

Winter, a Staffing Nightmare???

By Lisa Hammond—Past Board President

As I sit here writing this, I am looking out my office window watching the beautiful white flakes fall from the sky, heavily!! Of the 50 days of winter so far, I think 49 of them have had some form of weather related issues attached to them. Of course, this is a bit of an overstatement, but you get the picture. In all seriousness, this winter has been extremely hard for employees out there. Business still have to be open, employees still have to work, and these weather conditions have made it difficult if not impossible some days to get this accomplished. I have just a few observations about employees and how they deal with these challenging situations. As I was thinking of these employees, I thought all employers must be having similar experiences, so I felt compelled to share. First of all, there are those employees who will drive 60 miles to get to work (even if it is in a tank). Without these employees we would all be suffering terribly. Oh yes also a big sigh of relief to those employees



that would work 80 hours in a row so that no one else is out driving in those conditions. Again, these are the employees that make it possible to stay in business. I can not forget those employees that may not have far to go, or could even walk to work, the fact that they show up, when in fact they could easily

Michael Whitmore - March 19th Meeting

Compliance Assistance Specialist OSHA

Do you ever wonder how you can get an update on OSHA trends? Well here is your chance. Join us as we are updated on the latest news

and trends from OSHA, presented by Michael Whitmore, a Compliance Assistance Specialist with OSHA.

Michael will discuss Iowa OSHA's emphasis programs for the 2008 year. Included will be updates about the local area office activities, discussion

Inside this issue:

<i>Winter Staffing</i>	<i>1</i>
<i>Michael</i>	<i>1</i>
<i>Whitmore speaks</i>	
<i>Whitmore cont</i>	<i>2</i>
<i>HRCI Cert. News</i>	<i>2</i>
<i>Winter cont</i>	<i>3</i>
<i>Donna Tyson</i>	<i>3</i>
<i>Get to Know Your Board</i>	<i>4</i>
<i>2008 Meeting Schedule</i>	<i>4</i>

Special points of interest:

- Page 4— list of meetings for the upcoming year.*
- Contact us—how to reach GHRA*



Michael Whitmore cont...

on OSHA's "Top Ten" most frequently cited violations and how to do to prepare for an OSHA inspection.

Michael worked at the Maytag plant in Newton IA and is a journeyman electrician by trade. In 1995 he was appointed to the

International Health and Safety Department for the United Auto Workers union in Detroit Mi. During this time Michael worked 50% of the time doing audits at UAW facilities and the rest of the time work-

ing in the Maytag plant. He has served 2 terms on Governor Vilsack's Health and Safety Advisory Board and has been with Iowa OSHA for 3 years, starting as a Safety Consultant until ac-

www.osha.gov

Tell Us What Inspired You to Go into HR

What led to your current position in the Human Resource field? GHRA would like to know for the next newsletter. Please submit your replies to ghra52732@yahoo.com by May 31, 2008 along with a phone number or email address where you can be reached.

HRCI (Human Resource Certification Institute)

The Human Resource Certification Institute (HRCI) is the leading independent, internationally recognized certifying body for the HR profes-

sion. HRCI certifications require professionals to demonstrate their expertise in the core principles of HR practice and the application of those principles. HRCI's

three core certifications meet the needs of nearly every HR professional.

The regular deadline date for the May/June testing window is approaching quickly. In order to avoid the \$50 late fee, your application must be submitted online or postmarked by 11:59 pm EST on 3/14/08. Applications received after this time but prior to the late deadline date of 4/18/08 will be charged the \$50 late fee.

Learn more at <http://www.hrci.org/>

Winter - cont.

say they were unable to, well they are just great too! It amazes me when the first reports of bad weather start to come out, how it is these employees that let you know up front what they can do for your business. Maybe it helps that we are in a service business, our employees tend to be helper and givers anyhow. Regardless, they have coverage's figured out before

it ever becomes an issue. So I just want to say a big thanks to all those employees out there, your dedication is appreciated more than you may realize. Hopefully this reminds all other employers to go back and look at your own employees and what they do to keep that business open and productive on days like these!



Donna Tyson visits Clinton

Donna Tyson, motivational speaker and author of the children's book "The Red Bow" visited Clinton on February 15th presenting her ideas of how to stay motivated and recharge your battery to a group at the Graphic Arts & Technology Center sponsored by Clausen Company. This is the second visit Donna has made to Clinton and once again, was

very well received. Donna, who hales from South Carolina travels throughout the country and has provided knowledge and inspiration to such organizations as SHRM, AARP, MCI, the both the Departments of the Army and Navy. Donna's high energy and positive attitude are contagious. She spoke to the



Donna R. Tyson

crowd of about 60 on how to keep a positive attitude, "refilling your sponge" and staying energized. Donna's presentation was so well received that an attendee has booked her to return in the very near future for a private speaking engagement.

"When we cannot change other people and circumstances in our lives, we CAN change our attitude and actions" Donna Tyson

Do you have questions, suggestions or an article you want published?

Email us at
ghra52732@yahoo.com

www.ghra.net



Teri Drury is a busy lady. Employed with All-Star Staffing for four years as an HR Representative. Teri manages to work full time, juggle school and sports schedules for her children, participate in several business organizations and still finds time to serve as your board president. Teri, a mother of three, Alexis, age 13, Garrett, age 6 and Logan, age 4 and her husband Ben Drury, reside in Miles, IA. It is not uncommon to find Teri on the road to work as early as 4am. She seems to be an endless source of energy and motivation and can be credited with keeping the staff at AllStar inspired by her positive attitude. Thank you Teri for all you do!



Teri Drury
GHRA President

GATEWAY HUMAN RESOURCE ASSOCIATION

2008 MEETING SCHEDULE

February 20

Lisa Charnitz, President Iowa SHRM

Growing Performance Management Tools

March 19

Michael Whitmore, Compliance Assistance Specialist IOSHA

OSHA Updates and Trends

April 16

Dr. Todd Slattery, ART Chiropractic Center

Preventing Injury through Education

May 21

Bridgeview Mental Health
Stress in the Workplace

June 18

Dan Anderson, Chief Administrative Law Judge- IWD

Unemployment Laws Update

July- August

Summer Break

September 17

Linda Rubey, MRA

Energizing Employees

October 15

½ day Symposium

November 19

Craig Immerfall – Iowa Workforce Development

Job Descriptions: Why They are Needed & How to Write Them



December 17

Christmas Luncheon

Meeting schedule is subject to change, please read your monthly meeting notice to be sure you are current on the speaker and topic being presented.