

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

FEBRUARY 2009

Building the Bench Through Effective Leadership Development & Succession Planning Alan Hubbard and John Heidke



Date:	Tuesday, February 10, 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:	RSVP by Thursday 2/5/09, 5:00 p.m. There is a \$5.00 charge for late RSVP's received after Friday, February 6, 2009.
Cancellation Policy:	<i>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.</i>

About the SEMINAR:

Today's organization and their leaders are facing unprecedented challenges. Human resource professionals are being called upon to address the human capital aspects of these challenges in new and more complex ways, often with limited resources.

Alan and John will offer their experiences as leaders as well as processes and tools that you can use in your organization. Topics will include:

- 10 trends facing today's organizations and leaders.
- Discussion of the business case for leadership development and succession planning.
- Comparison old and new paradigms on succession.
- Provide data on the Leadership Imperative.
- A Model for Talent Management / Succession Planning.
- Review Critical Success Factors.

This will be an interactive program with plenty of opportunity for others in the room to bring their expertise and vantage points into the discussion.

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.

WILL YOU BE A STEADY EDDIE?

All VSHRM members (excluding current board members) who attend seven out of ten monthly meetings during the program year (September 08 through June 09) are "Steady Eddies". All Steady Eddies will be entered into a drawing. 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!

We are halfway through our program year with five meetings to go. Anyone who has attended at least two meetings so far may be eligible for the Steady Eddie drawing!



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

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:

VSHRM normally holds chapter meetings on the second Tuesday of each month from September thru June. However, this year's May Seminar is moving from the second Tuesday in May to the third Tuesday which is May 19.

Once again, VSHRM is partnering with MMHRA and presenting a half-day morning seminar on Generations in the Workplace presented by Delta College Corporate Services. We are excited to offer this interactive workshop to our members, members of MMHRA, and guests. We encourage you to save this date: **Tuesday, May 19 from 7:15 a.m. to 1:15 p.m.** This workshop not only will provide certified members with recertification credits but also includes a continental breakfast, a FANTASTIC WORKSHOP, an informative training guide, and a networking lunch! All this for a low cost of \$50 for VSHRM or MMHRA members and \$70 for guests.

Send your RSVP in 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.

If your company would like to be a part of this seminar by sponsorship please contact Karen Schluckebier at kks@rogersgroup.com or call her at 989-386-6326.

Wendy K. Yelsik

VSHRM BOARD MEMBERS

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Member at Large	Sue Slade, PHR Spicer Group Telephone: (989) 754-4717 x 5503 sues@spicergroup.com

Schedule Change

GENERATIONS IN THE WORKPLACE

NEW DATE - Tuesday, May 19!

Registration begins at 7:15 a.m. ending with a networking lunch at 12:15 p.m.

SAVE THE DATE!

VSHRM's March meeting will be a lunch meeting at the Doubletree in Bay City. Join us as Jeff Harris of the Kaleidoscope Group presents a program on Workplace Diversity.

VSHRM
PO BOX 5448
SAGINAW, MI 48603



Certification Corner

Submitted by Gina Kellogg
President-Elect and Certification Chair

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!

The regular deadline to register for the Spring 2009 testing window is March 13, and the late deadline is April 17. You never know how far your letters could carry you! Visit www.hrci.org for further information.

HR Certification Eligibility Requirements are Changing

In keeping with best practices for certification programs, the HR Certification Institute conducted an extensive multi-pronged study of the eligibility requirements of their three core products: Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR). Based on feedback from both certified and non-certified HR professionals, business leaders, students and academicians, the requirements will now include a combination of education and experience. *These changes will go into effect in the May-June 2011 testing window.*

Most affected by the new eligibility requirements will be:

Prospective GPHR's: Those who were able to sit for the GPHR exam without demonstrated exempt-level experience in global HR will not be able to sit for the exam beginning 2011.

Prospective SPHR's: Those eligible for SPHR under the current eligibility requirements may only be eligible to take the PHR under the new requirements that go into effect in 2011.

Students: Students will no longer be eligible to take the exams without the required work experience. Students will be able to take the exam once they have graduated and achieved the required number of years of demonstrated work experience that is required for the certification they wish to achieve and the degree they hold.

Current certificants who wish to recertify by exam: One can recertify by examination in 2011 or after but must qualify to sit for the exam under the new eligibility requirements even if they were eligible to sit for the exam under current eligibility requirements.

New feature on hrci.org

Beginning 1/5/09 any certified individual may go into their online profile with the HR Certification Institute and notify their chapter of their certification by visiting the "chapter notification link." The HR Certification Institute will send a monthly report to VSHRM leadership to notify the chapter of who is certified, the type of designation, and the individual's "certified since" date. This report won't include every certified individual in the chapter, only the ones who have requested the chapter be notified during the previous month and who are currently certified. *Please visit www.hrci.org to make your request.* What a great way for your chapter to receive confirmation of your achievements!

LEGISLATIVE REVIEW AND NEWS

Submitted by Sue Goddard



THE EMPLOYEE FREE CHOICE ACT UPDATE:

The Employee Free Choice Act (EFCA) or 'card check' is likely to pass during the first 100 days of the Obama Administration. This legislation would give organized labor an advantage in union organizing at the expense of employees and employers.

E-verify Update:

We continue to monitor changes happening with E-verify. SHRM, along with several other companies filed suit December 23 with Department of Justice; January 9 courts ruled in favor to extend the January 15 deadline to February 20, 2009.

New I-9 Forms to be used as of April 3!

Federal Legislative Alert

The U.S. Citizenship and Immigration Services (USCIS) announced that it has delayed by 60 days, until April 3, 2009, the effective date for using the revised Form I-9, originally scheduled to go into effect February 2, 2009. Please note: Employers who use the new form prior to the April 3, 2009 effective date are subject to civil monetary penalties.

Starting April 3, 2009, expired credentials will no longer be acceptable to establish the identity or work eligibility of new hires. On Dec. 17, 2008, DHS' United States Citizenship and Immigration Services (USCIS) posted an "interim final rule" in the Federal Register making changes to Form I-9, and reducing the documents employers can accept to satisfy the form's requirements. Employers can continue to use the current version of Form I-9, dated June 5, 2007, until the new Form I-9 and its requirements become effective April 3, 2009, according to the USCIS. The new form is to be used On and AFTER April 3, according to the USCIS website. The link to the form is: http://www.uscis.gov/files/form/I-9_IFR_02-02-09.pdf. The Handbook for Employers, Instructions for Completing the Form I-9 (M-274) will be updated to reflect these changes and will be available on the USCIS website in the near future.

New FML regulations update:

The DOL has issued the final regulations for the new FMLA rules, which includes the new poster that must be displayed by employers as of January 16th. The poster is located at: <http://www.dol.gov/esa/whd/regs/compliance/posters/fmlaen.pdf>. Employers should post this with their other federal and state required posters. A webcast "The Final FMLA and MFLA Regulations" is available to SHRM members at <http://shrm.org/webcast/>.

Medicare Part D Notification:

ANNUAL DISCLOSURE of creditable coverage status to CMS is required WITHIN 60 DAYS after the first day of the plan year (e.g., March 2 for calendar year plans). The online disclosure form is located at the CMS website:

https://www.cms.hhs.gov/CreditableCoverage/45_CCDisclosureForm.asp

UNEMPLOYMENT RATE:

The unemployment rate for the state of Michigan has reached double digits for the month of December, 10.6%. Increased rates were seen across the U.S., with the rates expected to be higher the first quarter of 2009.

MEMBERSHIP FOCUS

Submitted by Dmitry Erofeev, PhD

I would like to use this opportunity to congratulate our two members who won iPods for membership renewal before Dec. 31, 2008. Debra Bishop and Kathy Harris were among 85 names in a drawing. Just a reminder, if have not renewed your membership please do it today at <http://vshrm.org/membershipinfo.asp>. Also, anyone will be still welcome to our monthly meetings.

Next, VSHRM board is welcoming new members who joined VSHRM in January 2009:

- **Jeanie L Deckert**, a Human Resource Director from Compassionate Care Home Health Services, Inc,
- **Kori Johnson**, a HR Generalist from Chemical Bank,
- **Timothy Quinn**, a Personnel & Employee Relations Director from Bay County, and
- **Shelby K. Wiese**, a Human Resource Manager from McMartin Wasek & Associates.

Jeanie L Deckert was referred to VSHRM by Elizabeth Peters. Thank you, Elizabeth. Our appreciation card is in a mail. In the meantime, we would like to present our chapter membership statistics for year 2009 in comparisons to 2008:

2009

Membership Totals	Jan 09	Feb 09	Mar 09	Apr 09	May 09	Jun 09	Sept 09	Oct 09	Nov 09	Dec. 09
Regular Members	186									
Total SHRM	102									
% SHRM Members	55%									
PHR/SPHR Certified	46									
Student Members	17									
	Audit									

2008

Membership Totals	Jan 08	Feb 08	Mar 08	Apr 08	May 08	Jun 08	Sept 08	Oct 08	Nov 08	Dec. 08
Regular Members	176	138	142	147	149	158	160	165	174	183
Total SHRM	98	78	83	83	86	90	92	95	97	100
% SHRM Members	56%	57%	58%	58%	58%	57%	58%	58%	56%	55
PHR/SPHR Certified	43	34	36	36	37	41	43	46	46	46
Student Members	9	9	9	9	10	11	11	12	14	13
	Audit									



We would like to recognize and thank VSHRM member, **Vicki Bailey**, for her three years as the MISHRM - Central District Director. Vicki was instrumental to many positive initiatives during her three-year tenure.

At this time we would also like to announce MISHRM newly appointed VSHRM Past-President, **Lori Lunger**, PHR as the new MISHRM Central District Director. The central region encompasses the Lansing, Flint, Saginaw, Bay, Midland and Mt. Pleasant Chapters of SHRM. We wish her success with this new leadership volunteer position.

Mi-ACE seeking volunteers for employer panel

The Michigan Association of Colleges and Employers is hosting a regional event at Davenport University in Saginaw on March 27, 2009. The event will include an employer panel to discuss how university Career Services offices can best prepare students for future employment and in their search for a new career. Mi-ACE is currently looking for volunteers to present on the panel and answer questions from university Career Services representatives in the region. If you would like to volunteer or are interested in more information, please contact Tanya Stephens at Tanya.stephens@davenport.edu or call her at (989)393-2618

Is your Company Looking for an HR Intern?

VSHRM has student members that are interested in a HR Internship. If your company is interested please contact Wendy Yelsik or Gina Kellogg.