

FALL 2006, VOLUME 16, ISSUE 1

A quarterly newsletter for the members and friends of the MetroWest Human Resource Management Association.

MISSION

The Metro West Human Resources Management Association provides Human Resources professionals and those individuals who perform human resources functions cost-effective and convenient opportunities to improve their knowledge and skills.

MetroWest Human Resource Management Association

West Central Professional Building
12 West Central Street
Natick, Massachusetts 01760

Phone: (508) 655-0608
Fax: (508) 650-9287
www.metrowesthrma.com

Corinne Schillin, Editor,
cschillin@yahoo.com

Affiliate of


PRESIDENT'S MESSAGE

Dear members and friends:

I hope your summer has been full of wonderful activities and that you are ready for the fall. We are beginning a new year of monthly meetings, networking, sharing ideas and experiences. At MWHRMA, we are setting up our full year's schedule and putting in place a new strategic plan that we worked on last spring.

One of the biggest things to happen is our new web site that will be up and running by September. I have previewed it and find it easy to navigate, easy to read and one place that you can keep up with the local and national Human Resource events.

We are about to put on a membership campaign with a goal of adding 20+ members. The more members that we have the better networking and programming we can have. We encourage you to talk to your friends in the Human Resource profession to come to one of our events and see what we are all about. Let Mike Sabin or me know so that we have enough food, materials and guest badge. The first meeting for a new person will be free.

We have an excellent schedule of events planned for this next year that will get into legal, legislative and Human Resource issues. Topics covered will range from Affirmative Action Programs, Immigration Law, Wage and Hour Issues, Internet Recruiting, Unemployment Insurance, Family Leave Act legislation and other issues. See the schedule later in this newsletter

I invite you to call me and let me know what you think about a meeting, speaker, or our programs. This organization wants to present a practical forum of the human resource issues you face each day. My telephone number is **508-966-0144**. I need your input. If you have seen any good presenters that could add to our programs, please let me know.

I attended the SHRM Tristate Conference this June, in Sturbridge. The conference was a great event with good breakout sessions, timely keynote addresses and excellent networking. Awhile back, I attended a SHRM event in San Francisco. A leading educator gave a luncheon keynote. He stated that over the years teaching on an undergraduate and graduate level, he had found that Human Resource Management could not really be taught. He stated "You learn Human Resources by experience and by sharing your experiences with others".

So I hope to see you at one of our monthly meetings. Say hi; let me know what you're interested in.

Thanks to the members of the board for their support and welcome to anyone who is interested in becoming more active at MWHRMA.

George Mullin

MWHRMA BOARD OF DIRECTORS

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Cambridge Management Services
gemullin@verizon.net

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Human Resource Partners, Inc.
ddavidson@hrpinc.net

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mlterry@modl.com

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FMG Financial Services
astone@fmgfinancialservices.com

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kmmahoney@macro-dynamics.com

Mike Sabin, **Administrator**
Bay State Advisors, Inc.
mwhradmin@netzero.net

Bob Murphy, **Past Chair (Ex-Officio)**
Human Resource Partners, Inc
bmurphy@HRPinc.net

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cschillin@yahoo.com

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FEATURED ARTICLE from ALEXANDER HAMILTON INSTITUTE

"Googling" Applicants: Worth the Facts or Waste of Fiction?

Like many employers, you may supplement your usual background-checking procedures by searching the Internet for additional information on applicants. Not by signing up for an online background-checking service, but by using Google and other notable websites. There is no case law saying this practice is illegal yet. But there is plenty of debate over whether it is legal and ethical.

It's Not Illegal, But...

If you regularly rely on Google results to supplement résumé, interview, and application information, be aware of these legal issues that may crop up in the process.

Privacy

An applicant may claim you invaded his/her privacy when you question him/her about something questionable you found on the Internet. However, any information posted on the Internet is in the public domain, so an applicant who maintains a social networking website profile, a blog, or any other Web posting should not have a reasonable expectation of privacy. It is the applicant's responsibility to better represent him/herself on the Internet.

Discrimination

Keep in mind that you may come across information you would not solicit on an employment application or see on a résumé, such as age, religious affiliation, or military service. Disregard such protected characteristics in your decision-making process. Otherwise, you risk the applicant claiming he/she was rejected based on your knowledge of that protected criteria.

(continued next page)

2006-2007 MWHRMA MEETING SCHEDULE

SEPTEMBER 19, 2006

**Annual Meeting
Unemployment Insurance**

Mike Sabin
mikesabin@rcn.com

OCTOBER 17, 2006

Workforce Training Grants

NOVEMBER 14, 2006

**Immigration Law, Visa
Requirements**

DECEMBER 12, 2006

Affirmative Action Update

JANUARY 9, 2007

Current Legislation Update

FEBRUARY 13, 2007

**Family and Medical Leave Act:
Legal Interpretations**

MARCH 13, 2007

Fair Labor Standards Act Review

APRIL 10, 2007

Creative Internet Recruiting

MAY 8, 2007

**How to Prepare a Successful
Workforce Training Grant**

JUNE 12, 2007

Employment Law Update

FEATURED ARTICLE from ALEXANDER HAMILTON INSTITUTE

"Googling" Applicants: Worth the Facts or Waste of Fiction?

(continued from previous page)

Keep the following in mind the next time you Google an applicant's name.

- There could be others with the same name, making it difficult to determine which information applies to your applicant.
- The person's name could also be a verb (or noun, adjective, etc.), which will yield too many results to weed through. *Examples:* Stone, Cook, Gray.
- Anyone can post to a website using someone else's name. A person who wants to post anonymously might make up a name that is the same as your applicant's, whether intentionally or not.
- The information is trivial, has no bearing on the individual as an employee, or is outdated. You may get a lot of hits that have nothing to do with the individual's qualifications, such as his/her high school track record.

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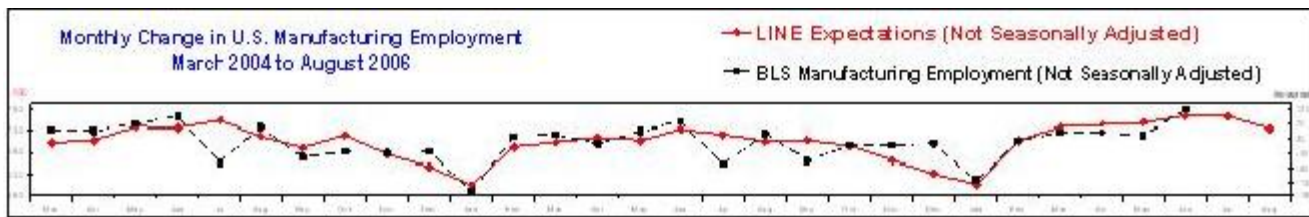
NEWS FROM SHRM

Most Employers Plan to Hire for New Positions in August

August Job Outlook Lower Than July, Stronger Than August 2005

(Alexandria, Va., July 25, 2006)The U.S. job market will continue to expand in August with 53.5 percent of manufacturers and 58 percent of service-sector employers planning to hire. The findings are reported in the August report of the Leading Indicator of National Employment (LINE), a collaborative effort between the Society for Human Resource Management (SHRM) and the Rutgers University School of Management and Labor Relations.

Consistent with the usual seasonality patterns, the employment expectations index declined from July through August, but remained substantially above the August 2005 level. Measured against other leading indicators, LINE provides an accurate, early indication of the job market. The indicator reports on four employment measures: job expectations, job vacancies, new-hire compensation and recruitment difficulty. The figure below shows how LINE, in red, has correlated with the Bureau of Labor Statistics numbers, which come out five weeks later.



Manufacturing

The employment expectations for August continue to expand and are substantially better than in August 2005. LINE's additional measures reinforce the fact that there remains a strong demand for skilled workers. HR professionals appear to be making some progress in filling vacant positions, but continue to have challenges finding highly qualified individuals. However, few employers are increasing new-hire compensation. To view the full manufacturing report visit www.shrm.org/LINE.

Service

The percentage of service-sector employers planning to expand their workforce in August remains relatively unchanged from July. Like manufacturing, service employers made progress in filling vacant positions in the last month, despite difficulty finding qualified candidates. While employers expressed little pressure to increase new-hire wages, nearly all service-sector employers and manufacturers indicated no push to decrease new-hire compensation either. To view the full service-sector report visit www.shrm.org/LINE.

LINE is an economic indicator that identifies early economic trends and changes in the national job market by surveying human resource (HR) executives at manufacturing and service-sector firms.

The indicator is released at 8:30 am ET on the fourth Tuesday of each month.

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MWHRMA FOR YOU

This page is about you, our members at MWHRMA.

We want to hear from you.

Please send your notices or updates to Corinne - cschillin@yahoo.com or Bob Murphy - bmurphy@HRPinc.net

Questions or Comments

Call George Mullin, President
508-966-0144
gemullin@verizon.net

Web Site of the Month World at Work

The Association of Total Rewards
Connecting Employee Engagement to
Business Performance
www.worldatwork.org

Meeting of Interest MetroWest Chamber of Commerce

Networking Breakfast
September 8, 2006

7:15 a.m. to 9:00 a.m.

Crowne Plaza - Natick
1360 Worcester Street
Natick, MA 01760

(508) 879-5600

<http://www.metrowest.org>

Member News

Corinne Schillin, editor of the MWHRMA newsletter, traveled to Paris this summer. In trying to set up an appointment with a customer, she discovered that the French get 6 weeks vacation per year and use every bit of it.

SPOTLIGHT ON OUR MEMBERS

GEORGE MULLIN TO PRESENT AT CONFERENCE

George has been invited to do two one-hour sessions for the Productivity Institute, a think-tank group in Washington, at a conference in Chicago in November. The program George will be doing is part of a two-day session called HR Measures, Metrics and Analysis for the Private Sector.

George has been an HR consultant for 39 years and is currently Chairman/President of MWHRMA. He is one of the principals of Cambridge Management Services. His interests are in general HR, training and compensation.

BOB MURPHY RECOMMENDS SBANE FOR CEOS

Bob Murphy along with his involvement with the MWHRMA is also actively involved with the **Smaller Business Association of New England (SBANE)**. He is a Chairman of their Dialog program. If your CEO or any other key person in your company would like the chance to sit with peers once a month to discuss their own business issues, SBANE has a Dialog program for CEOs and one for Key People. The Dialog program is over 25 years old and has helped thousands of CEOs get new perspectives for their business. Each year 80 -100 CEOs participate. If you know of anyone who would like to spend 3 hours a month talking in total confidentiality with a group of 10 peers, contact Bob bmurphy@HRPinc.net or call him at **508.653.0522**. SBANE's Dialog program starts in September. Bob says that you could be the hero that brings the boss an answer to real but unarticulated needs. Maybe you'd like to go yourself

Bob has been an HR professional for over 30 years. He founded Human Resource Partners in 1992 where he is today, as consultant to CEOs. He has been on the Board of MWHRMA for 13 years, 6 of which as President/Chairman.

ALISA STONE JOINS THE MWHRMA BOARD

Alisa Stone has joined the MWHRMA Board as Secretary. Alisa has spent 20 years as a Human Resources professional both in California and in Massachusetts. She is currently Human Resources Account Manager/Coach at FMG Financial Services, Inc. She has a special interest in mentoring new generalist HR professionals

MARC TERRY BECOMES A FATHER

Marc Terry became a new father over the summer. He is proud to introduce his son, Matthew Edward, born on June 15th 2006, weighing 9 lbs, 11 oz.

Marc is currently Vice President of MWHRMA. He is an employment lawyer at the firm of Mirick O'Connell.

MWHRMA MEETING - TUESDAY, SEPTEMBER 19, 2006
SPEAKER**Mike Sabin****President, Bay State Advisors, Inc.****Consultants for Employee Relations and Unemployment Cost Control****LOCATION**

**Clark University Graduate Management Center,
1671 Worcester Rd. (Route 9 next to the Sheraton Tara)
Framingham, MA 01702**

7:45 a.m. – 8:05 a.m. Registration, Continental Breakfast and Networking

8:05 a.m. – 9:35 a.m. Meeting

Winning Strategies for Reducing Your Company's Unemployment Costs

Mike will discuss the business requirements imposed by the Unemployment Insurance Law: who is considered an employer, who is considered an employee, how the unemployment insurance tax system works, how the merit rating system works – all to help us become better strategic business partners.

Perhaps the most important part of the presentation will focus on what we as HR Professionals can do to reduce the cost of unemployment insurance which now varies from \$156.80 to \$1,534.40 per employee annually. Mike will review how the Division of Unemployment Assistance views deliberate and willful misconduct, intentional violations of company policy or rules, voluntary terminations, inability to meet performance standards, suspensions, part-time work and separation pay. How well we structure our employee relations activities to comply with these legal and regulatory requirements directly impacts our company's unemployment insurance costs.

Mike has over 30 years of multi-state experience helping employers reduce unemployment insurance costs. He is responsible for gaining several precedent-setting hearing decisions as well as legislative successes which have saved Massachusetts employers over \$70 million to date. He has also served the HR community as president and chair of MWHRMA. Mike also serves as the SHRM State Legislative Affairs Director and member of the SHRM State Council.

2006 - 2007 MWHRMA MEETING SCHEDULE

Please register no later than noon on the preceding Thursday.

Phone: (508) 655-0808 12 West Central St., Natick, MA 01760 mwhradmin@netzero.net

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Unemployment Insurance Update

OCTOBER 17, 2006
Exploring the World of Workforce Training Grants

NOVEMBER 14, 2006
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