



THE RESOURCE

Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan



Published for Members of the Valley Society for Human Resource Management

APRIL 2009

HR BENCHMARKING

Presented by Steven Hughes of Davenport University

Date: Tuesday, April 14, 2009

Location: Horizons Conference Center
6200 State Street
Saginaw, MI 48603

Time: LUNCH MEETING
11:30 a.m. Networking / Registration
Lunch 11:45, Meeting begins at 12:15

Cost: \$20 for members, \$25 for Guests. Student cost is \$10. Cost includes lunch.

RSVP / Information: rsvp@vshrm.org, or call Sue Slade at (989) 754-4717, Ext. 5503, On-line at www.vshrm.org

RSVP Deadline: **EXTENDED!** RSVP by **Friday, April 10, 5:00 p.m.** There is a \$5.00 charge for late RSVP's received after the deadline

Cancellation Policy: *If you made a reservation but are unable to attend a meeting, please cancel prior to noon the Friday before the meeting. You will be billed for the breakfast or luncheon if you do not cancel your reservation.*

About the SEMINAR:

Every HR department can benefit from benchmarking its performance against best-in-class organizations. But benchmarking activities can be time-consuming, expensive and, frankly, worthless unless they are well planned and implemented. This presentation outlines the essential elements of any benchmarking project and explains how companies can get and leverage essential benchmarking data to improve their HR performance.

About the SPEAKER:

Steven Hughes currently serves at Davenport University as the Director of the Executive MBA Program. He has been with the DU since May of 2007 when he started as a Department Chair of Management & Marketing. Prior to Davenport, he worked in various leadership roles with Delphi and General Motors. He holds a Bachelor degree in Business Administration from Northwood University, an Executive Master of Business Administration degree from the DeVos Graduate School of Management at Northwood University, and is two courses away from finishing his Doctorate of Business Administration degree at Lawrence Technological University. He specializes in the subject areas of emotional intelligence, organizational development, leading change, and self leadership. His coursework includes administering Managing Human Resources, Staffing Organizations, Negotiation, & Foundations of Human Resource Management. He also chairs the committee that oversees the curriculum development for our Human Resource MBA program.

VSHRM is proud to announce membership in:

**Bay City Chamber of Commerce
Saginaw Chamber of Commerce
Midland Chamber of Commerce**



2007 SHRM SUPERIOR MERIT AWARD CHAPTER

VSHRM is an affiliated chapter of the international professional resources organization, **Society for Human Resource Management (SHRM)**. The monthly meetings are open to members, guests, and other interested parties.

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.

From Your President:

Welcome to Spring! I would like to mention that recently VSHRM had two board members who could not fulfill their commitment to the Board of Directors due to economic & personal issues. As always, the Board is working diligently to continue the level of benefits members receive.

VSHRM is currently looking for members who can join our Board of Directors for the upcoming program year which begins on September 1 and ends on June 30, 2010. We have candidates for the Membership Chair and the Legislative Chair. We have the following positions open and would encourage members who are looking to enhance their professional skills to contact me for further information. The open positions are; President-Elect, Treasurer, Program Chair, and Secretary. VSHRM has some big changes planned for the 2009-2010 Program year and is looking for motivated individuals to help with the changes and continued success of VSHRM.

Our May seminar is May 19. You should receive a brochure, via email and mail, within the next couple of weeks. But, you can RSVP today! Simply email rsvp@vshrm.org and state: **May 19 Seminar RSVP** in the subject line. Print two (2) copies of the email. Send a copy with your payment of \$50 or \$70 to VSHRM, PO Box 5448, Saginaw, MI 48603 and keep the other copy for your record. If you are sending in a RSVP for multiple people please put the name of each person attending in the email.

VSHRM & MMHRA would like to thank the following sponsors for the May Seminar; **Delta College Corporate Services, Adecco Technical, and Saginaw Bay Underwriters.** Please take a moment to see them at the May seminar.

Because the newsletter was late in being distributed this month, we have extended the RSVP deadline to Friday at 5:00 p.m. I look forward to seeing you next week!

Wendy K. Yelsik

VSHRM BOARD MEMBERS

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VSHRM
PO BOX 5448
SAGINAW, MI 48603



Certification Corner

Submitted by Gina Kellogg
President-Elect & Certification Chair

Congratulations!

The following members have recently passed their certification exam and will be recognized during April's meeting:

Rebecca Oster: PHR

Patty Alfano: PHR

Lisa Schultz: PHR

Jeffrey Illig: SPHR

Karen Schluckbier, SPHR

In addition, the following members have recently achieved recertification- **Jerry Chiplock: SPHR** and **Gina Kellogg: SPHR**.

It's not too late!

If you've been delaying your decision to register for the HR Certification Institute's spring PHR or SPHR exam, you haven't missed the late deadline of April 17. You never know how far your letters could carry you! Visit www.hrci.org for further information.

Reminders: If you have recently earned your letters or recertified, please contact Gina Kellogg as soon as possible at: 989-776-7348 or gina.kellogg@citizensbanking.com so you can be recognized and your achievement celebrated!

Recent Meeting Testimonials

Thank you to our members for completing the online evaluations! Although normally only positive meeting feedback is featured in our newsletters, we do appreciate and act on your constructive feedback as well. As always, we strive to bring you quality programs in a comfortable environment with delicious food.

Workplace Privacy & EFCA Update

Presented by Brian Swanson & Kraig Schutter

- Best Program of the YEAR!
- Thank you for taking the time to set up meetings for HR Professionals to get together each month.
- Well Organized Workshop
- Both Attorneys addressed topics of Interest at a level that was easy to understand and absorb.
- Excellent and timely presentation including news of the day.
- Was impressed to get the update that the EFCA had gone to the Senate that day.
- I thought the material was very interesting and informative.

LEGISLATIVE REVIEW AND NEWS

Submitted by Sue Goddard



Most employers that utilize e-mail and the Internet have general electronic resource policies. As technology evolves rapidly, however, a company needs a proactive, strategic plan to ensure that its goals will be met and to minimize unexpected legal exposure. Generally, there are three types of companies in the electronic information age: Reluctant users, cautious enablers and pioneers. The pioneering executive, human resource professional or other employee must, at minimum, have an understanding of the company's goals and the risks that go with public dissemination of information. Now, with the blending of "personal" and "work-related" communication tools, such as social networking sites (Facebook, Twitter, MySpace and LinkedIn), a company is faced with the tougher decision about whether the business should embrace these tools. These public risks have always existed, but the multiple methods of communication and loss of control increase the possibility of inadvertent disclosure, defamation or conflicting messages. When was the last time you reviewed your electronic resource policy?

On March 19, 2009, the Department of Labor ("DOL") issued four new model notices related to the COBRA premium subsidy program established under the American Recovery and Reinvestment Act of 2009 (Act). The DOL made changes to its website announcement of the model notices and has provided additional information. Please visit the DOL web site for the updated notices and their implications. Also Butzel Long has a web link that provides an explanation of these notices, simply visit them at <http://www.butzel.com/pdf/090216enBEN.pdf>.

Unless there is a last-minute change by the Obama administration, employers will be required to use a revised version of the employment eligibility form (I-9 form) effective April 3, 2009.

Unemployment figures for Michigan for February reached 12.1%.

**Love Being a Member!
Great Value!**

MEMBERSHIP FOCUS

VSHRM would like to welcome the following new members:

- **Jeff Jones**, Sr. Account Executive at Aerotek Professional Services
- **Jordan Vandeputte**, Account Manager at Aerotek Scientific
- **David Smith**, Employment Advisor at Delta College
- **Heather Lynch**, Student at Davenport University

As of 3/31/09 VSHRM has 155 regular members and 19 student members!

29 BEST PLACES to WORK

Rehmann and Tri City magazine along with the Midland Area, Bay Area and Saginaw County Chambers of Commerce are sponsoring the **29 Best Places to Work in the Tri-Cities program**. This competition recognizes organizations in the Great Lakes Bay Region that display outstanding human resources best practices for their employees.

Entries will be judged and a winner selected in each of the following categories: Employee Loyalty, Employer Loyalty, Learning and Development, Diversity, Communications, Community Caring, & Recruitment and Selection.

Applications are being accepted through April 29, 2009. For more information go to: www.rehmann.com/29best.

Delta College Corporate Services is Ranked "Top 20" in the Nation

For the fifth consecutive year, Delta College Corporate Services has been selected to a prestigious list of the nation's top providers for business training solutions. TrainingOutsourcing.com, a web-based knowledge community dedicated to the training industry, has announced its "2009 Top 20 Companies in the Training Outsourcing Industry".

A total of 275 companies were considered for this year's list with each being evaluated against 22 learning processes and 13 business capability areas. Each company selected demonstrates strength and experience in several areas of learning services, such as content development, training administration, program delivery, and learning technology.

The selection was based on a national survey which assessed each organization's use of best practices especially relating to the application of learning analytics and strategic alignment of training with clients' business goals. In addition the marketing strategy of each company was analyzed to determine if training outsourcing was considered to be a core services in their business model.

DCCS is the only educational institution represented on this year's list.

VSHRM Congratulates Delta Corporate Services!

Scholarships for HR Professionals

Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? If so, the SHRM Foundation Scholarship Program can help! 40 academic scholarships (\$1,375 each) will be awarded-- both part-time and full-time students are eligible. 60 certification scholarships (\$750 each) will be awarded to members pursuing PHR, SPHR, GPHR or GPHR-CA certification. With generous underwriting from the J.J. Keller Foundation, Inc., the program will award \$100,000 in scholarships in 2009.

The scholarships are allocated equally among the five SHRM geographic regions, which means you are competing only with applicants in your own part of the country.

Application deadline: July 15, 2009.

For more information, choose "Scholarships and Awards" on the SHRM Foundation website (www.shrm.org/foundation).