



Valley Society for Human Resource Management
Saginaw, Bay City and Midland - Michigan



Published for Members of the Valley Society for Human Resource Management

June 2008

JUNE MEETING NOTICE:

Change Management

Presented by:
Eric Gilbertson, SVSU

All organizations must continuously change to stay successful, but from the mailroom to the boardroom, most employees resist change. HR Professionals will learn proven strategies to become an employer of choice, to reduce turnover, and to improve retention.

Date:	Tuesday, June 10, 2008	Time:	11:30 a.m. Networking/Registration 11:45 a.m. Lunch 12:15 - 1:15 p.m. Speaker
Location:	Horizons Conference Center 6200 State Street Saginaw, MI 48603 (989) 799-4122	RSVP Information:	rsvp@vshrm.org or call Sue Slade at 989.921.5503
Cost:	\$20 for members; \$25 for guests \$10 for students; Cost includes lunch	RSVP Deadline:	RSVP by Wednesday 6/4/08 5:00 p.m. There is a \$5 charge for late RSVP's

About our speaker:

Eric Gilbertson became the President of Saginaw Valley State University in August, 1989. Since his arrival, enrollments have grown 61%, endowments have more than quintupled, the physical campus has tripled in size, \$30 million in grant funding has been obtained, and the University has achieved accreditation from nine different academic or professional accrediting agencies!

Dr. Gilbertson received a Bachelor of Science Degree from Bluffton College in Bluffton, Ohio; a Master of Arts Degree from Ohio University in Athens, Ohio; and a Juris Doctor from Cleveland State University in Cleveland, Ohio. Prior to his presidency at SVSU, Dr. Gilbertson served as President of Johnson State College in Vermont; Attorney-at-Law with Vorys, Sater, Seymore and Pease in Columbus, Ohio; Executive Assistant to the President of Ohio State University; Legal Counsel to the Ohio Board of Regents, Law Clerk to the Honorable Robert M Duncan, Justice in the Supreme Court of Ohio; and Instructor in Economics at Kent State University and Cuyahoga Community College.

Dr. Gilbertson has authored numerous speeches and articles on subjects from higher education to organizational leadership to constitutional law. He is active in many professional and community service organizations in the area.

You won't want to miss Dr. Gilbertson's interesting and informative insight into the topic of change management!



HRCI credit for June's program is pending.



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.

Mock Trial a Success!

VSHRM would like to give a special THANK YOU to the law firm of Masud, Patterson, Schutter, Peters & Vary for all their volunteer time spent in planning and presenting "Your Day in Court; A Mock Trial" which was a huge success. Attorneys Elizabeth Peters, Kraig Schutter, Richard Vary, and firm representative Dawn McMillin had active roles in this interactive and educational seminar.

VSHRM would also like to thank the attendees who played a role during the seminar. Those people were:

- Defendant Elyse Roberts played by Annette Mast of St. Mary's of Michigan
- Plaintiff Kevin Murphy played by Bryan Wood of Lee Wood Inc.
- Supervisor Francis Troy played by Jason LaFave of Aerotech Professional Services
- Personnel Director Sandy Yu played by Mardi Hurt of Powell Fabricators
- The Judge played by Retired Judge Gilbert
- ALL volunteers who played the Jury.

The following companies donated folders for the seminar: St. Mary's of Michigan, Spicer Group, Citizens Bank, and Amigo Mobility.

Seminar participants were led through the deposition preparation process, pre-trial conferences, juror profiling, witness examination and cross-examination, jury deliberation and reading of the verdict. This was all followed up with an informative question and answer session. What a FUN day! Here are a few more comments from participants:

- *Nice Summary in Handouts*
- *Program was well organized and followed protocol. Very informative on court procedure and pre-court work with attorneys to prepare defendants and plaintiffs. Topic of program very timely and all businesses can benefit from the difficulty in dealing with sexual harassment.*
- *The Mock Trial was a great experience. Great performance from all.*
- *What an excellent and informative way to use this time! I was looking forward to this presentation and was not disappointed! Great presentation ~ very organized and well done!!*
- *Excellent presentation. Lots of good insights and a real world scenario-generously sprinkled with humor-much appreciated!*
- *Excellent job- to board of VSHRM! Great concept that stimulates thought process, law, and realistic situations. As always, Horizon's did a great job! All attorneys and the judge made this great fun!*
- *Great program. Case brought out importance of constantly reviewing policies/handbooks and training supervisors/employees. Process helped understand court procedures better and roles of individuals. Great learning experience.*
- *Very informative and Innovative!*
- *Excellent Workshop!*



Conference attendees were summoned to serve as jurors. The photo on the left shows our jury during deliberation.

The photo to the right shows Attorney Richard Vary performing direct examination of his defendant.

VSHRM BOARD MEMBERS	
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HRCI Certification Corner

By Lori Lunger, President and Certification Chair

Good luck to all our members taking the HRCI certification exam during the current May/June testing window!

SVSU - HRCI Certification Preparation Course Instructors

Saginaw Valley State University is looking for a SPHR certified HR professional interested in becoming an instructor for their up-coming online HRCI certification preparation course and also instructors for classes offered on-site (fall/winter) at the university. If you are interested, please contact Lori Lunger, President/Certification Chair at 989-921-5077.

VSHRM Study Group

The VSHRM Study Group completed their weekly sessions on Thursday, May 22. There were two participants who were VSHRM members: **Elaine Sobieray** and **Wendy Yelsik** and one guest **Brian Pickleman**. This past week Elaine and Brian sat for the SPHR exam and PASSED! Brian also took the Certification class offered by SVSU this past spring. Wendy is going to take the SPHR exam later in 2008.

Congratulations Elaine and Brian!

Steady Eddie Contenders

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 "Steady Eddies". Steady Eddies will be entered into a drawing to win membership dues to the National Society for Human Resource Management (SHRM). This prize, valued at \$160.00, will be drawn during June's meeting!

Congratulations to the following members who are on pace to be a Steady Eddie, pending attendance at June's member meeting:

*Vicki Bailey
Suzanne Chamberlin
Paul Kuehl
Dan Matthews
Jan Pickering
Marc Rummier
Terry Schramm
Cathy Suchodolski
Lisa Wahl*

*Martha Batts
Jennifer Duewecke
Jason LaFave
Al McKay
Dan Ratell
Karie Schoenmeyer
Norma Skower
Brian Swanson*

Membership Corner

WELCOME New Members!

[Melissa Spellerberg](#)

HR Assistant
Wolgast Corp.

[Joyce Hynes](#)

Sr Salaried Personnel Administrator
Means Industries, Inc.

[Jennifer Anderson](#)

HR Generalist
Delta College

[Lisa Schultz](#)

HR Specialist
Delphi Saginaw Steering

[Loyce Brown](#)

Human Resource Representative
Saginaw Valley State University

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.

Donations for Silent Auction Needed!

*Support the SHRM Foundation
and Promote Your Firm*

In past years, VSHRM has held a 50/50 raffle at one of our chapter meetings to benefit the SHRM Foundation. This year we would like to try something different in addition to the 50/50 raffle. We would like to hold a "Silent Auction" during our September Chapter meeting and are asking members to consider donating items to be offered during the auction. All proceeds from the auction would go to the SHRM Foundation.

These items could be a complimentary service offered by your firm or an item purchased by your firm and donated to VSHRM. All firms donating items will be recognized during the chapter meeting and their names will also be noted by the item they have donated.

*In addition to auction items donated by members, we will also be offering two complete editions of the 2007 **SHRM Learning System** donated by SVSU's HRCI Certification partnership with VSHRM!! The SHRM Learning System is what many HR professionals use to study for the certification exams and are **valued at over \$500 each**. For more information about the SHRM Learning System, go to: <http://www.shrm.org/learning/>.*

If you are interested in donating an item or would like more information about the auction, please contact Jackie Bertsch (jbertsch@charter.net or 989.389.7920).

Additional information about the SHRM Foundation can be found at <http://www.shrm.org/foundation/>.

Age Discrimination Quiz

Submitted by Dmitry Erofeev, Membership Chair

Multiple Choice:

- The Age Discrimination in Employment Act (ADEA) covers which of the following:
 - The hiring process
 - Workplace training
 - Promotional opportunities
 - All of the above
- The ADEA covers people starting at what age?
 - 40
 - 45
 - 50
 - 55
- The number of age discrimination charges filed with the EEOC (Equal Employment Opportunity Commission) is up approximately what percentage compared with a decade ago?
 - 10%
 - 20%
 - 40%
 - 60%
- Which of the following situations is an example of an exception to the ADEA?
 - Replacing a position that was held by someone who retired.
 - An entry-level job requiring less than three years of experience.
 - A position modeling clothes for teenagers.
 - All of the above

True or False

- The ADEA applies to companies with 40 or more employees.
- It is unlawful under the ADEA to favor older workers over younger ones because of age.
- There are certain exceptions to ADEA depending on role and employer type.

Answers on page 5

Save the Date

Our first fall meeting will take place Tuesday, September 9, 2008 at Horizons Conference Center for lunch. VSHRM's own Jackie Bertsch will present *Ethical Issues in Human Resources* and Michigan's SHRM Foundation Chair Jasper Howell will be our special guest.

Legislative Review and News

Submitted by Sue Goddard



FMLA Developments:

On Friday, April 11, 2008, SHRM submitted comprehensive comments to the DOL on its proposed changes to the Family and Medical Leave Act (FMLA) regulations.

SHRM's comments reflected the advice received from the membership at six different 'listening sessions' held in each SHRM region. SHRM addressed challenges that HR professionals face every day in implementing the FMLA. Also reinforced during these comments was the additional concerns that went beyond the DOL's proposed rule changes. These included issues SHRM had communicated to the Labor Department officials last year, but were not included in the proposed rule; i.e. including a definition of 'serious health condition' and better ways of handling intermittent leave. The proposed rule also addressed the new leave expansions for military families. SHRM commented on the need for clear guidance regarding leave for family members of persons in the military, and made suggestions on the appropriate 'exigencies' that should qualify for leave and options for measuring the leave period.

In a related development, the National Coalition to Protect Family Leave, which SHRM chairs, also submitted comments on the new FMLA rules. The Coalition's comprehensive comments included input from other employer groups as well as individual companies. More than 100 independent organizations include a number of SHRM chapters and state councils, signed on to the Coalition's comments, demonstrating a strong interest by the HR and employer communities. For more on the comments / concerns, please visit the SHRM web site at www.shrm.org.

After reviewing the comments received, the DOL is expected to revise and issue a final rule on the FMLA sometime this fall. SHRM is most appreciative of the generous efforts by all members, state councils and chapters on this issue.

State Unemployment:

The latest unemployment statistics show the State's rate at 6.9% which remains far above the national rate of 5%.

Minimum Wage:

Michigan's minimum wage changes July 1, 2008 moving to \$7.40/hour.

An Invitation from MISHRM!

Who: *ALL Michigan HR Professionals*
When: *Sun., June 22nd – 6:30 p.m. transportation (7 p.m. show)*
Where: *SHRM National Conference, Chicago, IL*
What: *Networking Event to Second City Improv*
Cost: *\$35/person (includes Ticket to the Show and transportation TO the event)*

The Michigan Council of SHRM seeks to build relationships among HR professionals within our state. In an effort to do so, we are coordinating a 'Michigan SHRM' event at the national SHRM conference in Chicago. The purpose is to connect Michigan HR professionals for a fun networking event and to connect at large members with local chapters.

Final details will be confirmed approximately a week prior to the event which will include transportation details (from McCormick Place to Second City Improv). Guests are welcome, and a minimum number of participants is not required. Our only obligation is to purchase the confirmed tickets one week prior to the event. The plan is to attend the 7 p.m. performance of the Second City Improv. on Sunday, June 22nd. Details are being coordinated to arrange transportation TO the venue. Return transportation will be on your own.

The final deadline for RSVP is June 8th online at:

<http://michshrm.org.master.com/taxis/master/search/+/form/2nd%20City%20Improv.html>

Payment should be made by check to MISHRM for \$35/person and should be mailed to: MISHRM National Conference Event, 32621 Grand River, Farmington, MI 48336.

Answers to Age Discrimination Quiz:

- 1: **D.** Covered employers must be ADEA compliant with all aspects of the employment process, including: job ads and recruitment materials; application process, training programs; hiring, pay, promotion and layoff decisions; retirement decisions. Contact your local Express Employment Professionals representative to find out how you can learn more about your obligations under the ADEA.
- 2: **A.** According to the AARP, "Most employees and job applicants who are 40 years or older are protected from age discrimination by the federal Age Discrimination in Employment Act (ADEA)." However, there are a few exceptions in which employment-related decisions can be based on age.
- 3: **B.** According to the Chicago Tribune, age discrimination charges are up 21% compared with a decade ago. The report noted that when companies are in financial hardship, people with the highest salaries tend to be more at risk, and older workers tend to have those higher salaries.
- 4: **C.** According to the AARP, "An employer would not have to hire a 60-year-old as a model or an actor in a television ad for clothing for teenagers." When employers can prove there is an age limit necessary for doing the job, this is one of the few, narrowly defined exceptions to the ADEA. If you have questions about whether or not a position falls under this exception, or for information on other exceptions to the ADEA, contact your local Express office to find out how you can learn more about our HR Hotline services.
- 5: **False.** The ADEA is a federal law that applies to employers with 20 or more employees, including includes local and state governments and the federal government. However, many states have anti-age discrimination laws that apply to employers with fewer than 20 employees, so make sure you are familiar with both federal and state requirements.
- 6: **False.** According to the Society for Human Resource Management, "The EEOC amended the ADEA regulations on July 6, 2007, to clarify that the ADEA does not prohibit employers from favoring older individuals over younger ones because of age. Such ageism doesn't violate the ADEA even if the younger individuals are at least 40 years old and covered by the federal law."
- 7: **True.** According to AARP, "The ADEA does not apply to independent contractors or elected officials. It does not usually cover police and fire workers, certain federal employees in air traffic control or law enforcement, or certain highly paid executives. While persons in these positions could be retired on a mandatory basis, they cannot be denied a promotion or training based on age."

2008-2009 VSHRM Board

At our June chapter meeting we will be asking our VSHRM members for approval on the candidates recommended by our board to fill the vacancies for our 2008-2009 Board term. We appreciate your vote and participation. Thank You!

