



# The Facilitator

June 2005

Kansas City Chapter of International Facility Management Association

Make sure you take advantage of the FREE FM Audio Seminars provided monthly. It takes about two hours of your day once a month and is a great opportunity to network with your fellow IFMA members and share tips and tricks on the presentation topic.

Information on upcoming seminars is available on the IFMA web site. Just look on the calendar and don't forget to sign up online.

P.S. It's FREE!!

## PRESIDENT'S PODIUM



Hi Everyone,

Thanks for taking the time to read your IFMA newsletter and to check up on all that's going on. I want to take this opportunity to remind you once again about our upcoming July monthly program meeting.

We have an incredible guest coming. Dave Brady, National IFMA's President and CEO, will be joining us!! With him will be our very own Teena Shouse, First Vice Chair. First Vice Chair (!!)- - which means that at the next World Workplace, she will be installed as Chair of IFMA. (You all are planning to attend, right?) The head honcho, top dog, our IFMA Diva!! This is huge and very exciting. Dave's presentation will focus on today's facility management issues, as well as IFMA's prediction for the future of the workplace and the facility management profession. Teena will also be sharing thoughts about the Association strategy portion of the presentation. And, they will both be here in July, so mark your calendars for lunchtime, Tuesday, July 19th! Bring guests. Bring anyone who you think may be interested in IFMA, anyone you know who would benefit by becoming an IFMA member. Bring your boss so he or she can see why you disappear every third Tuesday -- you're off becoming the best facility manager possible!

It will be a great program meeting! A great opportunity to ask questions and hear all about what IFMA is, where we're headed and what membership can do for you. Do not miss this opportunity. There will be door prizes, drawings for those bringing guests, drawings for our new webpage users, prizes, education and more!!

We'll see you Tuesday, July 19th. Be there!

Brittany



*Brittany Gamble,  
Chapter President*

### Inside this issue:

CFM Question	2
Educational Opportunity	5
Events Calendar	10
Focus Feature	4
International News	6-7
July Program Preview	2
Leadership Corner	5
May Program Review	3
President's Podium	1
Quick Pix	8
Winning Results	9

## July Program Preview

By Jackie Johnson

### EVER WONDER HOW IFMA INTERNATIONAL IS IMPACTING YOUR CAREER AND THE FUTURE OF FACILITY MANAGEMENT?

PLEASE JOIN US ON JULY 19<sup>th</sup> FOR A SPECIAL PRESENTATION:

#### ***“TODAY’S REALITIES AND TOMORROW’S OPPORTUNITIES”***

The presentation by Dave Brady, President and CEO of IFMA International, will focus on today’s facility management issues, as well as IFMA's predictions for the future of the workplace and the facility management profession.

Topics which will be addressed include sustainability, environmental concerns, energy, outsourcing, security, technology, demographics, globalization, and the workplace of tomorrow. The IFMA 2005 Forecasting Team has recently validated this presentation. This team consisted of a panel of experts representing Facility Management, Design, Architecture, Corporate Real Estate, Research, Engineering and Higher Education.

Teena Shouse, the First Vice Chair, and a member of our local chapter, will discuss the Association’s strategy.

Location: Christ Community Church  
14200 Kenneth Road  
Leawood, KS 66224

Cost: Online payment: \$15 members; \$20 non-members  
At the Door: \$20 members; \$25 non-members

Parking: Free parking provided at the Church parking lot.

Time: 11:30 a.m. - 1:00 p.m.

IFMA Contacts: Jackie Johnson (913) 227-7763

**RSVP WILL CLOSE ON 7/17/05**

### CFMs Know—Do You?

You believe systems furniture is desirable for your company’s office environments. You must sell the concept to senior management. What approach should you take?

- A. Present research on productivity gains obtained through its application in other companies.
- B. Present data on how it improved employee morale and reduced attrition in other companies.
- C. Present a cost/benefit forecast based on your company's history as well as industry data.
- D. Present trend data on major corporations that have moved to systems furniture.

*The answer can be found on page 10.*

## May Program Review—

By Lona Alexander

The May 17<sup>th</sup> luncheon program was "How Much Do You Know About Labor Relations"? IFMA's guest speaker, Stephen Schuster, Managing Partner with Constangy, Brooke and Smith L.L.C., presented to us during our program held at the Church of the Resurrection. Mr. Schuster titled his presentation, "The Border Wars". Sounds like international news! The war spoken of here is the war facilities managers struggle with on a daily and/or project-to-project basis with regards to understanding labor and employment laws. We live in a unique environment where we must understand the labor and employment laws as they apply to us on a bi-state and federal level. Understanding these laws and operating within their guidelines is essential. Mr. Schuster provided to us targeted labor history statistics followed by federal and state law definitions with clarification by example and a healthy question and answer period.

In the private sector, organized labor reached an all time high of 35% representation during the mid-1950s. As it stands today, the national average is 7% of labor is represented by an organized labor group. There is a strong ongoing battle between the states' right to work lobbyists and the organized labor lobbyists. At present, we are split approximately 50/50 among right to work vs. not right to work state laws. A definition of the aforementioned will follow.

Much of what we see today was a direct result of the "Employment At Will Doctrine". This is the doctrine set in place to protect the employer's right to terminate an employee without cause and without advance notice. Of course, significant erosions to this doctrine have taken place over the years. We have seen a plethora of discrimination laws introduced into existence; the acronyms are numerous: Title VII, ADA, FMLA, ADEA, NLRA, USERRA, FCRA - you may recognize a few. Collective bargaining agreements are also set in place by the unions to limit the employment at will doctrine.

NLRA - National Labor Relations Act - This Federal act applies to all private sector employees. The Regional National Labor Relations Board is located in Lenexa, KS. The Board's primary responsibility is to (1) conduct elections by employees as to whether or

not they will join a union; and (2) Investigate unfair labor practices by the employer.

During our presentation, Mr. Schuster asked the group questions about our laws, are they state or federal, and what do they mean:

Right to work state - KS: An employee has the right to belong to the union and is not required to pay mandatory union dues.

Closed Shop - MO: Mandatory union due payment required. The federal law defines it as you cannot force an employee to join the union, but you have to pay an agency fee.

Duty to Bargain - If an employer is selected, the employer needs to negotiate in good faith regarding wages, hours, and other items covered under the terms of employment.

Davis Bacon Act - This is a federal law revolving around the requirement for all federally funded jobs to follow a federal wage order. The state also has its own wage order called the "prevailing wage".

A great big "thank you" to Steve Schuster, who did a fabulous job of presenting Labor & Employment Law as it applies to us specifically in the Kansas City area. As with laws in general, they are complex and usually overwhelming. It is reassuring to know that there are professionals who specialize in Labor and Employment Law on a daily basis who can provide counsel when needed!





## FOCUS FEATURE

*In honor of golf, copied from <http://www.wannabegolfer.com/pages/excuses.html>*

### **Excuses for bad play on the course.**

If only I had new clubs, I would have finished in double digits.  
 No water in the ball washer. Dirt on the ball.  
 Glare off your bald head got in my eyes.  
 I shouldn't have that 10th beer.  
 I thought I grabbed the six iron, but it was the nine.  
 My meds just got adjusted.  
 I've never hit my second shot from here because I'm always used to playing from the blues.  
 I shouldn't have had that second hot dog at the turn.  
 My golf lessons have really screwed up my swing.  
 Some jerk didn't fix their divot. My ball was sitting right in it.  
 The practice green was a lot slower than these greens.  
 I need new clubs.  
 I wish I had my old clubs.  
 My shafts aren't long enough  
 My shafts are too long.  
 You should have seen my play last week.  
 My cell phone vibrated during my backswing.  
 It's too humid. My clothes are sticking.  
 New grips, I need new grips.  
 What do you mean winter rules are no longer in effect?  
 My shoelaces are too tight.  
 I can't get work out of my head.  
 My wife doesn't let me get out enough.  
 My lucky underwear was soiled.  
 I slept on my back wrong last night.  
 I must have stepped into poison ivy looking for my ball on the last hole. I'm really itching.  
 This golf glove is really loose.  
 That bunker was not there last week. I know it wasn't!  
 I usually elevate my game to the level of who I'm playing with. You're not very good.  
 Bug in my eye, Bug in my eye.



**Find Rambo:** The first person to e-mail [bkleincfm@aol.com](mailto:bkleincfm@aol.com) identifying the location of Kris Coyan's pet photo in this newsletter will earn the right to provide the pet photo for the next newsletter.

## LEADERSHIP CORNER

Tips for Leaders:

Become the most positive and enthusiastic person you know.

When someone is relating an important event that's happened to them, don't try to top them with a story of your own. Let them have the stage.

Don't forget - a person's greatest emotional need is to feel appreciated.

## EDUCATIONAL OPPORTUNITIES

### IFMA Audio Seminars

Relevant . . . Convenient . . . Affordable . . . FM Knowledge

IFMA's 90-minute audio seminars let you enjoy presentations in real time.

- Expert speaker(s)
- 1-800 dial-in number to hear the presentation
- Access to view the presentation online
- Live & online Q & A
- Session handouts

### Upcoming Audio Seminars:

#### June 16, 2006

Innovative Workplaces: The Value and Role of "Place"  
Speaker: Brent Densford, Humana, Inc.

#### July 21, 2005 12:00 p.m. CST

Stress Management Topic  
Speaker: Dr. Deborah Bright, Bright Enterprises, Inc.



### On-Demand Audio Seminars

Past seminars are available through the IFMA Bookstore as audio only recordings. Some seminars are also available through the IFMA Learning Center as on-demand synchronized presentations. *Note: All audio seminars will eventually be available on-demand.* Visit [http://www.ifma.org/learning/audio/on\\_demand.cfm](http://www.ifma.org/learning/audio/on_demand.cfm).

## INTERNATIONAL NEWS

### IFMA's 2005 Fall Symposium

Philadelphia Marriott  
Philadelphia, PA  
October 19-22, 2005

#### **A collection of IFMA Competency Courses** formerly known as *Pre-Conference Education*

Are you pursuing a Facility Management Professional (FMP) designation? Are you on the road to professional certification? Seeking increased networking opportunities? Or do you simply want to improve your knowledge and skills? IFMA's 2005 Fall Symposium is an informative, affordable and convenient answer to your professional development needs!

#### **Oct. 19-20**

**Human and Environmental Factors Competency Course**  
**Real Estate Competency Course**  
**Quality Assessment and Innovation Competency Course**

#### **Oct. 19-22**

**The Business of FM (intro) Course**

#### **Oct. 21-22**

**Communications Competency Course**  
**Finance Competency Course**  
**Operations and Maintenance Competency Course**  
**The CFM Exam Review**

For more information or to register go to:  
[www.ifma.org/profdev/symposium/fall2005.cfm](http://www.ifma.org/profdev/symposium/fall2005.cfm)

### Membership Campaign Winners Announced

The member-get-a-prospect campaign, which resulted in more than 700 new membership prospects being added to IFMA's database and 55 new IFMA members, was a resounding success. Thank you VERY much to everyone that participated and the many chapter and council leaders

that jumped on the bandwagon and had their own mini-campaigns or provided prospect lists. And the winners are . . . .

We are pleased to announce the winners of the chapter and council membership contest (best net growth January through April) and the grand prize drawing winner.

#### **Best Membership Growth - Chapter**

Congratulations to the North Indiana Chapter of IFMA which led the way with 39% growth!

#### **Best Membership Growth - Council**

Congratulations to the Manufacturing Council of IFMA, IFMA's newest council, which had a 60% membership growth

This Chapter and Council will each receive a World Workplace registration! It can be used as a door prize at a meeting or however they wish.

And, now, the winner of the Grand Prize Drawing! Every member that nominated a member during the membership campaign was entered into a drawing for an all-expense (airfare, accommodations, and registration) paid trip to World Workplace 2005 in Philadelphia. Jackie Cloud, Facility Planning Manager for Northwestern Mutual in Milwaukee, Wisconsin, is the winner! Her name was randomly selected out of several hundred membership campaign participants. Congratulations, Jackie!



## INTERNATIONAL NEWS, *cont'd.*

### IFMA Newsreel

1983 - Charles A. White is president. Councils begin with the first recorded reference to a "council" meeting in the Association's newsletter and the Utilities Council is established. Membership surpassed 1,000. The first Awards of Excellence were given out. The following chapters were chartered:

- \* Capital Chapter, Washington D.C.
- \* Dallas/Ft. Worth - Texas
- \* Greater New York - N.Y.
- \* Oregon and Southwest Washington - Ore.

1984 - George T. Trayer, IFMA Fellow is president. IFMA relocated its office to Houston, Texas from Ann Arbor, Mich. and had five staff members. Membership surpassed 2,000. The following chapters were chartered:

- \* Boston Chapter - Mass.
- \* Cornell University Student Chapter - N.Y. (first student chapter!)
- \* Richmond Chapter - Va.

1985 - Gerald M. Hubbard, CFM, CFMJ, IFMA Fellow is president. Membership surpassed 2,700. The Research & Development Council is established. The following chapters were chartered:

- \* Austin Chapter - Texas
- \* Greater Phoenix - Ariz.
- \* Indianapolis Chapter - Ind.
- \* Madison Chapter - Wis.
- \* Minneapolis Chapter - Minn.
- \* Orange County Chapter - Calif.
- \* Philadelphia Chapter - Pa.
- \* Pittsburgh Chapter - Pa.
- \* San Antonio Chapter - Texas
- \* Seattle Chapter - Wash.
- \* St. Louis Chapter - Mo.

1986 - Arthur Hahn, CFM (deceased) is president. Membership surpassed 3,400. Computer Applications Council established (name later changed to Information Technology Council). The following chapters were chartered:

- \* Birmingham Chapter - Ala.

- \* Chesapeake Chapter - Md.
- \* Montreal Chapter - Quebec, Canada
- \* Greater Triangle Chapter - N.C.
- \* London Chapter - Ontario, Canada
- \* San Francisco Chapter - Calif.
- \* Suncoast Chapter - Fla.

1987 - David G. Cotts, CFM, IFMA Fellow, is president. IFMA's first annual report distributed to the membership. IFMA Headquarters has eight staff members and membership surpassed 4,600. The following chapters were chartered:

- \* Charlotte Chapter - N.C.
- \* Cincinnati Chapter - Ohio
- \* Jacksonville Chapter - Fla.
- \* **Kansas City Chapter - Mo.**
- \* Louisville Chapter - Ky.
- \* Nashville Chapter - Tenn.
- \* New Orleans Chapter - La.
- \* Northern Ohio Chapter - Ohio
- \* San Fernando Valley Chapter - Calif.
- \* Southeast Wisconsin Chapter - Wis.
- \* Tulsa Chapter - Okla.
- \* West Michigan Chapter - Mich.

---

### JOBnet

Looking to fill FM positions in your organization? Don't overlook IFMA's JOBnet - the online FM career center. At any given time, JOBnet lists more than 600 qualified FM professionals looking for new career challenges. IFMA members and those holding the CFM designation are highlighted on the resume listings. Recruiters only pay for resumes they are interested in! There are no fees to search resumes on JOBnet. Post your openings on JOBnet and reach the thousands of job seekers who visit the site every month. Member's employers save \$100 on JOBnet postings.

And, if you are looking for a new FM career opportunity, don't forget to post your resume on JOBnet, and set up your FREE 'My Career' account. Our job agent function will automatically e-mail notification when FM jobs meeting your criteria are posted. Check it out today at: <http://jobnet.ifma.org>.

# Quick Pix

## **HELP WANTED**

### **PHOTOGRAPHER(S)**

To take pictures for the Newsletter at Chapter events.

Terms: No pay, no benefits, short working hours, fun associates, and the pleasure of seeing your work published each month.

Please contact Betty Klein at [bkleincfm@aol.com](mailto:bkleincfm@aol.com) to apply.

---

## And the winners are . . .

For being the first person to use the new website:

**Dennis Adams, wins a \$25 Plaza Gift Certificate**

Drawing for bringing a guest to the May meeting:

**Gina Sparks with Sprint, wins a \$25 Plaza Gift Certificate**

For identifying the location of Neil, the chocolate lab, in the newsletter:

**Kris Coyan gets to include his favorite pet pic in this newsletter.**



The International Facility Management Association presents

# THE FM EVENT YOU CAN'T AFFORD TO MISS

Join us in historic Philadelphia at the premier event for facility management professionals. Celebrate IFMA's silver anniversary with three days of exceptional education, networking and previews of products and services coming in 2006, all brought to you by the association serving the FM industry.

If you attend one FM event in the coming year, make it IFMA's World Workplace Conference and Expo this October!

Take advantage of early-bird rates. Register online today at [www.worldworkplace.org](http://www.worldworkplace.org) or call 713-623-4362 to speak to an IFMA representative.

**Don't miss the FM event in 2005!**



2005 Conference & Expo  
Philadelphia, Pa.      October 23-25, 2005



**Kansas City Chapter**  
**INTERNATIONAL FACILITY MANAGEMENT ASSOCIATION CALENDAR**

(All dates and times are subject to change)

DATE SPONSOR			
June 16 FM Audio Seminar	Innovative Workplaces: The Value and Role of "Place"	BNIM Architects 106 W. 14th Street, 29th Floor Kansas City, MO 64105	11:45 a.m.-1:30 p.m.
July 19 KC IFMA	Facility Management: Today's Realities—Tomorrow's Oppor- tunities	Christ Community Church 14200 Kenneth Road Leawood, KS 66224	11: 30 a.m.-1:00 p.m.
July 21 FM Audio Seminar	Stress Management: Using Your Emotions as an Asset in the Work- place	BNIM Architects 106 W. 14th Street, 29th Floor Kansas City, MO 64105	11:45 a.m.-1:30 p.m.
August 16 KC IFMA	Archibus at Johnson County, KS	7311 W. 130th Street South Creek Bldg. 7, Ste. 100 Overland Park, KS 66213	11:30 a.m.-1:00 p.m.
August 18 FM Audio Seminar	Business Process Improvement for FM	BNIM Architects 106 W. 14th Street, 29th Floor Kansas City, MO 64105	11:45 a.m.-1:30 p.m.