

**October EIHRA Mini-Conference**

For the October EIHRA meeting we will be having a mini conference covering "What All Employers Should Know About the Employee Free Choice Act". Terry W. Dawson, a partner at Barnes & Thornburg LLP, will be the presenter covering topics including:

1. The Employee Free Choice Act: Radical change on the way?
2. The nuts and bolts: What EFCA says and the risks for employers.
3. Will it pass? Latest legislative update.
4. What should you be doing now to prepare yourself and your workforce?

Other legislative updates will be discussed as well.

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**Upcoming  
Meetings**

**October 13, 2009  
Mini-Conference**

7:30 AM: Registration  
8:00 - 10:00 AM: Presentation  
10:00 - 10:30 AM: Break,  
Vendors  
10:30 - 11:30 AM: Presentation  
11:30 AM - 1:00 PM: Lunch,  
Vendors and Networking  
Cost: \$30.00 per person  
Where: Ivy Tech, McDaniel  
Hall 2357 Chester Boulevard

**Next Month's Chapter Meeting**

November 10, 2009  
Topic: TBD  
MCL Cafeteria



**Happy Birthday!**

Terry Lainhart - October 5  
Dianne Chandler -  
October 7  
Gina Ruffcorn - October 20  
Scott Rauch - October 24  
Shelly Wolfal - October 25

## Speaker Spotlight

Our presenter for the October mini conference is Terry W. Dawson. Mr. Dawson is a partner in Barnes & Thornburg LLP's Indianapolis, Indiana office and is a member of the firm's Labor and Employment Law Department. Mr. Dawson's practice encompasses a wide variety of areas and issues employers face in today's economy, including federal and state court litigation; representation in arbitration and before federal and state agencies such as the National Labor Relations Board, the Equal Employment Opportunity Commission, the Indiana Civil Rights Commission, the Occupational Safety and Health Administration, and the Department of Labor; drafting documents necessary to the employment relationship, such as employee handbooks and contracts; supervisor training; union avoidance; and counseling regarding everyday matters faced by clients in Indiana and across the nation. He also assists employers in collective bargaining negotiations and in resisting union organizing attempts. Mr. Dawson represents clients in both the private and public sectors and has assisted several Indiana counties in preparing employment policies to comply with federal and state regulations.

Mr. Dawson has participated in numerous seminars and workshops on topics ranging from compliance with the Americans with Disabilities Act and the Family and Medical Leave Act, workplace violence issues, union avoidance, sexual harassment and litigation avoidance, to improving supervisory and management skills.

Mr. Dawson earned his B.S. from Indiana State University and received his J.D. from Southern Illinois University in Carbondale. Mr. Dawson is admitted to practice in the U.S. District Courts for the Northern and Southern Districts of Indiana, as well as in the U.S. Court of Appeals for the Second and Seventh Circuits.

## Wrap up of the 2009 Indiana State Human Resources Conference

Indianapolis was the site of the 2009 state HR conferences with just over 1000 HR professionals in attendance, including about a dozen from EIHRA. It was three days packed with opportunities to learn more about HR topics from some really excellent speakers, meet HR practitioners from around the state, network, and visit the marketplace. This year's theme was "Where in the world is Human Resources?" and I think the answer is "everywhere"! The variety of educational programs ranged from legal updates to strategic planning to compensation and benefits information to motivational topics, and offered 18.5 hours of credit for PHR and SPHR recertification. The biggest challenge was in deciding which programs to attend to get the most for your conference experience.

The opening keynote speaker was Dan Thurman of Motivation Works who encouraged us to stop trying to live our lives "on balance" and start living it "on purpose". His presentation was interspersed with gymnastics and juggling, which really woke us up on Tuesday morning. The closing presentation by Dr. Marshall Goldsmith was a fun, uplifting look at mentoring and how it can improve our organizations.

In today's economic climate, an almost-local conference of this caliber in Indy was an excellent investment and we hope you will take advantage of this opportunity in 2010.

## Thank You!!!!

The EIHRA would like to thank the following members and community participants who assisted with the revision of the Wage and Benefit Survey in preparation for the distribution to Wayne County Employers.

Beth Brittenham—First Bank Richmond

Gina Ruffcorn and Tim Loyd—Dot Foods

Loralie Helbock—Sally Beauty Supply

Rachel Hughes—Wayne County Foundation

Darla Randall –Birth to Five

Laura Kehlenbrink—Morrison Reeves Library

Scott Rauch and Angie Anderson—Reid Hospital and Health Care

Dianne Chandler—IU East

## EIHRA is now on LinkedIn!!!!

Did you hear ... the EIHRA is LinkedIn ([www.linkedin.com](http://www.linkedin.com)) to one of the most common social networking sites?

Becoming a member of the EIHRA LinkedIn Group allows you to establish new business relationships and ask/answer questions. Also, the EIHRA will use LinkedIn to:

- Promote meetings or conferences using the "events" tab
- Recognize speakers and sponsors
- Announce deadlines for awards, scholarships and certification
- Share information about recertification, diversity, etc.
- Inform readers about pending legislation, new legislation and grassroots efforts

If you are a member of the professional networking site LinkedIn, please check out the EIHRA group.

## Bring a Friend

The board recently approved the motion to allow prospective EIHRA members to attend monthly program/chapter meetings (not workshops) for the first time at no cost. If you know of someone who may be interested in becoming a member and they would like to check out a meeting, please contact one of the EIHRA board members.

## Support Your Chapter, Order a Shirt . . .

The EIHRA has a shirt for our chapter. The Board is offering the shirts to our EIHRA Members at a discounted price of \$15.00 each. They are Burgundy Easy Care Woven 55/45 cotton/poly blend shirts with our logo in Khaki. The men's is long sleeve and the ladies is a ¾ sleeve. We are currently taking orders for the EIHRA Shirts. Any member can order shirts by completing the order form and sending it to Dottie Cox. Order forms will be available at the meetings and can be e-mailed to members.

Contact:

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