



THE RESOURCE

Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan



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April 2008

APRIL MEETING NOTICE

INCORPORATING EMOTIONAL INTELLIGENCE INTO THE WORKPLACE

Presented by:

Rhonda Brown, CPLP, Covenant Healthcare

A recent Google.com search revealed 27 MILLION entries for Emotional Intelligence! Companies such as Hallmark, AT&T, the US Air Force and L'Oreal are all using EI training to improve operational efficiencies. Management gurus such as Jack Welch, Steven Covey and Warren Bennis are all talking about it. You've got to be wondering . . . is this thing called Emotional Intelligence really worth all the hype!? Yes it is!

Learn how the Organizational Development Team at Covenant HealthCare turned on the heat of this "hot topic" to teach over 200 leaders to train their brains in "soft skills" like anger management, accountability, and stress reduction – to name just a few. Get set for an interactive presentation that uses small group activities, video clips and personal goal setting to challenge you to increase your Emotional Intelligence.

Date: Tuesday, April 8, 2008

Time: 11:30 a.m. Networking/Registration

11:45 a.m. Lunch

12:15 - 1:15 p.m. Speaker

Location: DoubleTree Hotel
One Wenonah Park Place
Bay City, MI 48708
(989) 891-6000

RSVP rsvp@vshrm.org or call Sue Slade at

Information: 989.921.5503

Cost: \$20 for members; \$25 for guests
\$10 for students; Cost includes lunch

RSVP RSVP by Wednesday 4/2/08 5:00 p.m.

Deadline: There is a \$5 charge for late RSVP's



April's program has been approved for 1.00 HRCI recertification credit hours!

ABOUT OUR SPEAKER:

An Army soldier for over 7 years, **Rhonda** developed a "work hard - play hard" attitude, which she mixes with lots of laughter, creativity and fun during her training sessions. Holding a Bachelors Degree in Journalism/ Communications, and a Masters Degree in Organizational Development, Rhonda has been the Organizational Trainer at Covenant HealthCare since January 2004.

Rhonda is credentialed as a Certified Professional in Learning and Performance through the American Society of Training and Development. Her work has been published in VNU Business Media's Creative Training Techniques, and she has been a presenter at national conferences, including Training Magazine's Training 2005 Conference & Expo in New Orleans. Her latest accomplishment: becoming a new mom to a beautiful baby in January 2008.



MISSION:

The Valley Society for Human Resource Management (VSHRM) strives to be the principal voice for human resource issues for the Tri-Cities area. It promotes and assists the profession by providing valuable human resource information to area employers, resulting in the highest professional and personal development of their employees.





Legislative Review and News

Submitted by Sue Goddard, Legislative Chair

Last month we covered the proposed rules containing modifications to provisions within the current FML regulations. The DOL continues accepting public comments on the proposals through April 11, 2008, with committees from both the House and Senate scheduling hearings on the proposed rules. The DOL usually publishes a response to issues raised during the public comment period along with an analysis and final justification for the rules. We will be monitoring and updating the VSHRM membership as the process moves forward.

With the amended changes of FMLA, now is a good time to check out FMLA poster requirements, along with all 5 other required Federal posters in your HR office....don't forget to check out state specific posters also. Being compliant is easy and convenient these days, most of all inexpensive.

The IRS has created new rules for cafeteria plans that will eliminate some troublesome areas – and create new ones. The rules take effect Jan 1, and will impact FSAs, HSAs and many other benefits. Employers need to plan now so they can avoid plan disqualification and the tax implications that come with even minor slip-ups. There are primarily 18 areas the IRS is targeting; remaining complaint is paramount. More information on these changes will be forthcoming in future updates by the Legislative Chair.

For the record, the current unemployment rate for the state of Michigan is 7.8%, while the national number is at 5.4%.

We had great attendance at our March meeting and we appreciate your feedback! Here's what you had to say:

“Great speaker: Informative, up front”

“Fantastic Presentation! I will be calling (Todd) to come present to my employees”

“Good presentation and informative. Good timing on subject matter”

“Great presentation. It made me realize how important employee education is!”

“Good and useful information”

Steady Eddie Update

As you may know, all VSHRM members (excluding current board members) who attend seven out of ten monthly meetings during the program year (September 07 through June 08) are considered “Steady Eddies”. Out of all Steady Eddies, one winner will be randomly drawn to win membership dues to the National Society for Human Resource Management (SHRM). This prize is valued at \$160.00!

As of our March meeting, we have **thirty-three** members on pace to be Steady Eddies and possible contenders for the Steady Eddie drawing!

VSHRM BOARD MEMBERS

President & Certification Chair	Lori Lunger, PHR Amigo Mobility International, Inc. Telephone: (989) 921-5077 llunger@myamigo.com
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Member at Large	Sue Slade, PHR Spicer Group Telephone: (989) 754-4717 x 5503 sues@spicergroup.com

VSHRM
PO BOX 5448
SAGINAW, MI 48603

VSHRM Leadership Opportunities!!

April is the month to express your interest in a VSHRM Board position. The Board of Directors will use this information to assemble a list of candidates and the 2008-2009 Board will be elected by the chapter members at our June chapter meeting. This year there will be several positions available and position descriptions for all board positions are at <http://vshrm.org/BODDesc.asp>.

VSHRM leadership positions will help you grow personally and professionally. Benefits of being a volunteer leader include:

- ✓ *Recertification Credits!!*
- ✓ *Some state/national conferences will be paid for (dependent on position)*
- ✓ *Recognition as a leader who is committed to the HR profession*
- ✓ *An opportunity to expand your speaking and communication skills*
- ✓ *An opportunity to participate in organizational strategic planning*
- ✓ *Development of close working relationships with other HR professionals*

Please look over the information on the VSHRM website and contact any current Board member if you are interested in more information on VSHRM leadership opportunities.



MISHRM Leadership Conference

If you are interested in volunteering on the VSHRM board the MISHRM Annual Leadership Conference will be held April 28, 2008 in Lansing. This program will provide information packed sessions to assist with strategic planning, essentials of chapter management and more. We have a few opening left for any VSHRM members that would like to attend. Please contact Lori Lunger at llunger@myamigo.com or 989-921-5077 for more information.

Membership Corner

April's Featured Member: Dennis Bourbina

Dennis came to Lutheran Homes of Michigan, The Manors, in 2005 as the HR Coordinator. He has held other management positions in the retail industry in the past 25 years, but found HR to be the most rewarding. Lutheran Homes of Michigan is a faith based non profit organization that provides a home, and care, for the elderly, and has an employee base upwards of 900 throughout Michigan. Dennis earned the designation of Certified Human Resource Specialist from MSU's School of Labor and Industrial Relations. He joined VSHRM just last year and looks forward to attending the meetings and networking.

Dennis has lived in Saginaw his whole life. He's married (25 years this May), with 2 children, and his hobbies are hunting & shooting. The sports he prefers to watch are hockey, football and NASCAR racing.



WELCOME New Members!

Keri Prybyski
Human Resources
J.E. Johnson, Inc

Jeff Clark
Case Systems, Inc.
Human Resources Manager

Stacy M Jones
Adjunct Instructor
Davenport University

John K Jones
Sr Career Services Coordinator
Davenport University

WELCOME Returning Members!

Kenneth Pederson
Chief Learning Officer
ThinkWise, Inc.

If you know anybody who may be interested in VSHRM please contact **Dmitry Erofeev** at **989.832.6994** or invite them as your guest to an upcoming VSHRM meeting.

Register now for our May Seminar!

Your Day in Court, a Mock Trial

Employers of every size, in every industry, face employment law challenges. These issues present costly potential liability exposure and often divert management's attention from other important business matters. **On Tuesday, May 13, 2008, Masud, Patterson, Schutter, Peters, & Vary, P.C.** will present, **"Your Day in Court, a Mock Trial"** at Horizon's Conference Center in Saginaw, Michigan from 10:30 a.m until approximately 4:00 p.m. Attorneys **Elizabeth Peters, Richard Vary, and Brian Swanson** will guide us through the litigation process and discuss how a lawsuit alleging *sexual harassment and intentional infliction of emotional distress against an employer* might proceed, especially if the case goes to trial.

In this interactive presentation, seminar participants will receive a brief summary of the litigation process, observe witness preparation, participate in a mock deposition and pre-trial hearing, and then actually take part in the trial by "taking the stand." Seminar participants will also star as the jury and observe direct and cross-examinations and will deliberate to make a final judgment for or against the plaintiff. This is an educational and fun event you will not want to miss! If you are interested in registering early for the seminar email rsvp@vshrm.org or at <http://vshrm.org/RSVP.asp> (enter 5/13/2008 as meeting date.) If you are interested in actively participating as a star witness or juror, contact Wendy Yelsik at yelsik@rroese.com or call (989) 684-5121 by April 1, 2008. Cost for the seminar is \$45 for VSHRM members and \$65 for non-members which include lunch and materials. **Watch for a brochure and enrollment form in the mail!**

HRCI STUDY GROUP

Reminder: VSHRM is holding a complimentary study group for members who are planning on becoming certified in the spring of 2008. **Remaining dates for the VSHRM Study Group are: Tuesday March 25, Thursday April 3, Thursday April 10 and Thursday April 17 from 6:00 p.m. until 8:00 p.m.** The meeting location is at Allied Office Interior Inc. located at 701 Salzburg Avenue, Bay City MI 48706.

Interested members can contact **Wendy Yelsik** at yelsik@rroese.com / 989-684-5121 or **Lori Lunger** at llunger@myamigo.com / 989.921.5077 form more information or to RSVP for the study group.

Midland Area Chamber of Commerce WakeUp! Midland

VSHRM recently joined the Midland Chamber of Commerce (MACC) to gain exposure to the Midland community and to utilize the many benefits offered by MACC as a non-profit member. One of the benefits of membership is the ability to sponsor a monthly WakeUp! Midland meeting. As a non-profit member, we will be sponsoring the WakeUp! meeting on **Friday, April 11**. MACC members and non-members of the chamber are invited to attend this meeting for a minimal cost. We would love to see you there!

Date: April 11, 2008

Time: 7:40 am - 9:00 am

Chamber Member Cost: \$5.00

Non-Chamber Member Cost: \$15.00

Location: Valley Plaza Resort
5221 Bay City Rd. Midland, MI

April's MACC topic "**Economic Outlook: Are We Digging Out or Digging Deeper?**" will be presented by Charles L. Ballard. Mr. Ballard is a Professor of Economics at Michigan State University.

Interested members should register directly with the Midland Chamber of Commerce. For further information, visit the MACC website at <http://www.macc.org> and click on the calendar. For tickets, contact Patty Aspin at 989-839-9901.