

TAHRA
P.O. BOX 1656
TRAVERSE CITY, MI

DATES AND EVENTS
TO REMEMBER

SEPTEMBER
12, 2006

LUNCHEON
"HR'S LEAP TO
STRATEGIC
PARTNER"
12:00 NOON—
2:00 PM
WATERFRONT
CONFERENCE
CENTER

OCTOBER 10,
2006

LUNCHEON
"IDENTITY
THEFT"
12:00 NOON—
2:00 PM
WATERFRONT
CONFERENCE
CENTER

**INSIDE
THIS ISSUE:**

The President's Corner	1
58th Annual Conference	2
Golf Outing	4
Certification	4
TAHRA Board Structure	5

TAHRA

Traverse Area Human Resource Association

VOLUME 1, ISSUE 1

SEPTEMBER/OCTOBER 2006

The President's Corner

Greetings from your President

I am thrilled to be at TAHRA's helm this year and look forward to serving our chapter and our dynamic membership. We have recruited a very talented board of directors, who represent a great cross section of the TAHRA membership. We have several seasoned members who bring the history of the Traverse Area Personnel Association (TAPA) era forward, as well as board members who have served in several different capacities on the board previously, bringing solid TAHRA experience to the group. In addition, we also have a number of newer TAHRA members who bring a fresh perspective to the board. You will find a TAHRA Org Structure Chart on page 3 of this newsletter for reference.

Our programming Co-VP's, Karyn Oncu and Rita Deike, have a great line-up of programming ready to go, based on the membership feedback provided to them last spring. Their mission—providing you with professional development that will enhance your ability to successfully add value to your organization. Assisting them this year will be Gretchen Swanson, who will be sending us information about meetings and programming, and confirming your attendance at monthly meetings. Also working this year with Karyn and Rita will be Paula Sagala, in the role of

Special Programming. We are thrilled to have Paula working with us on the programming team, with the goal of bringing a



quality event to Traverse City, connecting TAHRA to the wider community. We saw this done successfully with Disney several years ago, and more recently with the Breaking Ice Program. Paula looks forward to our support and will be looking for members to serve on the Special Programming Committee.

Our VP of Membership, Janet Yankee, looks for the support of our entire membership to bring new members to TAHRA. If you know of someone who could benefit from the outstanding opportunities our association provides, please let Janet know and consider inviting them to a TAHRA meeting to test the waters.

Lori Hodek has joined the Board as Certification Rep (see page 4) and will be looking for members to join her in a study group as she pursues HRCI certification.

We welcome Barb Howard to

the Board as the Workforce Readiness Advocate. Formerly titled the School-to-Work Advocate, this position has been expanded by SHRM to encourage us to reach out to members of our communities, beyond the student population, who need our expertise and support getting back into the labor market.

We also welcome Bill Brundage to the Board as our Diversity Advocate. Bill brings great passion and drive to this role and we look forward to involvement in several diversity initiatives within the community this year.

Finally, we had such a successful golf outing last year that our capable committee—Chris Davis, Brenda Ransom and Lori Kerlin, have decided to do it again. I encourage you to think about joining us in 2007 for this fulfilled event, as a participant, and/or as a member of the planning committee. If you have interest, please contact Brenda or Chris.

I welcome you to the 2006-2007 TAHRA program year. We are ready to go and look forward to an exciting year of providing our members with professional development, networking opportunities, and some exciting events.

We welcome your questions, comments, feedback and suggestions at Karen.schultz@prioritysolutions.com. 231-947-4430 x 3089.

— Karen Schultz, President



“Eat Your Veggies or Else!!!”

“Over the next few years, we, as a nation, will need to figure out if health care is a right or a privilege”.

58th Annual Conference—Health Care Pointers Acquired

by Jennifer Hull

This year I had the privilege of attending the 58th Annual Conference for the Society of Human Resource Management. This conference was attended by over 13,000 professionals from all over the world and included general sessions, breakout sessions and a very large vendor exposition.

Though there were dozens of different presentations on as many topics, it is recommended that you pick a topic and focus on one issue. Being that I am passionate about health care, I chose to go to a number of sessions on this area of business. In this article, I would like to share with you some of the major points that I learned.

I attended a session called “The Next Generation of Healthcare” presented by Nancy Blough, JD, MBA. She pointed out that health care has changed to a system of utilization management and health management and that employers should focus on the 85% of costs that come from claims and quit worrying about the 15% of costs that are in the administration fees.

She talked about three tools that we all have: benefit design, health status of employees and the performance of the providers. It is really our job to try and keep all three of these “balls in the air” at the same time. But, in order to do this, we need data! We need the numbers to know how to change the plan to most effectively impact our costs. Ms. Blough reminded us that we need to focus on the 20% to 30% of the employees who are actually 80% of the costs.

As HR professionals we need to know who is spending in our organization and not only focus on these individuals, but also those not spending. You want to be sure you are working on keeping the non-spenders within your organization to help keep your experience and premiums down. So, she said, be careful how much you are charging your employees for premiums or you might begin to lose this group.

Finally, she pointed out that 50% of resource consumption comes from behavior. That, in many instances, employees are saying, “You get to pay for my life style choices.” She talked about how we need to get

better at wellness and making sure that individuals are taking care of themselves. She said that dentists have it all figured out. They know that we (Americans) are not good medical consumers (we don’t schedule health check ups, physicals, etc...like we should); therefore, the dentist takes it upon himself to schedule our appointments, they send us our reminders, they call us the day before. She questioned why the medical profession hasn’t figured this out!

She sees in the future more use of coaches to work with employees on health care issues and that this is an automatic enrollment feature that the employee would need to “opt out” of if they didn’t want to participate. It was her opinion that this, in and of itself, could lead to a 2% to 5% cost reduction in medical.

Another session I attended was entitled, “Three Alternative Realities for Employee Benefits in 2016: Which is Yours?” In this session, Gary Kusher talked about the major impacts on where health care is going to be heading in the next 10 years. He indicated that the major impacts include:

.....Cont'd from page 2
demographic shifts (older population), public policy (more state activity), tax policy changes (no longer a one-to-one connection with policies) and benefit costs.

He shared some very interesting statistics. For instance, in 1960, the annual income was \$3,000 per year, average deductible was \$100 per year and health care was 5% of GDP. In 2000, by contrast, the average income was \$32,000, deductible was \$250 and health care is 18% of GDP. One important fact that can be derived from this is that if our deductible levels had kept up with inflation, average deductibles should be \$1,500 to \$2,000 per year.

Mr. Kusher also agreed that we need to target prevention and wellness. He also emphasized that cost saving programs won't work if we are not educating our workforce.

Though he covered a number of other topics, the final noteworthy point I will share is that 15 years ago, 90% of employers paid the total premium for workers health care. Today, 92% of employers expect the employees to pay all or part of their premium.

Over the next few years, we, as a nation, will need to figure out if health care is a right or a privilege. Francis Alvarez, who presented, "Eat Your Veggies or Else!!," raised the question, "How much should employees be left alone in their personal lives when statistics show that how they live is impacting benefit costs and productivity?"

Bottom line, with health care there are not easy answers. But, the experts seem to agree that if we are going to get a handle on escalating costs, it will require companies to get more aggressive with wellness and disease management programs.

Copyright 2004 by Randy Glasbergen.
www.glasbergen.com



"At the National Dog Show, I was awarded 2nd place in the Working Dog category."



Man cannot discover new oceans until he has the courage to lose sight of the shore.





TAHRA's first outing supports the SHRM foundation

"When things go wrong, don't go wrong with them"

TAHRA's First Golf Outing

The Traverse Area Human Resource Association's first annual golf outing was a huge success and the net revenues exceeded projections! The outing was held on a beautiful Sunday afternoon in early June at the Crown Golf Course was in prime condition for all who participated. 25 golfers played in the 9-hole outing, and prizes were awarded to all in attendance. The golf outing was followed by a wonderful dinner and enjoyable camaraderie.

The generous hole sponsors for the event were:

- Progressive Development

- Alken-Ziegler
- Northwestern Bank
- Manpower
- Brown Lumber
- Kelly Services
- PPOM
- Aging Institute of Michigan
- Calcutt, Rogers and Boynton, PLLC
- Smith Haughey Rice and Roegge

Signs Now provided the tee markers at a very reasonable cost and Brian Davis' free labor. The following individuals provided complimentary prizes to the outing:

The Crown Golf Course, Progressive Development, HR Partners, Bull Frog Embroidery, Basketfull of Gifts, Alcotec, Little River Casino & Resort, Northwestern Bank & Trust.

Due to the success of the outing, a \$200 contribution will be made to the SHRM Foundation. An additional \$814 in revenue was realized for the Chapter.

Thanks to the TAHRA golf outing committee of Chris Davis, Brenda Ransom, and Lori Kerlin for their hard work! in organizing this successful outing.

HRCI—Why Should I Certify?

So you're in Human Resources, what do you do? It's amazing how few people know what we really do in HR. As a newer person in the field of HR (five years), I am amazed at the body of knowledge required by HR professionals to get the job done. That's why I have applied to take the PHR exam through the HRCI (Human Resources Certification Institute). Won't you join me?

Whether you are a veteran with years of HR experience, a newcomer to the position, or somewhere in between, HRCI Certification can help you gain the knowledge

you need to excel in your current position or advance to a higher level.

Who is the HRCI? The HRCI is the leading, independent, nationally recognized certifying board for the HR profession.

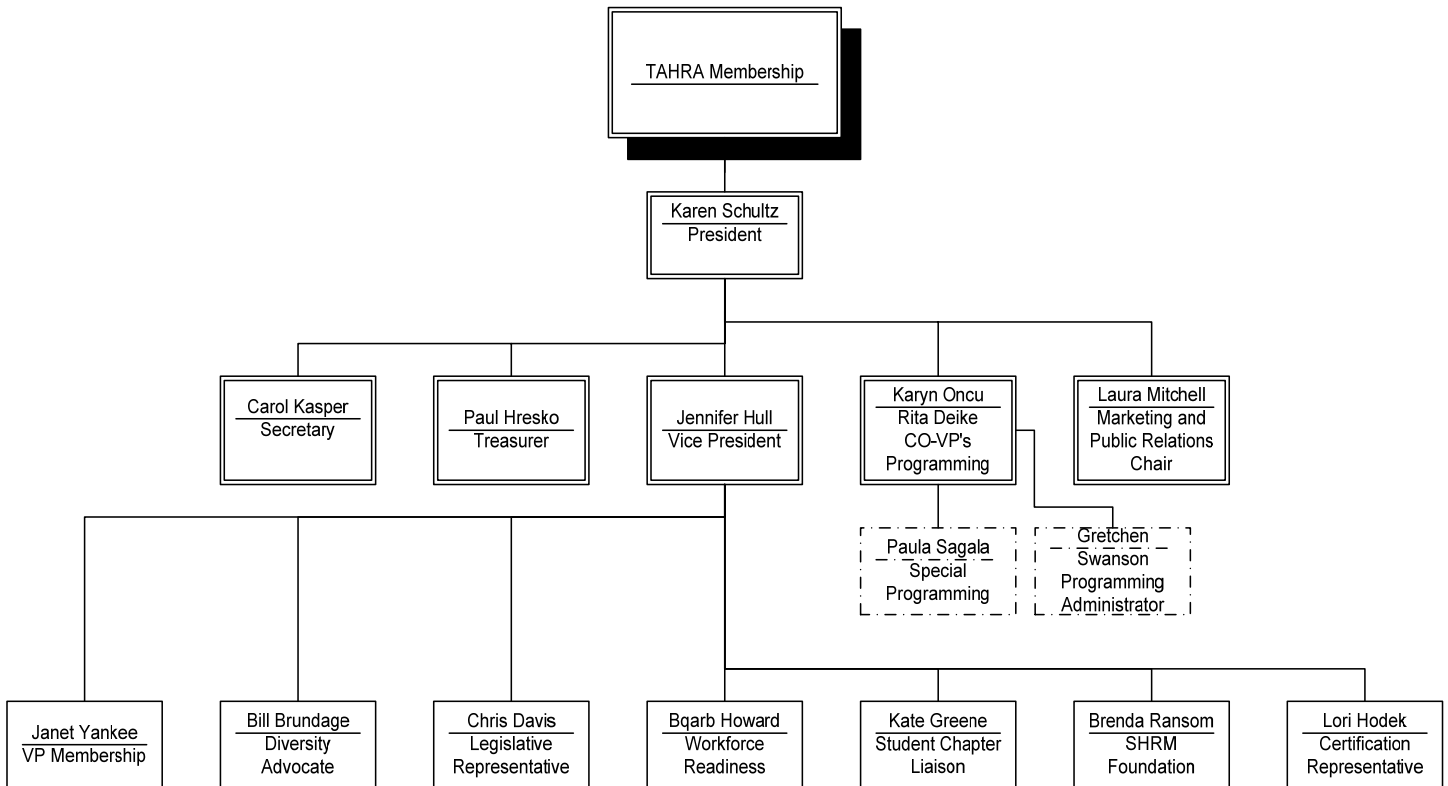
What is certification?

Certification is different than a certificate. Certificates are awarded for completing a course of study. Certification demonstrates your expertise in core principles and your experience in the application of those principles. HR Certification is granted to professionals who meet the work experience and training levels and are able to

pass the HRCI exam. The HRCI grants recognition for certification through the use of credentialing initials, PHR (Professional in Human Resources), SPHR (Senior Professional in Human Resources), and GPHR (Global Professional in Human Resources).

We want to help you succeed. A TAHRA study group is being formed to assist you in gaining the knowledge you need to pass the certification exam. If you are interested in being part of a study group, please email lho-dek@nmc.edu. Study materials as well

Traverse Area Human Resources Association TAHRA Board Structure



Certification continued. . . .

as college classes are available to assist you in your quest for certification. For information on the SHRM Learning System study materials, visit: <http://shrm.org/education/about.asp> or for information on schools offering classes to help you prepare for certification, visit: <http://shrm.org/learning/index.asp?Area=college#MI> To encourage you in the pursuit of HR professionalism, TAHRA offers a \$200 scholarship for those who qualify.

Scholarship applications are available on the TAHRA website by going to www.tahrac.org and logging into members and clicking on addendums. **This year's testing window for winter 2006 is listed below:**
 PHR and SPHR – 12/1/06—1/31/07
 GHR – 12/1/06-12/31/06
Application deadlines for all levels:
 Regular deadline – 10/15/06
 Late deadline – 11/17/06

If you would like more information about how you can become certified through the HRCI Certification program, or to find out more about joining a study group, call Lori Hodek at 995-1143.

AFFILIATE OF



Ability will enable a man to go to the top, but it takes character to keep him there. ~

TAHRA
P.O. Box 1656
Traverse City, MI 49685-1656



2006-2007 TAHRA Leadership Board

Newsletter Articles

The TAHRA Newsletter is a bi-monthly publication. Members interested in submitting articles for the newsletter or for press releases should contact Laura Mitchell at lamitchell@waynewire.com. Deadlines for submission are the 10th day of the month. TAHRA encourages its members to submit articles, information, or successes they've had that they feel others may find interesting. TAHRA reserves the right to alter submissions for space purposes. If you would like to be removed from the newsletter mailing list, please let us know.

President	Karen Schultz, SPHR
Vice President	Jennifer Hull, SPHR
Treasurer	Paul Hresko
Secretary	Carol Kasper, PHR
Programming Co-V.P.	Karyn Oncu, PHR
	Rita Deike
Membership V.P.	Janet Yankee
Certification Representative	Lori Hodek
Legislative Representative	Chris Davis
Workforce Readiness Advocate	Barb Howard
Diversity Advocate	Bill Brundage
Marketing and PR Chair	Laura Mitchell
SHRM Foundation Director	Brenda Ransom
Student Chapter Liaison	Kate Greene, SPHR



NEMHRA Offers Employment Law and Supervisor Seminars

Northeast Michigan Human Resources Association (NEMHRA) will offer seminars directed to first line supervisors and managers, and human resource professionals. An Employment Law Training will be held on October 3 and a Supervisory Training will take place on October 4.

8:30 am—3:00 pm Granum Theatre at Alpena Community College

Contact: Ann Martin, Thunder Bay Manufacturing 989-356-3222

Students from Alpena Community College Theater Program will role-play work related problems, and our seminar leaders will work with the participants to fashion solutions. Topics will include internal investigations, conflict resolution, employee benefit issues and proper documentation.

Lou Rabaut represents many employers with operations in the Midwest and throughout the United States in all aspects of employment law. He also is a frequent lecturer and teacher, speaking over 50 times each year on such diverse topics as *Emotional Intelligence in the Workplace*, *Leadership and Teamwork Development for Supervisors and Managers*, *managing the Passive-Aggressive Employee*, and *Effectively Managing in a Union Environment*. Lou has spoken twice at the National Conference for the Society of Human Resources Management. Lou is a partner with Warner Norcross & Judd LLP, where he has practiced for over 20 years. Lou is listed in the 2006 edition of *Best Lawyers in America*.

Justin Stemple was raised in Fairview, Michigan. He attended Alma College (B.A. History) and William & Mary School of Law in Williamsburg, Virginia. Justin is an associate with Warner Norcross & Judd LLP. Justin practices exclusively in the employee benefit area with a focus on retirement plans, executive compensation and other employee benefit issues.