

Letters of reference vanishing because of lawsuits

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ing employee information, but an informal practice is to give neutral references.

"We ask the former employee to indicate the type of information they want us to release. There are cases when even then we will not release information," she said. "We are all very apprehensive about lawsuits."

There are 300 full-time and 350 part-time employees at the college. Nancy Leonard, spokeswoman for

Botsford Hospital in Farmington Hills, says personnel policy there is to reveal only dates of employment and positions held. The osteopathic hospital employs 1,500 full- and part-time employees.

John P. Keynotes, personnel director for Livonia Public Schools, 3,000 employees, says he won't release anything without a written release from the person in question.

Detroit Diesel Allison, which employs close to 2,700 workers in a plant on the Redford Township/De-

troit border, also proceeds with caution.

"We need a letter on file from the former employee saying it's OK to release information," said Judy Kanger, company spokeswoman. "Then we need a written request from the prospective employer. We would never give information over the phone. We'll give dates of service, a person's title and salary — only if the employee says it's OK — no ratings whatsoever."

SOME FACTS about prospective

employees are available from public sources.

"Hard facts, such as criminal convictions, histories of drug and alcohol abuse, or even involvement in excessive litigation can give substantial assistance in the employment screening process," said Allan Hal-crow, editor of Recruitment Today.

The magazine reports that 91 percent of the nation's counties will release criminal records by phone or mail to employers. At least 97 percent of colleges and universities will

verify attendance and degrees for employers.

Other sources where data is readily available include federal courts for information on civil, criminal and bankruptcy cases; state departments of motor vehicles for driving records; and state departments that maintain worker's compensation records.

Are good employees being punished by the practice? Probably, but there are some clever employee relations investigators who bypass per-

sonnel departments. They call supervisors directly or, if they won't talk, casually ask other employees about the applicant. Lower-level workers may not be concerned about possible lawsuits, they may not even know they can be sued for what they say.

Many companies rely on thorough interviewing of candidates, and on tests designed to measure skills. Then they simply hope for the best.

The Associated Press contributed to this story.

business people

Karl Brown of Bloomfield Hills joined the staff of RE/MAX Detroit Metro Inc. in Southfield as marketing director.

Gary Wood of Troy was promoted from senior ultrasound technologist to director, diagnostic imaging and interventional radiology at Providence Hospital, Southfield.

Paul J. Maguire of Birmingham was appointed vice president, information systems at Comerica Inc. Gloria J. Stratton was appointed vice president, information systems. Michael Noble was appointed corporate legal officer.

Jere Chamberlin of Rochester Hills was promoted to vice president, executive producer at D'Arcy Masius Benton & Bowles/Bloomfield Hills. Tracy Laveque was promoted to manager of the human resources department.

James E. Collins of Rochester was named program manager for advanced model programs at Flint Automotive Division.

George Piliouras was named creative director with the Competitive Edge advertising agency in Troy.

J. Thomas Smith was appointed vice president-materials manufacturing of GTR Valente of Troy.

Debra A. Dunkel of West Bloomfield joined D.N. McNabney & Associates Inc. commercial real estate in Bloomfield Hills.

Linda Kallio was appointed personnel director for Southfield-based Franklin Savings Bank.

Shelly Meisel Flori and Dori Meisel Rasek joined their father, Burt at Meisel & Associates in Southfield.

Madeline Seguin of Troy joined the Motor Vehicle Manufacturers Association as manager of legislative services in the state relations department.

Andrea D. Martin of Birmingham was appointed vice president of Comerica Acceptance Corp.

Ken Ford of Franklin was made a full-time reporter for WKYZ-TV's Action News Team.

Spencer M. Partrich of Bloomfield Hills and Laurie M. Shanon were elected to the board of directors of Arbor Drugs Inc. in Troy.

Danny Fella was promoted to vice president, research director for W.B. Doner & Co. in Southfield.

Pheroze Nagarwalla of Rochester Hills was promoted to vice president, general manager of Edmund, Lord & Associates.

Frank H. Mason of Birmingham was appointed as executive vice president and chief financial officer for United States Leasing International Inc.

Frances L. Schena was named traffic/production manager of Lutz



Brown



Wood



Maguire



Stratton



Noble

Associates Inc. Karen Waterman joined the account staff. Nancy A. Martin was named senior art director.

Timothy M. Kardek was appointed product manager, millwork for Albitz-Price Corp.'s building products division of Troy.

John Cameron of Birmingham had his second major work on real estate law published. The book is entitled "Michigan Real Estate Forms Practice."

M. Colton Hutchins was named vice president and medical director at William Beaumont Hospital, Troy.

Duncan A. Brodie of Rochester was appointed general director of dealer systems and communications on the GM customer sales and services staff.

Phyllis Lucas of Southfield won a trip to the national headquarters of Toys 'R Us based on her ability to handle the company's check-out scanners.

Walter Kraft of Farmington Hills was named assistant news director for WKYZ-TV in Southfield.

Steve Kremer of West Bloomfield was promoted to executive producer-news for WKYZ-TV Action News.

Sarah Vensel was transferred to Contract Interiors' Southfield headquarters. Maria Saronchian of Southfield joined the staff. Elizabeth Stanton joined as a designer in the Ford accounts group. Brian Bolhuis joined the company. Allan Graves and John Feskorn joined the floor-covering group. Laura Griffin joined the warehouse operations staff as an executive assistant. Kelly McNair was hired as a sales administrator in the Ford accounts group.

Stephen A. Cole joined RE/MAX Professionals II Inc. in Troy as an associate broker.

Rosemary H. Lambert of Farmington Hills joined Schostak Brothers in Southfield as a leasing representative for its retail centers.

Sherry Bird of Birmingham was appointed marketing director-Eastern U.S. Division at Trizec Properties Inc.

Stephen R. Schroeder was elected a vice president by the board of directors of Ross Roy Inc. in Bloomfield Hills.

Robin Cichowski was promoted to media planner at W.B. Doner & Co. in Southfield.

Kathleen Regan was named design center manager for Robertson Brothers Co. in Bloomfield Hills.

David Rizzi was promoted to director of pharmacy operations for Arbor Drugs Inc. of Troy.

Sara Tatchell of Troy was named executive producer of Kelly and Co. at WKYZ-TV Detroit.

Rudolfo D. Cifonelli of Troy was appointed president of MCN Computer Services Inc.

Shanti S. Sharma of Bloomfield Hills was appointed president of G-T Energy Concepts.

Marielne M. Gauthier of Auburn Hills joined KPMG Peat Marwick in Detroit as a senior consultant in the Health Care Group.

Stephen J. Ferrier of Troy was named associate hospital director and controller at William Beaumont Hospital, Royal Oak.

Gary G. Tibbetts of Birmingham, Martin R. Barone of Birmingham, David A. Cank of Troy and Brian C. Wicks of Bloomfield Hills, all members of the General Motors Research Laboratories staff, received the John M. Campbell Awards for their contributions to science.

James Austin joined the staff of Answering Service Inc. as director of the technical services division.

Sarah Vensel, Maria Saronchian of Southfield, Elizabeth Stanton, Brian Bolhuis and Allan Graves joined Contract Interiors' Southfield headquarters.

Vensel was transferred from the Pittsburgh office and will serve as designer in the Corporate Accounts Group. Stanton joins as a designer in the Ford Accounts Group. Bolhuis joined as a CADD operator. Graves joins with more than 12 years of experience in design.

Janet Gillis of Birmingham joined W.B. Doner & Co. in Southfield as an art director.

Vickie Shipps of Rochester Hills joined WKYZ-TV's sales department as account executive.

Nancy L. Hess joined French & Rogers Inc. of Troy as art department manager and traffic manager.

James A. Taylor of Troy was promoted to senior consultant by Touche Ross.

Debra Mazer was promoted to sales promotions manager of Jacobson-Rochester.

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