



*Chippewa Valley Society  
for Human Resource Management*

## December 2017 Newsletter

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### *President's Message*

Hello CVSHRM members-

On behalf of the entire CVSHRM board, HAPPY HOLIDAYS! I want to thank everyone for a great year this year, especially to our departing board members - Kelsie Beckfield, Shelly Pryse, Brooke Richartz, and Jessica Barnier.

We are very excited for 2018, and we have many big things planned already for you. In January we'll have "CVSHRM Orientation". Even if you've been part of CVSHRM for a while, please plan on attending this event. We'll be discussing some very exciting changes coming in 2018, and you won't want to miss it.

Other than that, we are working diligently on transitioning our new board members. My term as president is coming to an end, and it was a pleasure serving you this year. I know you'll be in good hands next year with Tanya Hubanks as your new president.

Stay warm, and we'll see you in 2018!

***Karla Dickson***  
***CVSHRM President***

[Visit Our Website](#)

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### ***Programming Chit Chat***

Tanya Hubanks, SHRM-SCP  
VP of Programming

Membership meetings, informal gatherings and professional development opportunities for 2018 are already in the works! Below are select **SAVE THE DATES** to pencil in on your calendar now. Please watch CVSHRM's website and Facebook page for details on each event. We are looking forward to another engaging year of programming!

- January 25, 2018 - CVSHRM Revealed!



- February 15, 2018 - Legal Update with Jerilyn Jacobs
- March, 2018 - Informal Networking (coffee mingle and/or happy hour)
- April 3, 2018 - Annual Chamber/CVSHRM HR Conference
- May 4, 2018 - Leadercast 2018

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## ***Recruiter Networking Group!***

### **ALL CURRENT AND POTENTIAL RECRUITER NETWORKING GROUP MEMEBERS:**

Kathy Facklam, the Recruiter Networking Group coordinator, is asking that all current and potential members email her at [Kathy.Facklam@phillipsmedisize.com](mailto:Kathy.Facklam@phillipsmedisize.com) if you want to be involved in the group. She has had some email issues lately and she lost her distribution list for the group. Please send her an email so she can rebuild her distribution list.

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## ***A Final Legal Update for 2017*** ***by Jerilyn Jacobs of Weld, Riley, S.C.***

As 2017 draws to a close, it is likely a busy time for human resources personnel. In addition to all other year-end responsibilities, it is an important time to ensure that all changes in the law implemented this year have been addressed and necessary updates have been made.

Perhaps one of the most notable legal developments for Wisconsin employers in 2017 was the federal Seventh Circuit Court of Appeals decision of *Hively v. Ivy Tech*, in which the Seventh Circuit held that Title VII protections included that of sexual orientation. This created a split amongst the circuits. Earlier this month, the United States Supreme Court declined to review a conflicting decision from the Eleventh Circuit Court of Appeals. The split remains, as does the status quo, and applicable Wisconsin employees may pursue sexual orientation discrimination claims in federal court.

With the confirmations of William Emanuel and Marvin Kaplan to the National Labor Relations Board ("NLRB") this year, and an accompanying shift of power, several Obama-era rulings have already been rolled back. For instance, the Board decided this month to reject the *Browning-Ferris Industries* standard for determining joint employment and return to the previous standard, which hinges on whether a business has "direct and immediate" control over an individual's terms and conditions of employment. The NLRB also within the last week overturned an Obama administration decision that allowed "micro-units" of workers to unionize. Look for even more NLRB activity in 2018.

Finally, one legal change taking place in 2017 that may affect Wisconsin employers with 50 or more employees in 2018 is the state's decision to stop registering domestic partnerships under Wisconsin law. This may impact on eligibility determinations for leave under the Wisconsin Family and Medical Leave Act ("WFMLA").

Under the WFMLA, eligible employees are entitled to leave for the serious health condition of certain family members. In 2009, Wisconsin law expanded coverage to include among those family members an employee's domestic partner. Now, following the 2015 United States Supreme Court decision of *Obergefell v. Hodges*, which recognizes same-sex marriage throughout the country, Wisconsin is again amending its statutes to no longer create new domestic partnerships after April 1, 2018. In the future, same sex couples who are not already recognized under Wisconsin state law as domestic partners will have to be married in order to qualify for certain benefits, including leave under the WFMLA...

***Read the entire article [here...](#)***

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## **SHRM Foundation Donations:**

As you may be aware, CVSHRM is a strong supporter of the SHRM Foundation. We could not do this without your help-so thank you for your commitment!

SHRM Foundation, a nonprofit affiliate of the Society for Human Resource Management. The SHRM Foundation supports academic research, scholarships, and educational materials that advance the HR profession.

You can donate in the following ways:

- **Donate by phone:** The SHRM Foundation staff is happy to take your donation via credit card over the phone. Please call Elissa Soares, Foundation Administrator, at 703-535-6020.
- **Donate by mail:** Donations made by check can be mailed along with a completed donation form to our secure lock box: The SHRM Foundation, PO Box 79116, Baltimore, MD 21279-0116
- **Donate stocks, planned, giving or by wire transfer:** Contact Ashlee Smith, development director, at [ashlee.smith@shrm.org](mailto:ashlee.smith@shrm.org) or 703-535-6291.
- **Sponsor a scholarship, product or event.**

You can also go to the website to donate:

<https://www.shrm.org/foundation/pages/donate-now.aspx>



**If you would like to credit the CVSHRM chapter with the donation, our chapter number is 243.**

**Thank you so much in advance for your support! If you have any questions, please contact Yvonne Williams, 715-855-8609 or [yvonne.williams@nbi-sems.com](mailto:yvonne.williams@nbi-sems.com).**

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## **Membership Mentions**

Thank you to CVSHRM members who have already renewed their 2018 memberships. I am excited to share that close to 90 human resource professionals have either joined or renewed their membership for the upcoming year! Would YOU like to renew your CVSHRM membership? There is no need to complete a new application. Simply click on this link to sign into your account and submit your renewal payment:

<http://chippewavalley.shrm.org/forms/2017-membership-renewal>. A confirmation email will be sent for each renewal. Have questions? Please email Laura Schick, SHRM-SCP, at [lschick@flexstaff.com](mailto:lschick@flexstaff.com).

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## **Monthly Member Highlight**



**Name and Job Title:** Jodi Berg, SHRM-CP,  
Human Resources Director

**Company and Industry:** Midwest Dental,  
Healthcare/Dental

**What are some of your major job functions?**

I currently provide oversight and direct supervision of our HR Solutions team. This team is first point of contact for any/all HR-related questions and concerns from all employees in more than 200 dental practices in 16 states, as well as our support center staff. Within HR Solutions, we manage Workers Comp, FMLA/LOA, as well as locum doctor management and provide HR support to our acquisitions team. I am also newly responsible for the oversight of the Payroll and Benefits functions. Much of my focus is around process improvement.

**How long have you been a member of CVSHRM?** Since 2011

**Are you a member of National SHRM? How long?** Since 2011

**How long have you been practicing HR?** It took me some time to figure out what I wanted to be when I grew up, so got a little bit of a later start. I started working in an entry-level HR position in 2009. Since that time, I've grown personally and professionally, having been in a Staffing Coordinator role, HR Specialist, HR Generalist, HR Manager and now HR Director role.

**What is your favorite part of working in HR?** As I already stated, it took me a while to figure out what I wanted to do in terms of a career. I "fell" into HR and found that I loved it. I can honestly say that, from the beginning, I loved the variety that comes with HR. No two days are the same and each day is an adventure. With some great mentors and education, I developed greatly from where I started. As I've progressed in my career, I've discovered that I also love learning new things (there's so much to know!) and leading others in their own development. I have a great team and couldn't be more excited about their growth!

**What do you see as some benefits of your CVSHRM membership?** I feel that I've gained so much from being a CVSHRM member. I've built and strengthened relationships through networking. I've also participated in a networking group, taking advantage of the opportunity to discuss issues and brainstorm solutions. There is a wealth of experiences and knowledge in the group of CVSHRM members, so it's great to have access to that and to be able to contribute to others. I also really look forward to becoming more active in CVSHRM through participating on the board.

**What are some of your hobbies/interests outside of work?** Life is such a whirlwind sometimes, I forget what my own hobbies/interests are! Although my work and personal life are crazy busy, I still find time to enjoy my husband, three children and my new son-in-law. We love camping, naps in the park and occasional travel (the more tropical, the better!). I'm also an avid Packer fan (yes, even this season!), so you'll find me watching football most Sundays.

# Chapter Awards



STAY CONNECTED:

