

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

DECEMBER 2008

MILLER
CANFIELD

HR Employment & Legal Update

Presented by Carolyn P. Cary



Date: Tuesday, December 9, 2008

DIFFERENT Location: Four Points by Sheraton
4960 Towne Centre Road
Saginaw, Michigan 48604

Time: BREAKFAST MEETING
7:30am (Registration & Breakfast)
8:00am – 9:15 am (meeting)

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

RSVP / Information rsvp@vshrm.org, or call Sue Slade at (989)
754-4717, Ext. 5103, On-line at
www.vshrm.org

RSVP Deadline: RSVP by Thursday 12/4/08, 5:00 p.m.
There is a \$5.00 charge for late RSVP's.

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.*

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.

VSHRM's Charity Drive Extended!

Thanks to all members who donated to VSHRM's charity, CAN, last month. VSHRM will continue to take donations for the CAN Council at our December meeting. The CAN Council is a countywide organization dedicated to the prevention of child abuse and neglect in Saginaw County.

You can simply bring any of the following items to December's meeting; coloring books, crayons, juice boxes, toys, children's books, diapers, batteries, disposable cameras, greeting cards, markers, toilet paper, etc. For a full listing, go to http://www.cancouncil.org/contribute/wish_list.php

About the SEMINAR:

Every HR professional will need to be aware of changes that are happening during the beginning of 2009 and our 'legal eyes will need to be sharper than ever. Carolyn Cary from the law firm of Miller Canfield will update us on the following issues:

- **ADA Amendments Act** – the definition of “disability” under the Americans with Disability Act (ADA) has been expanded possibly making nearly 77 million people eligible under the law which takes effect on January 1, 2009.
- **FML changes** – expansion of the regulations will take place on January 16, 2009. For a comprehensive overview of the changes, please visit the DOL web site at www.dol.gov
- The government says new claims for **unemployment benefits** jumped last week (November 10) to a 16-year high, providing more evidence of a rapidly weakening labor market. The four-week average of claims hit the highest level in more than 25 years. Michigan's unemployment rate for October is 9.3% which was announced on Thursday, November 20.
- President Bush signed the **unemployment benefit extension** on Friday, November 21, 2008 – this allows additional 13-weeks of benefits to those whose benefits are nearly exhausted.
- **E-Verify Extension** – President Bush signs legislation funding the government's electronic employment verification system until March 2009..

About the SPEAKER:

Carolyn P. Cary, an attorney from the Miller Canfield Law office in Saginaw, represents employers in litigation pertaining to wrongful discharge, civil rights, and federal and state employment laws. She has extensive experience in such areas as privacy rights, sexual harassment and employee termination as well as compliance with the Family Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA) and the Americans with Disabilities Act (ADA). She works closely with employers to negotiate collective bargaining agreements, represents them in arbitration proceedings and defends them against unfair labor practice charges.

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.



2007 SHRM SUPERIOR MERIT AWARD
CHAPTER

A Note from the President:

Each month VSHRM asks its members for feedback about the meeting they attended. Members and guests at meetings are encouraged to complete these quick evaluation forms. In the past, VSHRM would have printed evaluation forms on each table for attendees to complete and leave on the table. The response rate on these printed evaluation forms was between 65% and 75% of attendance. To help capture more comments and concerns from meeting attendees, VSHRM is experimenting with using SurveyMonkey to collect these evaluation forms. **But, we need your help!**

After you attend a meeting you can expect to receive an email from a VSHRM board member with a link to the monthly evaluation form. The email will clearly state in the subject that it is "VSHRM's Monthly Evaluation Form" and list the title of the meeting. All you need to do is click the link. It takes less than five (5) minutes to complete! You are not asked to put your name on the evaluation form unless you want additional information. It is confidential. Meeting attendees will have five days to complete the evaluation form before the survey closes. VSHRM is hoping to capture all comments about the meeting each month; *we are working towards a response rate of 100%*! Unfortunately, the response rate for November's meeting was only 47%. This means, of the 65 attendees, less than half completed the evaluation.

Monthly program evaluations are discussed thoroughly by the Board of Directors. We use the results to help improve our organization and, by using positive feedback, to let members know what a great organization we are! The more feedback the better!

Thanks for you help!

Wendy K. Yelsik

Your Foundation at Work

SHRM Foundation News: *Connecting Research to HR Practice* brochure

The SHRM Foundation has a 40-year tradition of awarding grants to fund rigorous, original research with practical implications for management practice. The SHRM Foundation has a new 12-page brochure that presents the results of four recent SHRM Foundation-funded projects in an actionable way, so HR professionals like you can apply this knowledge in your organization. Topics in the "Connecting Research to HR Practice" brochure are: *Making Virtual Teams More Effective*; *Increasing the Success Rate of New Executives*; and *Enhancing the Effectiveness of HR Practices and Stock Options*. To download a copy of the brochure free from the SHRM Foundation website, go to: [Research Highlights Brochure](#)

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VSHRM Membership Drive!

Win a free iPod Shuffle! If you already renewed your VSHRM membership, Thank You! Your name was entered into a drawing to win an iPod. If you have not, it is not too late. Just renew your VSHRM membership by December 31, 2008 and be entered into a drawing to win an iPod Shuffle. VSHRM is giving away TWO iPod Shuffles! It's as easy as 1-2-3! You can renew by going to www.vshrm.org and downloading the Membership Renewal Form or you can complete your renewal online at <http://vshrm.org/membershipform.asp>. You can even pay using our website. The investment fee is \$25 for VSHRM members who are also members of SHRM and \$45 for non-SHRM members.

VSHRM is also having a Membership Renewal & Referral table at December's meeting. If you prefer, you can simply renew your membership during the December breakfast meeting. We hope you will join us for another outstanding year of great programming and professional development. And, if you refer a new member, you will receive a \$5.00 gift card to Tim Horton's! Just make sure that new member tells us they were referred by you!

Remember to renew your VSHRM membership by December 31, 2008.

VSHRM Welcomes the following New Members!

New Member Name & Title	Receiving a \$5.00 Tim Horton Gift Card for referring a Regular Member	Company
Darcy R. Evans, Human Resources Representative		Gohm Insurance Restoration
Sheila Wright, HR Manager	Jennifer Dueweke	Dow Chemical Employees' Credit Union
Lori A Weckesser, Benefits Specialist	Tammy Angell	Northwood University
Lisa M. Killey, HR Generalist	Pamela Christie	Northwood University
Pamela L. Christie, HR Director		Northwood University
Sue E. Cory, Office Manager	Vicky Bailey	Midland Oral & Maxillofacial Surgery, P.C.
Sherry Comment, HR /Payroll		Bay County Medical Care Facility
Jan Mrozinski, HR Director		Bay County Medical Care Facility
Dan Kilbourne, Director of HR & Labor Relations		All Star Services, Inc.

Past Referrals: Ricardo Resio referred Brian Pickleman and Jean Hill referred Kristina Rubis

Members who refer a colleague to VSHRM will receive a \$5.00 Tim Horton's gift card after their referral is approved for VSHRM's Regular Membership. The new member just needs to let VSHRM know who they were referred by after they join VSHRM!

SAVE THE DATE!

VSHRM's January meeting on 1/13/09 will be a lunch meeting at the Horizon's Conference Center. Ken Pederson with ThinkWise, Inc. is presenting "Sparking Employee Behavior."

VSHRM Study Group Update

VSHRM holds a Study Group for professionals preparing to take the PHR or SPHR Certification test. The study group meets at the Magic Bean in Saginaw on Wednesday nights from 6:00 – 8:00 p.m. If you would like to join us please contact Wendy Yelsik at Yelsik@roese.com or call (989) 529-3922.

"The joy of brightening other lives, bearing each others' burdens, easing other's loads and supplanting empty hearts and lives with generous gifts becomes for us the magic of Christmas." [W. C. Jones]

MERRY CHRISTMAS AND HAPPY NEW YEAR!