

THE RESOURCE



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



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March 2008

MARCH MEETING NOTICE

HR Issues in Retirement Planning and Benefits

Presented by:

TODD KUZMA

President and Founder of Kuzma & Associates



Surveys find that fear of financial instability ranks among the top concerns of Americans. Coming to grips with what we need to know and do now and in the future often seems like an impossible task. Part of the stress and anxiety that we experience is no doubt from the large amount of information with which we are bombarded.

HR is on the forefront in administrating company retirement plans and commonly being asked a wide range of financial questions about retirement by the employees. HR is often the only source of financial literacy for many working adults. This workshop will address pertinent financial questions and concerns to help the HR community address the needs of their employees. Topics covered will include retirement planning, company benefit plans, and creating a financial education program. HR attendees will learn about the new issues in company qualified retirement plans from the 2006 Pension Act. We'll answer common questions asked by HR Generalist such as 401k auto enrollment, offering 529 college saving plans. We'll also talk about retirement planning issues and ideas of what to include in your company's "Financial Education Program". HR attendees will feel more educated and confident with current HR retirement issues and learn about what resources are available to HR. *This entertaining presentation is intended for all professionals involved in aspects of HR. It is educational only and does not solicit any service or products.*

Date: Tuesday, March 11, 2008

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

11:45 a.m. Lunch

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

Location: Trillium Banquet Center
6415 State Street
Saginaw, MI 48603
(989) 790-2345

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 3/5/08 5:00 p.m.

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

Certification credit for the March meeting is pending.

ABOUT OUR SPEAKER:

Todd L. Kuzma is President and founder of Kuzma & Associates and Kuzma Financial located in Brighton, Michigan. Mr. Kuzma specializes in Retirement Planning and Estate Preservation techniques and is a recognized speaker within the financial services industry.



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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.

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Legislative Review and News

Submitted by Sue Goddard, Legislative Chair

On January 28th, 2008, the Family and Medical Leave Act was amended to extend leave protections to the families of U.S. Armed Forces members. However, the proposed rules leave one of the most administratively difficult aspects of the FMLA regulations -- intermittent leave -- essentially unchanged.

The proposed rules contain modifications to many provisions of the current regulations, including required notices, the definition of "serious health condition," certification, re-certification, bonuses, voluntary settlement of claims, and other matters (a link to the text of the proposed rules can be found at: <http://www.dol.gov/esa/whd/fmla/>).

Several key modifications are:

- Notice Requirements for Employers
- Notice Requirements for Employees
- Serious Health Condition Definition
- New Medical Certification Form Proposed
- Authentication and Clarification of Medical Certification
- Recertification Requirements Clarified
- Employees Must Make "Reasonable Efforts" Not to Disrupt Operations with Intermittent Leave
- Employer Call-In Procedures for FMLA Absences
- Attendance Bonuses & Incentive Rewards
- Return to Work Certification
- Private Settlement of Past FMLA Claims Allowed
- Leave for Family of Military Service Members (The DOL has issued a Notice regarding these amendments that employers should post. The Notice is located at: www.dol.gov/esa/whd/fmla/NDAAAmndmnts.pdf.)

Next Steps in the Rulemaking Process:

The DOL is accepting public comments on the proposed rules through April 11, 2008. Committees for both the House of Representatives and the Senate have scheduled hearings on the proposed rules. Typically, following the comment period the proposed rules become final regulations with some minor modifications. The DOL will usually publish a response to issues raised during the public comment period along with an updated analysis and final justification for the rules. In some cases, the DOL may publish a second draft of the proposed rule, especially if the Agency has made substantial changes to the proposed rules that raise new issues for public comment. Except in extraordinary circumstances, the final regulations do not become effective for some period after the initial publication to allow affected parties an opportunity to comply.

What Should Employers Do?

1. Train HR professionals and managers about the new FMLA provisions for military family members. Advise employees of the new provisions and post the DOL Notice.
3. Become familiar with the many changes in the proposed FMLA regulations and consider the implications of those changes on other employment policies (e.g., Call-in Procedures, Attendance Bonus practices).

2. Submit any comments regarding the proposed FMLA rules to the DOL by April 11th.

4. Focus on reviewing and, if necessary, updating job descriptions that describe essential job functions, which will likely take on increased importance in the initial certification and fitness-for-duty process.

VSHRM BOARD MEMBERS

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VSHRM
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Legislative Review continued on page 3

Legislative Review and News, con't

Additional Resources for FMLA updates:

DOL's FMLA Notice of Proposed Rulemaking website:

<http://www.dol.gov/esa/whd/FMLANPRM.htm>

Frequently Asked Questions About The Proposed Revisions To The Department's FMLA Regulations:

<http://www.dol.gov/esa/whd/fmla/NPRMfaq.htm>

U.S. Department of Labor proposal will clarify FMLA rules for workers, employers and military families:

<http://www.dol.gov/opa/media/press/esa/ESA20080198.htm>

OTHER TOPICS:

Upcoming Minimum Wage Change:

Minimum wage will change on July 1, 2008 moving to \$7.40 an hour. New posters for both the minimum wage change and the FMLA change should be posted accordingly.

Economic Stimulus Package:

The IRS will send stimulus payments automatically starting in May; eligible taxpayers must file a 2007 tax return to receive the rebate. Planning should begin now for how this will impact employees on next year's taxes.

Membership Corner

WELCOME New Members!

Angela Shattuck
Human Resources
Caraustar

Rachelle Kell
HR Generalist
Space, Inc.

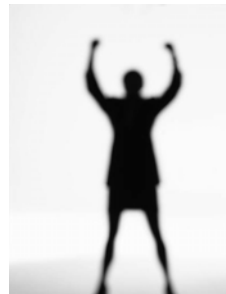
If you know anybody who may be interested in VSHRM please contact **Dmitry Erofeev** at **989.832.6994** or invite them as your guest to an upcoming VSHRM meeting.

Membership Notice:

*We have reached the last phase of our membership renewal and noticed that several renewals are still pending. If you still would like to renew your membership for 2008, please contact **Patty Alfano** (palfano@synergymedical.org) to arrange a payment. Also, please let us know about any changes in your membership information (certifications, SHRM affiliations, etc.).*

A word about our featured members:

Recently the VSHRM Board agreed that each month a member will be selected at random to be featured in an upcoming newsletter. At any time you may be contacted to be a featured member so that we may learn more about you! Participation is voluntary, of course, but your attendance at that month's membership meeting would be "on us"!



Programming Update

By Wendy Yelsik, President Elect and Program Chair

We at VSHRM hope you are enjoying this year's programs. Here is a summary of the few meetings left for this program year. We hope you are able to attend them all!

Tuesday, April 8 - Incorporating Emotional Intelligence in the Workforce presented by Rhonda Brown of Covenant Healthcare. This meeting is in Bay City at the Double Tree and is a lunch meeting. 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.

Tuesday, May 13 - "Your Day in Court" - Mock Trial presented by the law firm of Masud, Patterson, Schutter, and Peters. This half-day seminar is in Saginaw at Horizon's Conference Center. The cost is \$45 for members and \$65 for non-members. You won't want to miss this interactive, educational, and fun seminar!

Tuesday, June 10 - Change Management presented by Eric Gilbertson, President of Saginaw Valley State University. This is a lunch meeting and is at Horizon's Conference Center. Eric will discuss how all organizations must continuously change to stay successful, but from the mailroom to the boardroom, most employees resist change. You will hear proven strategies for retention and learn how to become an employer of choice, and reduce turnover and improve retention.

February Meeting Recap and Testimonials

Thank you to Kathy Conklin and the panel of presenters who updated us on WorkKeys and the important steps our state is taking to help regain our economy. The panel members included:

- Bill Guest, WorkKeys Innovation Champion
- Jim Hummel, The Dow Chemical Company
- Clark Volz, Midland County Educational Service Agency
- Bob VanDeventer, Saginaw County Chamber of Commerce
- Kim Norris, Glastender Inc.
- Steve Bennett, MidMichigan Innovation Team



Here's what some of our members had to say about the presentation:

"I think this is a wonderful idea to boost Michigan's economy!"

"Excellent collaborative presentation!"

"Very good program!"

"Good, unique topic. Nice to hear something out of the ordinary HR stuff. Good job!"

VISIT VSHRM's WEBSITE!

JOB POSTINGS: We have been fortunate this program year to have a lot of activity on the Jobs page of vshrm.org. We currently have three positions posted. If you, or someone you know, is looking for a position in Human Resources, be sure to encourage them to visit our site. If your organization has an HR opening, please forward to us and we will post free of charge! It is a service that we are pleased to offer. For more information go to www.vshrm.org/jobs.

CREDITABLE COVERAGE DISCLOSURE: Have you submitted your Creditable Coverage Disclosure form to CMS? This is an annual requirement due to the addition of Medicare D. For more information go to www.vshrm.org, select the Members Only link, log in and then select the News link. You will find links and information regarding the Medicare D requirements, as well as recent legislative developments, MISHRM State Conference information, and Chapter News. If you have misplaced your member login ID, contact Annette Mast at amast@stmarysofmichigan.org.

SVSU - HRCI Certification Preparation Course

If you've been planning to earn your PHR or SPHR designation, now is the time to enroll at SVSU in their up-dated and expanded HRCI exam preparation course based on the SHRM Learning System. Register Today! Class size is limited.

How to Register:

Phone: Call 989-964-4475. Please be prepared to provide credit card information.

Online: Visit www.svsu.edu/cbed/oc

Location: SVSU, Curtiss Hall	Instructor: Mary Tucker - BS, S.H.R.M.
Date: April 1 - May 10, 2008	Registration Deadline: 3/21/2008
Class Time: Tuesday 6:00 pm - 9:00 am and Saturday 9:00 am - 4:00 pm	

Please see webpage for detailed schedules at www.svsu.edu/cbed/oc

HRCI STUDY GROUP

VSHRM is holding a complimentary study group for members who are planning on becoming certified in the spring of 2008. This Study Group can be used in conjunction with the SVSU Certification Class or by itself in order for you to prepare for your anticipated certification exam. **The VSHRM Study Group will meet on Tuesdays from 6:00 p.m. until 8:00 p.m. on March 11, March 18, March 25, April 8, April 15, and April 22.**

The study group will allow participants to discuss learning materials from the SHRM Learning System. You will also have a chance to discuss test-taking tips, learning tools, experience, etc.... we hope you can join us.

Elaine Sobieray volunteered her location to hold the study group. Thanks Elaine! The meeting location is at Allied Office Interior Inc. located at 701 Salzburg Avenue, Bay City MI 48706. Allied Office is three (3) blocks east of Euclid Avenue on the right side (south side) of the street.

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. The HRCI testing window and deadlines are:

PHR/SPHR	Exam Window	Regular Deadline	Late Deadline
Spring	05/01/08 - 06/30/08	3/14/2008	4/18/2008
Winter	12/01/08 - 01/31/09	10/10/2008	11/14/2008