

Membership Matters

Quarterly News from The 501 Alliance

June 2007

And the Winner is...

From a field of twelve candidates, the winner of the Harry and Shirley Klein Legal Scholarship was announced at the annual meeting in May. Colin Reingold won the award and was presented with a check for \$1,000.

Mr. Reingold is a student at the University of Michigan Law School. Some of his accomplishments include working with F.E.M.A.; where he assisted in the Katrina recovery by working as an Interim Manager at the Disaster Recovery Center and at New Directions Housing Corporation; where he helped run a summer day camp for a local housing project.

The 501 Alliance and Human Service for Workers Compensation boards established this scholarship in honor of Harry Klein. Harry was a nonprofit advocate and was instrumental in establishing legislation for an unemployment compensation group-reimbursing plan.

This scholarship is funded by contributions from the two boards and is posted at various law schools in Michigan. Candidates submit essays indicating how their background and qualifications fit with what Harry Klein tried to do with his life. Three members of each board, along with a family member and three judges, formed the selection committee.

New Board Member Elected

The Nominating Committee recently reviewed all of the nominations submitted for the vacancy on the Board of Directors. All of the nominees were highly qualified and the committee would like to thank all of those who submitted an application.

At the May meeting, the committee presented their recommendation to the full board for approval. It's my pleasure to report that the directors voted unanimously to elect Mrs. Ursula Adams, Web Design/Administration specialist of United Way for Southeastern Michigan in Detroit. The board and staff are both looking forward to working with her in this new role.

Lockbox Address Changed

We wanted to remind all of our members that contribution payments are now sent to a new address; it's also printed on your quarterly contribution report. In case you missed it, the new address is *The 501 Alliance, Dept CH 17674, Palatine, IL 60055-7674*. It became effective January 1, 2007.

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Officers Re-elected

The current officers of The 501 Alliance were re-elected to serve one-year terms on the Board of Directors at the annual meeting in May. Please join me in congratulating the following individuals:

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| President: | Ms. Anne Evans, SPHR Director, Human Resources Emergency Physicians Medical Group, PC |
| Vice President: | Mr. Austin Robison Corporate Manager, Compensation and Benefits McLaren Health Care Corporation |
| Treasurer: | Mr. Joe Hatzl Chief Financial Officer Goodwill Industries of Greater Detroit |
| Secretary: | Joyce Johnson-Maples, PHR Human Resources Director Coalition on Temporary Shelter |

For a list of all of the individuals on the Board of Directors, please visit our web site at 501alliance.org

Did You Know...

Incomplete or poor documentation is the single biggest problem causing avoidable losses (claims that you lost that you should have won). It also produces big problems in other HR arenas including employee discipline, labor relations and EEOC compliance. In fact, recent studies strongly suggest that the effective management of the employment process - including separation - can dramatically reduce the potential for litigation. Only 4% of separated employees who believe their separation was fair contemplated or filed litigation. On the other hand, 90% of former employees who did not understand the reason for separation or were unclear about the cause of separation either contemplated or went to litigation.

So, the next time that an employee violates a company policy make sure that he or she receives a warning and that it's documented. This includes both verbal and written warnings. Remember, the burden of proof will fall on you if you wish to protest a claim filed by a terminated employee.