

TAHRA

Volume 1, Issue 9

January / February 2010

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

The President's Corner

Happy New Year – 2010

We had our first chapter meeting at the Hagerty Center with great success. Thanks to everyone who made that happen and to those who attended. Our meetings will be held at the Hagerty Center through May of this year. I think our programming for this spring will be very informative so don't forget to get the dates on your calendar early.

Some of the special events we are working on include:

1. The 2nd Business Camp. The workforce readiness committee in partnership with the Chamber of Commerce is planning the Business Camp event planned for February.
2. We are also working on another Golf outing planned for June – if you haven't participated before,

you should consider this fun event for the great fun and networking opportunities.

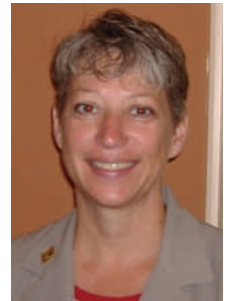
3. We have started the planning process for the 2011 State Conference to be held at the Grand Traverse Resort, October, 2011. We will be co-hosting this event with two other state chapters. I'm certain there will be many voluntary opportunities here.
4. You should see a new website during the 1st quarter! We will be partnering with SHRM to make this transition happen. Thanks again to Carol Kasper and her husband, Tom, who have been the mainstay behind our current site! Thank you so much!

In these economic times it is critical to keep our membership strong. The

members of our board are looking forward to a new year and hearing your thoughts and the needs you have in your organizations, and how we can better serve the membership. Please get involved, or stay involved, through networking, attending chapter meetings, volunteering for projects or running for open board positions. Together we can be a better resource to all!

Thank you!

Janet Yankee
President
SPHR



Dates and Events to Remember

February 9, 2010

Monthly TAHRA Meeting

Hagerty Center

12:00 noon—2:00 pm

Work Safe

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TAHRA Membership

TAHRA is always seeking new members. Please feel free to invite other human resource professionals to attend our meetings as guests. It is a great opportunity for them to see what we have to offer in the way of programming and networking opportunities.

Please forward any membership inquiries to Katie Corona at corona1348@aol.com.



Welcome New TAHRA Members!

We are pleased to announce the following new members to TAHRA!
Please be sure to introduce yourselves and get to know these fellow HR professionals!

Jennifer Bratschi, Human Resource Manager, Shoreline Fruit LLC

Laurie Deely, Director of Human Resources, Corporate Title Agency

Jennifer Seman, Human Resource Director, Grand Traverse County

Carol Ross, Branch Manager, Manpower

Jennifer Redumski, Human Resource Assistant, Century Inc

TAHRA Membership Programming 2009-2010

Where: The Waterfront Inn Conference Center

Please note that 2010 meetings will take place at the NMC Hagerty Center

When: The second Tuesday of each month, September through June

11:45am to 2:00pm*

11:45 AM – 12:00 PM Registration

12:00 PM - 12:30 PM Lunch

12:30 PM – 2:00 PM Education Program

2:00 PM – 2:30 PM: Business Meeting/Members Only

Who: TAHRA members and their guests. Please be sure to RSVP! Guests are encouraged to attend! Guest fees are \$30. Please RSVP through the member who invited you.

This year's programs are as follows:

February 9th **Work Safe:** Ergonomic training is available at no cost for your company through a grant from the Michigan Department of Energy, Labor and Economic Growth and the Michigan Association of Chiropractors. It can be custom designed to your facility and your needs. Dr. Chappell

March 9th **Safety in the workplace.** Learn the hidden costs of accidents, how they impact the workplace, and how to develop corrective actions to prevent future recurrence. Ken Smylie is a senior loss prevention consultant for the NW Mi. Industrial Assoc. Workers Compensation Fund.

April 13th **Diversity Alignment.** Rabbi Chava Bahle is going to present on religious diversity.

May 11th **Legislative Update.** This month's meeting will focus on both the state and federal legislative proceedings. Kathie Elliott is the Legislative Director of MISHRM

June 8th **Legal Update.** Your best defense against employment lawsuits is to prevent them from happening. Rachel Roe, Smith Haughey Rice & Roegee and Josh Reynolds, Calcutt Rogers & Boynton

ISO 14000 Certification

A Standard for Environmental Management

By: Charlene Bowen

Keeping the environment clean by reducing our “footprint” is a regular topic covered in today’s society. But what can organizations do to reduce their footprint? The ISO 14000 is a series of standards for aspects of environmental management that any company can use to reduce the negative impact it has on the environment. The goal of this International Standard is to help organizations reduce their impact on the environment and decrease the amount of waste it produces.

So how does an organization obtain an ISO 14000 certification? An organization must define and then document its environmental management system. There are certain guidelines in the series of standards that help with the development of an environmental management system and with the auditing of the system.

AlcoTec Wire Corporation, ISO 14000 certified, is an example of how the International Standard can assist an organization with reducing its impact on the environment. AlcoTec Wire greatly improved its environmental performance with its Environmental Management System (EMS). The benefits of its EMS include a reduction in costs, compliance improvement, a safer work environment, and more specifically, has reduced its volatile organic compound emissions, oil leakage and energy usage – three major focus areas for AlcoTec. Even with all these improvements, AlcoTec Wire works to continually improve its environmental performance.

As with AlcoTec Wire, and other ISO 14000 certified companies, there is always room for improvement. Monitoring and documentation is an important part of reducing an organization’s environmental impact. In addition, it is essential to have management’s support and frequently train employees to comply with the organization’s policy.

Global Diversity Readiness Index

Global Diversity Readiness Index (G-DRI)

The Society for Human Resource Management (SHRM) posted its G-DRI on the website and it is open to non-shrm members. This tool covers five categories - National Diversity, Workplace Diversity, Social Inclusion, Government Inclusion, and Legal Framework, and according to SHRM, it ranks and rates 47 countries along 39 separate indicators in these five categories.

The G-DRI is available for download for free at www.shrm.org/gdri.

Announcements

2010 Traverse City Area Chamber of Commerce

Business Camp

Thursday, February 11 • 8:00 a.m. - 12:30 p.m.

At the NMC University Center Campus on Cass Road

8:00 - 8:15 a.m. Registration

8:15 - 8:30 Welcome

8:30 - 12:00 Three Steps to Prepare you for New Career Opportunities

Step 1 - Building your Interview Toolkit

Step 2 - Marketing Yourself

Step 3 - The Interview

12:00 - 12:30 (light snacks served) Mingling and Networking

We are in need of five TAHRA Volunteers for the interview session.

Please contact Laura Galbraith at galbraith@tcchamber.org if interested

Northwestern Michigan College Career and Employment Fair

2010 Career & Employment Fair

Creating Possibilities

The Hagerty Conference Center

March 10, 2010 from 2:30—4:30 p.m.

Organizations looking for new talent, interested in networking, educating, and presenting local and global opportunities should attend. The Career Fair allows students and community members to explore new careers, showcase their hard work and determination, and exercise their professional networking skills.

Please contact Bonnie Shumaker at bshumaker@message.nmc.edu



2009 - 2010 TAHRA Leadership Board

President	Janet Yankee, SPHR
Vice President	Laura Mitchell, SPHR
Treasurer	Paul Hresko
Secretary	Terrie Kopkau
Programming Co-VP	Karyn Oncu, PHR
Programming Administration	Betsy Rees
Special Programming	Paula Sagala
Membership VP	Katie Corona
Certification Representative	OPEN
Legislative Representative	Chris Davis
Workforce Readiness	Barb Howard
Diversity Advocate	Charlene Bowen
Marketing and PR Chair	Laura Galbraith

SPECIAL ANNOUNCEMENT

Congratulations to Ron Smith, Bill Marsh Auto Group, for passing the PHR exam last week!

We Are Stars!



Our chapter managed to increase our SHRM memberships by three individuals over our December 2008 number. That is a 6% increase, which recognizes our chapter as STARS! We currently have 52 members who enjoy the benefits of their SHRM membership.

Congratulations!