



MESSAGE FROM THE PRESIDENT

It's hard to believe that we are almost half-way through the summer... and more than half-way through the HRA program year.

Thanks! Thank you to all of the volunteer leaders of the Human Resource Association of Greater Oak Brook. Your efforts are what make this chapter a success. The list of individuals and committees is to lengthy to list in the newsletter, but please take a few minutes to review the roster at http://hraoakbrook.org/leadership/documents/2009_HRA_BOARD.pdf. Each person on the Board of Directors has been working hard to make 2009 a success.

Become Involved: If you are interested in becoming more involved in the HRA, please contact one of the people listed on the board roster or the send me an e-mail at hra@hraoakbrook.org.

Raffle Recap: Thanks to everyone who participated in the raffle to benefit the SHRM Foundation during our June meeting. Your donations raised more than \$200 to help the Foundation provide research to HR Professionals and scholarships to the next generation of HR. Congratulations to the raffle winners. Enjoy the Chicago White Sox game in September!

Recent Events: More than 400 HR Practitioners from throughout Illinois attended the 10th Annual Illinois State SHRM Conference June 23rd and 24th. The conference provided up to 10 hours of recertification credit pre-approved by the Human Resource Certification Institute. To wrap up the conference, John Jorgensen, Illinois State Council Director announced that next year's conference will be in our own backyard at the Doubletree Hotel in Oak Brook. Watch for more information early in 2010.

Member Appreciation: Save the date of September 22, 2009 for our annual member appreciation night at Pompeii restaurant on Butterfield. The evening will include appetizers, beverages, and networking. Watch for your e-mail invitation or register online at www.hraoakbrook.org. Attendance is free for HRA members. There is a fee for non-members and guests.

Upcoming Professional Development: After our September Member Appreciation meeting, our professional development sessions begin again in earnest. In October, James Summers will moderate a panel discussion about the current best practices surrounding diversity. In November, Scott Leuchter from Crowe Horwath will help us uncover the things we can each do to identify and improve employee engagement, and in December, John Bloomberg will discuss how re-aligning our core personal values can increase our ability to succeed.

I look forward to seeing you at one of our next meetings. Please make sure to introduce yourself!

Greg Vos
HRA of Greater Oak Brook
President



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THE HERALD

YOU ARE INVITED

September Member Appreciation Event

HRA invites you to our annual membership appreciation event for an evening of food, fun and networking! Meet and network in a friendly atmosphere. Mark you calendar now!

DATE: Tuesday, September 22, 2009
TIME: 5:00 pm - 8:00 pm
TOPIC: Member Appreciation Night (Networking Event)
LOCATION: Pompei Italian Restaurant
 17W744 22nd Street,
 Oakbrook Terrace, IL 60181
 Tel: 630-620-0600
 Fax: 630-620-7160

Hors d'oeuvres and Cocktails (2 Drinks included, then open bar available)

FEES: COMPLIMENTARY FOR HRA MEMBERS AND STUDENTS
\$25 FOR GUESTS (NON-MEMBERS)

To register www.hraoakbrook.org

Event Sponsors:



Intelius Screening Solutions provides on-demand employment and drug screening solutions to small and medium-sized businesses (SMBs). We help SMBs lower cost, increase efficiency and reduce risk by delivering affordable and highly customizable solutions that are fully-integrated with other on-demand HR business applications from leading solution providers including: Taleo Business Edition, eScreen, and KMS Software Company. For more information call Ron Steinman at 773-360-7403 or email at rsteinman@intelius.com



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Please contact Greg Stobbe, J.D., SPHR, Principal Consultant for HRadvantage, at 847-904-1258 or greg.stobbe@hradv.com for more information.

Remember to check out HRA's Job Mart.
Visit www.hraoakbrook.org for more information!



SHRM Foundation News July/August 2009



Graduate Programs Directory

If you are thinking about getting your master's degree, or if your company is looking for opportunities for recruitment, the SHRM Foundation's Graduate Programs Directory can help. The SHRM Foundation offers an online, comprehensive directory of close to 200 master's degree programs in human resource management, HRD, I/O

psychology, and more. The directory provides information on programs of study, location, curriculum, tuition, student demographics, and more. Full-time, part-time, online and distance learning programs are included. Access to the online directory is free to SHRM members; visit the SHRM Foundation website. www.shrm.org/foundation.

Student Scholarships

The SHRM Foundation supports the development of future HR leaders through a \$50,000 academic and certification (PHR/GPHR) scholarship program for SHRM student members. Ten undergraduate awards (\$2,500 each), four graduate awards (\$5,000 each) and ten certification scholarships (\$500 each) are available. Only national SHRM student members are eligible to apply for these scholarships and the application deadline is October 15, 2009. In addition, the SHRM Foundation recognizes the important work of SHRM chapter advisors by supporting the annual Advisor of the Year Award. The SHRM Foundation also partners with the HR Division of the Academy of Management to present four \$5,000 awards to support the dissertation research of promising doctoral candidates. For more information on these and other SHRM Foundation-sponsored awards and scholarships, visit the SHRM website. www.shrm.org/foundation/educationgrants.asp.

HRA JOB MART

Does your organization have an opening for a human resource professional? Remember HRA members can post openings for free

on our Job Mart. Non-members can post for 30 days for the low fee of \$20. In addition, individuals in transition can post their interest and availability on HRA's Job Mart. Check it out at www.hraoakbrook.org!

HR Technology® Conference & Exposition

Register today for the 12th Annual HR Technology® Conference & Exposition at McCormick Place in Chicago, Sept. 30 - Oct. 2, 2009 and see why Workday and PeopleSoft founder Dave Duffield calls it, "The world's best conference on HR technology." HRA Members of Greater Oakbrook save \$300.00 when registering before Sept. 18 with Source Code GOB at www.HRTechnologyConference.com or by calling 1-800-727-1227.

This year, the #1 technology event in the world is adjusting to HR's new reality by helping you learn what the smartest leaders are doing: finding better ways to work with what you have and improving processes that will eventually help your organization. Plus, get the latest solutions for Talent Management, Web 2.0, Workforce applications, HCM, Portals, Recruiting, and more! And visit the world's largest Expo Hall, featuring more than 200 vendors of HR products and services! Join your colleagues at HR Technology®, Sept. 30 - Oct. 2 in Chicago. View the full agenda and register today at <http://www.HRTechnologyConference.com>.



Welcome NEW MEMBERS

Scott Anderson

Mark Avallone

Carol Garner

Kathy Kompare

Financial Education

Matt Kerr

Susan Scheibenreif

Waters Edge Coaching

Heartland Institute of

Financial Education

SSP BPI Group

True Value Company

Are You In a Job Transition and a Member of SHRM?

Don't let your SHRM membership lapse. Visit the link below and find out how you can maintain the benefits of your SHRM membership. www.shrm.org/about/membership/transitioning/Pages/default.aspx

Not a Society of Human Resources Management (SHRM) member?

HRA members (Chapter #0212) realize the benefits of belonging to both their local chapter and SHRM. The value-added services and resources provide the total professional approach for staying current on HR issues.

SHRM is dedicated to the concept of teamwork – the chapters and SHRM working as a team to reinforce our commitment to our members and to the human resource management profession.

SHRM membership will provide you with all of the resources and up-to-date information you need to stay at the forefront of the human resource management profession.

Visit the link to find out more about becoming a member: www.shrm.org/about/membership/Pages/default.aspx

ILLINOIS STATE COUNCIL OF SHRM
PROUDLY ANNOUNCES OUR INAUGURAL EDITION OF THE ISC-SHRM NEWSLETTER

http://www.illinoisshrm.org/upload/ISC-SHRM_News_Summer_2009.pdf

Supreme Court Rules for White Firefighters in Bias Claim

By Neil H. Dishman, Jackson Lewis LLP

In a much-awaited decision issued on its last day in session, the U.S. Supreme Court ruled that the City of New Haven, Connecticut improperly discriminated on the basis of race when it refused to certify the results of a promotional test on which white and Hispanic firefighters outperformed their black colleagues. *Ricci v. DeStefano*, Nos. 07-1428 & 08-328 (June 29, 2009). A 5-4 majority of the Court rejected the City's argument that it disregarded the test results to avoid violating Title VII's disparate-impact provisions.

The City of New Haven's Fire Department contracted with a vendor to develop promotional examinations to fill lieutenant and captain positions. Of the 77 candidates who took the examination for promotion to 8 lieutenant vacancies, all of the top 10 scorers were white. Of the 41 candidates who took the examination for promotion to 7 captain vacancies, the top 9 scorers were 7 whites and 2 Hispanics. City regulations known as the "rule of three" require that once test results are "certified," the Fire Department must promote applicants with the top three scores – which here would have meant that zero black firefighters who took the exams would be promoted. The City's independent exam review board held hearings to consider the possibility that the tests were racially biased based on the disproportionately low number of minority candidates that passed the exams. Ultimately, the City declined to certify the test results.

Seventeen white firefighters and one Hispanic firefighter filed a lawsuit in federal court, asserting that by throwing out the test results, the City violated Title VII's prohibition against disparate treatment based on race, as well as the Equal Protection Clause of the U.S. Constitution. The City argued that its refusal to certify the results was permissible because it could not make promotion decisions based on a test that has a racially disparate impact. In essence, the City argued that had it not refused to certify the results, it would have faced exposure under Title VII from a lawsuit brought by the lower-scoring minority applicants.

The Supreme Court disagreed. "Fear of litigation alone cannot justify an employer's reliance on race to the detriment of individuals who passed the examinations and qualified for promotions," Justice Kennedy wrote. However, the Court also rejected the plaintiffs' suggestion that employers should be required to show that there is in fact a disparate-impact violation before scrapping test results, calling this approach "overly simplistic and too restrictive."

Instead, it established a "strong basis in evidence" standard to reconcile two competing provisions within Title VII prohibiting "disparate treatment" on the one hand, and "disparate impact," on the other. The Court held that "under Title VII, before an employer can engage in intentional discrimination for the asserted purpose of avoiding or remedying an unintentional

disparate impact, the employer must have a strong basis in evidence to believe it will be subject to disparate-impact liability if it fails to take the race-conscious, discriminatory action." The standard "leaves ample room for employers' voluntary compliance efforts," the Court said.

The City would only be liable for disparate impact, the Court explained, if the examinations were not job-related and consistent with business necessity or if there existed an equally effective and less-discriminatory alternative for selecting candidates for promotion. "[A] threshold showing of significant statistical disparity, ... and nothing more[,] is far from a strong basis in evidence that the City would have been liable under Title VII had it certified the results," Justice Kennedy wrote. According to the Court, the City of New Haven failed to demonstrate a strong basis in evidence that the promotion exams were not job-related and consistent with business necessity or that there was an equally valid, less-discriminatory alternative.

This decision will have a major effect on the use of testing in the workplace. Although this closely-watched case was brought against a public entity, the Court's decision on Title VII is also applicable to private employers.

HRA members who have questions on this new case or other areas of employment law can call the HRA Legal Hotline, free of charge, to receive legal information from HRA's Legislative Director, Neil H. Dishman, or one of Neil's colleagues at Jackson Lewis LLP, a national firm representing management exclusively in workplace law.

To use the hotline, call (312) 803-2530 to be connected to the front desk at Jackson Lewis LLP, and state that you are calling for the "HRA Hotline." The receptionist will take some basic information about you, your company, and your question, and then hang up with you. As soon as possible, Neil or one of his colleagues will call you back to discuss your question. In the vast majority of cases, someone will return your call on the same or next business day.

Please note that both the HRA Hotline and the above article are for informational purposes only, and not for the purpose of obtaining legal advice. Neither the HRA Hotline nor this article creates an attorney-client relationship between you and Jackson Lewis, and they are not a substitute for getting the advice of a retained attorney.

Legal Hotline
FREE EMPLOYMENT-LAW HOTLINE FOR HRA MEMBERS

Please note the new number for the Legal Hotline:
(312) 803-2530



P.O. Box 4793
 Oak Brook, Illinois 60522-4793
 www.hraoakbrook.org
 e-mail: hra@hraoakbrook.org



Since winning the 1995 Pinnacle Award, the Human Resource Association of Greater Oak Brook has been designated as a Superior Merit Chapter by the Society for Human Resource Management for years 1995 through 2008. We are well on our way to achieving this status for year 2009.

HRA is an affiliate of the Society for Human Resource Management (SHRM), Local Chapter #212. HRA's student chapter affiliation is with Elmhurst College in Elmhurst, Illinois, and is known as the Elmhurst College Human Resource Association (ECHRA), SHRM Student Chapter #5472. HRA membership is \$100 per year with a \$10 discount for SHRM members.

Schedule of Events

Human Resource Association of Greater Oak Brook
 The Lodge Hyatt Hotel, McDonald's Campus, 2815 Jorie Blvd., Oak Brook

Tuesday, September 22, 2009*
Membership Appreciation Event
 Complimentary for Members and Students
 Pompei Restaurant
 5:00 pm - 8:00 pm

Tuesday, October 13, 2009
Diversity Discussion Panel
 7:30 am - 9:30 am

Tuesday, November 10, 2009
Employee Engagement/Disengagement
 7:30 am - 9:30 am

INSIDE THE HRA

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 calendars now!



**HRA ACCEPTS
 CREDIT CARDS**



For Program Registration
 and Renewal Application

Please send your
 newsletter submissions to:

Cheryl Schilling via email at
cheryl.schilling@lionsclubs.org
 by the 15th of every month