The Employers' Association
People and Performance

BULLETIN

The Employers' Association Newsletter | September 2011

What's Inside?

EA Staff and Board 2

ADA
Employer Must Accommodate Disability, Not Conduct 3

Background Checks
To Screen or Not to Screen? 4

Health and Wellness
Rethink your Drink 5

Safety
OSHA Turns 40 6

Harassment
Avoiding Workplace Harassment Claims 7

Hotline Hits 8

EA Partners
How to Choose the Best Workers' Compensation Group Rating Program for Your Company 9

New Home – Same Mission of Service

Being President of The Employers' Association (EA) has for me always been about being a good steward. Before coming to the EA, I was the General Manager of a quality member organization (Clark Fixture Technologies) and I leaned heavily on the services (HR hotline, Wage and Salary Survey, Training) of the EA to help me gain the knowledge and information necessary to manage a fast-growing workforce. Coming to the EA as President, I carried that experience with me and have always wanted first and foremost to be sure the EA remained the same valuable resource center for all members.

The move to the NEW offices in Arrowhead is consistent with that desire to be a good steward. The current offices in Sylvania have been home for over fifteen years and they have served the membership and its staff very well. The EA has gradually increased in size over these years and has had significant growth in the last two years due to the EA HealthPlus partnership with Medical Mutual.

(*New Home* continued on Page 3)

Staff and Services

Staff Directory

President
Jack Hollister
President; ext. 204
jhollister@employersassociation.com

HR Research & Seminar Training
Cheryl Riggs
HR Member Services Manager; ext. 202
criggs@employersassociation.com

Judi Roe
HR Research & Training Assistant; ext. 203
jroe@employersassociation.com

CJ Gordon
HR Research Assistant; ext. 210
cgordon@employersassociation.com

Customized On-Site Training and Consulting
Dave Tippett, PHR
Director, On-site Training and Consulting; ext. 206
dtippett@employersassociation.com

Member Services
Barb Rains
Member Service Coordinator; ext. 205
brains@employersassociation.com

Justin Morelli
Membership Development Coordinator; ext. 209
jmorelli@employersassociation.com

Karen Wagenknecht
Administrative Assistant; ext. 200
karenw@employersassociation.com

EA Health Plus
Jennifer Kiernan
EA Health Plus Manager; ext. 212
jkiernan@employersassociation.com

Terry Vernier
Project Manager; ext. 213
tvernier@employersassociation.com

Kayla Jaimez
Wellness Assistant; ext. 211
kjaimez@employersassociation.com

Publications
Nichole Cousino
Print / Administrative Assistant; ext. 207
ncousino@employersassociation.com

Accounting
Vicki Bender
Accountant; ext. 201
vbender@employersassociation.com

Board of Directors

Chairperson

Thomas Kolena, CPA/ABV, CPA/CFF – 2013
Managing Partner / Mira + Kolena, Ltd.

Michael Bieringer – 2014
Senior Director, HR / Amcor Rigid Plastics NA

Sheri Caldwell – 2014
Director of HR / University of Toledo Physicians

Duane Carey – 2014
V.P. of Sales & Marketing / Impact Products LLC

Frank Day – 2013
V.P. Employee Services / Wood County Hospital Assn

Robert F. Deardurff - 2012
President / Phoenix Technologies

Stephen (Steve) M. DeDonato – 2013
Director, Compensation & Benefits / The Andersons, Inc.

Alina Haas – 2014
VP Human Resources, Corporate / O-I Corporate Office

Adele M. Jasion – 2014
Partner / Gilmore, Jasion & Mahler

Malcolm C. Richards – 2012
CEO/President / Supplemental Staffing

Jeff Schulte – 2013
VP of Human Resources / Lutheran Homes Society

Joyce Slusher – 2013
Director, Information Technology / Libbey Inc.

Karen Ward - 2012
Human Resource Manager / AAA Northwest Ohio

Linnie B. Willis – 2014
Executive Director / Lucas Metropolitan Housing Authority

Cheryl Wolff – 2012
Attorney / Spengler Nathanson P.L.L.

Jennifer Wuertz - 2012
Human Resources Business Leader / SSOE, Inc.

(*New Home* continued from page 1)

The pressures of the economy have also influenced the decision to move to Arrowhead. Many on the staff have heard from members who want us to be more centrally located and easily accessible from main highways as they find it harder and harder to get away from their offices for training. Our new Maumee address as of 9/18/11 will be 1787 Indian Wood Circle. Sixty years of service to membership and fifteen years of steady growth have led us to this exciting day. Thank you for making it possible. We look forward to serving members even better in the new home of the EA.

(Jack Hollister, President; The Employers' Association; 8/11)

Employer Must Accommodate Disability, Not Conduct

Dr. Bodenstab had been employed by Cook County Hospital for nearly nine years as an anesthesiologist when he was diagnosed with a cancerous lesion on his lip. Around that same time, he telephoned a friend on the West Coast and told her that if further tests (being conducted at the Mayo Clinic) revealed his cancer had metastasized, he was going to return to Chicago and kill his supervisor and several of his co-workers. His threats seemed serious enough that his friend contacted the Chicago Police and the FBI.

Upon investigation, the Chicago Police contacted the hospital and advised its director that the threats were credible. The hospital decided to terminate Bodenstab. Prior to his termination however, he was suspended with pay and required to be evaluated by a psychiatrist. The psychiatrist (who was chosen by agreement between the parties) determined that Bodenstab suffered from paranoid and narcissistic personality disorder personality features and occupational stressors. Upon receipt of the diagnosis, Bodenstab entered a three-month treatment program.

(*ADA* continued on page 12)