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**REGISTER
NOW FOR
THE 2006
U.P.
Fall Forum:
HUMAN
RESOURCES,
TRAINING
and
WELLNESS**

**See You in
October!**

2006 U.P. Fall Forum: Human Resources, Training and Wellness

October 20, 2006
8:15 a.m.—4:00 p.m.

Don H. Bottum University Center
Northern Michigan University
1401 Presque Isle, Marquette, Michigan
<http://www.nmu.edu/campusmap/>



Upper Peninsula
Human Resources Association
<http://www.uphra.org>



...Networking the U.P.

Superiorland Chapter
of Human Resource Professionals
<http://jobsearch.nmu.edu/schrp>

AFFILIATE OF



<http://www.uptrainingnetwork.com>



**WELCOME TO THE 2006 U. P. FALL FORUM:
HUMAN RESOURCES, TRAINING AND WELLNESS**

On behalf of Superiorland Chapter of Human Resource Professionals, U.P. Human Resource Association, U.P. Training Network, and the Wellness Council of the Upper Peninsula, we are pleased to present the **2006 U.P. Fall Forum: Human Resources, Training and Wellness**, to be held on October 20, 2006, at the Don H. Bottum University Center on Northern Michigan University's campus.

This Fall Forum, the 4th annual, is jam-packed with information needed by any size organization. Sessions range from health and safety, legal, and human resources, to leadership training and more. This year's keynote is provided by a speaker of national recognition.

You'll also enjoy lunch with meteorologist and local personality Karl Bohnek. The weather has been Karl's life, and his presentation covers the lore and the facts of weather in our peninsula.

We think you'll find this year's Forum to be your best training and networking opportunity of the year. You'll find outstanding speakers, a wealth of vendors, and plenty of prize drawings to hold your interest.

Plan now to attend — it's an event you can't afford to miss!

Guy St. Germain, Forum Planning Chair

Jeannette Lockman, SPHR, President, Superiorland Chapter of Human Resource Professionals, affiliate of SHRM

Philip Creech, President, Upper Peninsula Human Resource Association

Bill Fink, U.P. Training Network Steering Committee

Kelly Rumpf, WELCUP Executive Director

Superiorland Chapter of Human Resource Professionals

SCHRP, an affiliate of the Society of Human Resource Management (SHRM), was formed in May 2002, to provide personal and professional development for HR professionals and to enhance human resource management in the public and private sectors of the region. Meetings are held four times a year. Contact Susan MacGregor at 906-228-0001 for more information.

Upper Peninsula Human Resource Association

UPHRA began in 1969 and has grown into the largest network of human resource practitioners in the Upper Peninsula. Meetings are held four times a year. Membership is open to anyone with an interest or professional responsibilities in one or more areas of human resource management. Contact John Greenberg at 906-225-8165 for more information.

Upper Peninsula Training Network

UPTN is a networking organization for those who train and those who need training. UPTN concentrates on these four areas: providing networking for those who train; providing networking for those who need training services; providing training for those who train; and providing training for those who use training services. UPTN is in the process of becoming a chapter of the American Society for Training and Development. Contact Bill Fink at 906-370-9597 for more information.

Wellness Council of the Upper Peninsula

WELCUP is a non-profit organization committed to devoting resources to the promotion of wellness in the Upper Peninsula and Northeastern Wisconsin worksites and community organizations. WELCUP teaches U.P. residents about the health benefits of exercise and encourages active involvement in fitness programs. Contact Kelly Rumpf at 906-779-7234 for more information.

**2006 HR, TRAINING & WELLNESS FORUM
REGISTRATION FORM**

Please return by Friday, September 22, 2006, to Susan MacGregor, Attorney, c/o 220 W. Washington St., Suite 500, Marquette, MI 49855 or FAX: (906) 228-0003.

Name _____

Title _____

Organization _____

Address _____

Phone _____ Email _____

Please circle your choice of breakout sessions:

10:35-11:30:	(A-1)	(A-2)	(A-3)
11:35-12:30:	(B-1)	(B-2)	(B-3)
1:35- 2:30:	(C-1)	(C-2)	(C-3)
3:05- 4:00:	(D-1)	(D-2)	(D-3)

Please circle your luncheon choice:

- Boneless Breast of Chicken with wild rice and vegetable
- Fresh White Fish with potatoes and vegetable
- Vegetable Lasagna with tossed salad

Registration Fee (Includes Lunch)

Please Make Check Payable to SCHRP Forum

- In Advance \$40 Members / \$50 Non-Members
- At the door \$50 Members / \$60 Non-Members
- Students \$10

2006 HR, TRAINING & WELLNESS FORUM AGENDA

- 8:15- 8:45 Registration
- 8:45- 9:00 **Opening Remarks: Forum Planning
Chair, Guy St. Germain, UPHRA Board**
- 9:00-10:00 **Keynote Address — Steven Aldana, Ph.D.
“If Worksite Health Promotion Programs are so Cost
Effective, Why Aren’t There More of Them?”**
- 10:00-10:30 BREAK: Visit Vendors / Networking / Drawings
- 10:35-11:30 Concurrent Sessions: A-1, A-2, A-3
- 11:35-12:30 Concurrent Sessions: B-1, B-2, B-3
- 12:30- 1:30 **Lunch with featured guest Karl Bohnak of
WLUC-TV 6, author of “So Cold A Sky”**
- 1:35- 2:30 Concurrent Sessions: C-1, C-2, C-3
- 2:30- 3:00 BREAK: Visit Vendors / Networking / Drawings
- 3:05- 4:00 Concurrent Sessions: D-1, D-2, D-3

Please Note: Hotel discounts are available to participants at

Holiday Inn, \$82.00, (906) 225-1351 or Landmark Inn, \$104.00, (906) 228-2580 or 888-752-6362

Reservations must be made by September 28, 2006 at the Holiday Inn. Reservations at the Landmark Inn must be made at least 30 days in advance.



Of Special Interest to Participants:

This program has been approved for 6 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

SPECIAL THANKS TO OUR SPONSORS

These partners provided major financial support to the Forum:

Blue Cross Blue Shield of Michigan
Chip In Island Resort & Casino
Cleveland-Cliffs Michigan Operations
Michigan Works!
Northern Michigan University Bookstore
Society for Human Resource Management

PARTICIPATING VENDORS

These organizations will be available in the vendor area:

Blue Cross Blue Shield of Michigan
Boomerang Marketing
Champion Enterprizes, Nikken Wellness Consultant
Concerned Associates/EAP
Employee Benefits Agency, Inc.
4-Safety
Hetrick & Associates/ProComp Systems
Kitch, Drutchas, Wagner, Valitutti & Sherbrook
Marquette General Health System
Michigan Works!
Nicolet Staffing Services
Pro Serv, Inc.
Superiorland Chapter of HR Professionals
U.P. Human Resource Association
U.P. Office Solutions
Wellness Council of the Upper Peninsula

FORUM HIGHLIGHTS

KEYNOTE SPEAKER

Steven G. Aldana, Ph.D.

“If Worksite Health Promotion Programs are so Cost Effective, Why Aren’t There More of Them?”

Dozens of scientific research articles have evaluated the cost/benefit of worksite health promotion programs. Most show a positive return on investment. Yet, most companies are still hesitant to spend any money on employee health promotion efforts. Is this evidence any good? Why do most programs still struggle to get funding and support? What does it take to get management to support employee health promotion programs?

Steven G. Aldana, Ph.D., is with the Department of Exercise Sciences, Brigham Young University, in Provo, Utah. Dr. Aldana has authored over 60 scientific papers and 6 books on weight loss, obesity, and adopting and maintaining healthy eating and exercise behaviors. He has given over 120 keynote speeches across the U.S. on the ability of good nutrition and regular exercise to prevent, arrest, and reverse many chronic diseases. He is a special advisor to the Secretary of Health and Human Services and a regular consultant to the CDC and NIH. His research has been reported in many of the nation's largest newspapers and magazines. Harvard says his latest book on adopting healthy behaviors, *The Culprit and The Cure*, “is better than the best medicines.” He has been interviewed by Prevention Magazine, Newsweek, Family Circle, Self, Redbook, Spirit Magazine, WebMD, Cosmopolitan, and is one of the nation's leading authorities on healthy living.

CONCURRENT SEMINAR SESSIONS

- A-1 10-20 Years of Extra Life—The Choice is Yours**
Presented by: Steven Aldana, Ph.D., Brigham Young University, Provo, Utah.
Dr. Aldana, a nationally recognized lifestyle medicine expert, shows why a healthy lifestyle will extend life, prevent chronic diseases and control body weight. He believes that ten to twenty years of additional, high quality life await those who adopt and maintain a healthy lifestyle.
- A-2 NAVIGATING LEAVE-OF-ABSENCE MINEFIELDS**
Presented by: Susan MacGregor, Attorney, The Kitch Firm, Marquette.
Recognizing the overlap among the “big three” laws that affect employee leaves of absences and the medical issues that cause absences (FMLA, Workers' Compensation and ADA), this session will go beyond the basics and provide practical guidance in applying them to common workplace leave dilemmas.
- A-3 MICHIGAN EMPLOYMENT RELATIONS COMMISSION UPDATE**
Presented by: Nino Green, MERC Commissioner and Attorney, Green, Weisse, Rettig, Rademacher, Clark & Bray, PC, Marquette. Learn about recent changes in the assignment of cases and the scheduling of hearings, and about recent decisions affecting bargaining in the public sector in Michigan.
- B-1 Behavioral Based Safety**
Presented by: Jeff Maule, Environmental Health & Safety Mgr., Verso Papers, Iron Mountain.
Participants will learn about a variety of safety topics, such as the importance of complying with MIOSHA standards and how the Michigan Voluntary Protection Program works.

CONCURRENT SEMINAR SESSIONS

- B-2 LEADERSHIP BEGINS WITH ME**
Presented by: Cory McGuire, President, Dale Carnegie Training Upper Midwest, Milwaukee, WI. The days of assuming that a good manager was also a good leader are gone. Clear distinctions are being made between the two. Participants will learn the differences between a management-based style and a direct leadership style and how to stop managing (pushing) and start leading (pulling) people along to succeed.
- B-3 Contract Negotiations, Back to Basics & Current Considerations**
Presented by: Laura Dinon and Richard Dinon, Attorneys, Plunkett & Cooney, Petoskey. Learn about basic strategies for handling negotiations as well as helpful insights into the hot topics involved in many current negotiations, such as health care and retiree benefits.
- C-1 GET BACK IN THE SADDLE— RETURNING INJURED EMPLOYEES TO WORK**
Presented by: Cathy Ruprecht, MS, PT, HOPE Rehabilitation Program Director, Marquette General Health System, Marquette. Returning injured employees to work is just like falling off a horse; some riders get back on and some don't. Learn how you can help the injured employee make a successful return to work transition.
- C-2 FINANCE FOR THE NON-FINANCIAL MANAGER**
Presented by: Victoria James, SPHR, HR Manager, Smurfit-Stone Container, Ontonagon. Finance is a universal language in the business world, as every company is driven by its bottom line. Participants will learn how business transactions turn into financial statements and how to understand their company's financial statements and related ratios to gain insight into their results and competitor comparisons.
- C-3 SAFE HARBOR 401(K) PLANS, WHY THEY ARE RIGHT FOR YOU AND RIGHT FOR YOUR EMPLOYEES**
Presented by: Tami Seavoy, Attorney, Kendricks, Bordeau, Adamini, Chilman & Greenlee, PC, Marquette. Tami is excited about Safe Harbor 401(k) plans and she says you should be, too. Learn what these plans can do and why your organization should consider adopting one.
- D-1 WHAT YOU MUST KNOW ABOUT WORKERS' COMPENSATION**
Presented by: Kathie Vaught, Workers' Comp. Specialist, Michigan Economic Development Corp., Lansing. Learn about employer rights, responsibilities, and documentation and the pertinent information employers need to effectively manage their workers' compensation costs.
- D-2 Wellness: It Works!**
Presented by: Kelly Rumpf, Executive Director, Wellness Council of the U.P., Health Educator, Dickinson-Iron District Health Dept., Kingsford and George Sedlacek, Community Health Education Director, Marquette Co. Health Dept., Marquette. Learn why worksite wellness programs are among the most cost-effective employee productivity programs employers can offer. Participants will be introduced to *Get Moving U.P.*, and other wellness programs that begin in 2007.
- D-3 Successful Transitions to Retirement**
Presented by: Susan Goodkind Wideman, Attorney, The Wideman Law Center, Marquette. Learn what you need to know from this veteran estate planner and elder law attorney to help your employees make the successful transition into retirement, by reviewing what benefits will be available from such entities as the Social Security Administration and Medicare and by offering ideas to help you get employees planning for retirement.