise!

Why should you volunteer? Top three reasons: 1) to share your knowledge and experiences to educate others; 2) to become more connected in the HR and Dane County communities; and 3) to contribute towards the advancement of GMA SHRM and the HR profession.

The first step is for you to choose a submission option: you can pre-submit an article to GMA SHRM at any time for us to use in any of the upcoming newsletters, you can sign up to write for a particular month, or we can put you on a list of people to contact in future months whenever we need articles.

Article length:

Because the HR InTouch is now in an online format, the size is flexible. The article should be engaging and hold readers' attention. Include the core information in your article, and we will advise if it is too lengthy.

Solicitation:

GMA SHRM is conscious not to allow solicitation through the articles, in an effort to protect the interests of our partners and members. The nature of the article should be educational (i.e., what are the business advantages of having a product like yours) or informational. Otherwise, if you truly are interested in advertising through the HR InTouch, you can work with our Marketing Committee. As a rule of thumb for article writing, if the submission relates to a **for-profit** event, or specifically markets your company (vs. your industry), it is an advertisement, and should be purchased. If it is a **not-for-profit** event that your company is hosting, or an announcement (i.e., a SHRM member recently joined your company), it is an acceptable addition to the HR InTouch content. If you have any questions related to the appropriateness of your submission, please contact us.

If you have questions, or to submit an article, contact GMA SHRM at chapteradmin@gmashrm.org.