



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

March 2009

Workplace Privacy and EFCA Update

Presented by: Brian Swanson and Kraig Schutter of Masud, Patterson, Schutter, Peters & Vary, P.C.

Date: Tuesday, March 10, 2009

Location: **THE DOUBLETREE HOTEL**
One Wenonah Park Place
Bay City, MI 48708
(989) 891-6000

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

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 3/5/09, 5:00 p.m.**
There is a \$5.00 charge for late RSVP's received after Friday, March 6, 2009.

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 Meeting:

WORKPLACE PRIVACY: WHERE EMPLOYERS DARE TO TREAD

Employers often don't know how far they can go to infringe on employees' privacy in the interest of protecting their business. Make a wrong move, and they can face a lawsuit. Employee privacy encompasses computer and telephone monitoring, workplace searches, electronic surveillance, even off duty conduct. On the flip side, employers also have a legal obligation to keep certain employee information private, such as medical records and social security numbers. Brian Swanson will explain employer's rights and obligations when it comes to employee privacy.

EMPLOYEE FREE CHOICE ACT

Do you know the potential implications of the Employee Free Choice Act? Kraig Schutter will provide a brief update and explain some action you can take now to help avoid the potential downside of this pending legislation.

*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.*

Workforce Readiness Initiative

Submitted by: *Lori Lunger, Past President - SHRM Foundation Chair*

VSHRM is currently working on giving back to our community utilizing our HR skills and talents to help educate students about career opportunities, promote job shadowing, guide them with resume writing etc. We would like you to consider volunteering to help us with up-coming events.

If you would be interested in volunteering on our "Workforce Readiness" initiative, please contact Lori Lunger, PHR at 989-921-5077 or llunger@myamigo.com.



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 :

Winter is finally coming to an end, spring is almost here, and it is time to think about VSHRM Chapter Elections! VSHRM is seeking volunteers, recommendations and nominations for the **President-Elect** position which begins on July 1, 2009. As **President-Elect**, you receive perks such as paid registration and airfare to the State HR Conference, Michigan Council Leadership Conference in Lansing and the SHRM Leadership Conference. Please contact me or President-Elect Gina Kellogg if you are interested in this position.

We will be holding an election in June for the 2009-2010 Board of Directors. Now is the time to consider getting more involved in VSHRM. If you are interested in building your leadership skills, obtaining more HRCI credits, becoming newly certified at a lower cost, getting involved in a great HR professional group, or just having fun, please consider volunteering today! Besides the **President-Elect** position, the **Secretary, Treasurer, Program Chair, Legislative Chair, Membership Chair, and Website Chair** are available. We encourage anyone interested to start asking questions about expectations, commitments and benefits. VSHRM has all board job positions posted at <http://vshrm.org/BODDesc.asp>. Please take a moment to review and seriously consider the open positions.

I would like to thank all of our current board members and committee members for all their hard work to put wonderful program meetings together, facilitating our membership relations, and just keeping VSHRM strong and growing during these challenging economic times. And I would like to thank our members for all of your participation and membership to VSHRM! You are a valued resource to our organization. If there is anything we can do to enhance your experience with VSHRM please don't hesitate to contact any board member or myself.

I know we as Human Resource Professionals all have very busy lives, yet our organization is only as good as those who volunteer their time and services. Please consider becoming a volunteer leader for VSHRM.

I hope to see you at the March 10 meeting!

Wendy K. Yelsik

*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 April meeting will be a lunch meeting at the Horizon Center in Saginaw. Our topic will be HR Benchmarking.

VSHRM BOARD MEMBERS

President	Wendy Yelsik Fabiano Brothers, Inc. Telephone: (989) 773-3605 x102 wyelsik@fabianobrothers.com
Past President & Foundation Chair	Lori Lunger, PHR Amigo Mobility International, Inc. Telephone: (989) 921-5077 llunger@myamigo.com
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Secretary	Open
Member at Large/ Website & Job Chair	Ashlee Giesken St. Mary's of Michigan 989-907-8292 agiesken@stmarysofmichigan.org
Member at Large	Sue Slade, PHR Spicer Group Telephone: (989) 754-4717 x 5503 sues@spicergroup.com

VSHRM
PO BOX 5448
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Certification Corner

Submitted by Gina Kellogg
President-Elect and Certification Chair

Congratulations newly certified members!

Congratulations to the following members who recently passed the PHR or SPHR certification exam:

Rebecca Oster, PHR
Patty Alfano, PHR
Jeff Illig, SPHR

Congratulations to our recently recertified members:

Jerry Chiplock, SPHR
Gina Kellogg, SPHR

All members who earn certification during the winter testing period will be acknowledged during our April Chapter meeting.

Members, please let us know when you earn certification. Gina Kellogg can be reached via email or phone at gina.kellogg@citizensbanking.com or 989-776-7348.

Spring Testing Window

The Spring 2009 certification dates are listed below. You never know how far your letters could carry you! Visit www.hrci.org for further information.

The 2009 spring testing window will be open between **May 1 and June 30, 2009**. The regular deadline is **Friday, March 13th**, and the late deadline is Friday, April 17th.

SVSU Announces Online HR Certification Prep Course!

SVSU is offering this program in partnership with the Society for Human Resource Management (SHRM). The curriculum, designed by subject matter experts, covers the HRCI Body of Knowledge and includes application exercises that develop specific competencies and decision-making skills. As a certification preparation program, it consistently beats the national pass rate. Using the SVSU Vspace Platform, a Web based set of Course Tools designed to deliver online learning, you can be part of a virtual class that will provide a thorough review of the learning system. You will follow a schedule and interact with your instructor and peers in a virtual environment. The course content is the same as the classroom-based program, which offers flexible scheduling and the benefit of attending class on your own computer.

Print based materials will consist of the six existing modules of the SHRM Learning System. Students will complete these modules on their own to a general schedule set by the course instructor. Students will also be assigned Application Exercises, Discussion Cases and Discussion Questions on the web site within the weekly assignment sections.

For further information or registration, go to www.svsu.edu/ocepd or call 989-964-4475. Sessions begin **March 3**, and registration has been extended.

LEGISLATIVE REVIEW AND NEWS

Submitted by Sue Goddard
Legislative Chair



The massive economic stimulus package signed into law by President Obama Feb. 17, 2009, will have immediate and possibly long-term impacts on businesses and their HR functions. The goal of the stimulus bill is to create or save more than 3 million jobs. The \$789 billion compromise was developed by negotiators after the House and Senate passed their initial versions of the stimulus package ([H.R. 1](#)). The resulting final piece of legislation was posted [online](#) Feb. 13.

Extending Unemployment and Health Coverage

The final bill includes a nine-month extension of a program that offers an additional seven weeks of unemployment benefits:

- Benefits would be increased by \$25 per week.
- A seven-week extension of jobless benefits, providing unemployed workers up to 33 weeks of benefits, was set to expire on March 31, 2009, but the legislation will extend the expiration date until Dec. 31.
- The proposal would exempt the first \$2,400 of unemployment benefits from federal income taxes.
- The plan will also appropriate nearly \$20 billion to offer health insurance coverage to the unemployed under the Consolidated Omnibus Budget Reconciliation Act (COBRA).
- The coverage features a 65 percent subsidy of the health insurance premiums for up to nine months for laid-off workers who qualify for the program.
- Some changes taking place within HIPAA – the duty to notify each individual in the event of a security breach, the extension of direct penalties to business associates, additional access and accounting requirements, and stricter criminal and civil enforcement. Most of the HIPAA privacy and security requirements go into effect one year from enactment, although some provisions have shorter or longer deadlines. Visit the DOL web site *or SHRM Online* for greater detail with reference to HIPAA.
- Unemployment numbers for Michigan were at 10.5% with updated numbers due out next week.

Health Care Technology

The stimulus package will provide \$19 billion to improve the nation's health care information technology (IT) systems. President Obama has been a strong proponent of passing legislation to fund health care IT and has pointed to research that suggests that improved technology would reduce errors and streamline administrative processes.

Trade Protection for Jobs

The final legislation includes a provision that would extend Trade Adjustment Assistance benefits for at least 160,000 more workers who lose their jobs because of increased imports or because employers move those jobs offshore. The compromise measure would extend the job assistance to service sectors hit by international trade and to workers who lose their jobs during off-shoring moves to any country—not just to nations with which the United States has signed free trade agreements.

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MEMBERSHIP FOCUS

Submitted by Dmitry Erofeev, PhD

VSHRM would like to welcome the following new members:

- **Sharon Fowler**, Controller at Hausbeck Pickle
- **Valarie Johnston**, Human Resources at Hausbeck Pickle,
- **Wendy Peters**, Director of Employee Relations at Do-All, Inc.
- **Kara Troge**, Senior Analyst – Consulting at The Rehmann Group
- **Kara Miller**, Benefits Admin/HR at Covenant HealthCare
- **Courtney Schrader**, Student Member, Central Michigan University

Welcome!

LEGISLATIVE REVIEW AND NEWS

(continued)

E-Verify

The House and Senate negotiators removed all provisions that refer to the government's electronic employment verification system—known as E-Verify. The first House-passed version would have required any business that signed contracts with the federal government for programs funded under the stimulus bill to verify the work eligibility of their employees through E-Verify. In addition, the final version removed a five-year reauthorization of the E-Verify program. The program, which currently is voluntary for private sector employers, has been assailed by some business and employer groups as not being fully accurate and dependable.

The stimulus measure would require that businesses that receive funding under the government's Troubled Asset Relief Program (TARP) hire laid-off U.S. workers or show good cause before recruiting and hiring workers from overseas under the H-1B visa program for highly skilled workers.

Executive Compensation

The bill includes language that would place limits on the compensation packages businesses receiving TARP funds can offer to their executive teams. The provision features a sliding scale that would place limits on compensation packages for the five to 20 highest paid executives, according to the amount of TARP funding the company has received.

This update was provided by Bill Leonard, senior writer for SHRM Online.

Recent Meeting Testimonials

We would like to thank our members for completing the online meeting 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.

Building the Bench Through Effective Leadership Development & Succession Planning

Presented by Alan Hubbard and John Heidke

"I thought the information was critical for today's HR facilitators and thought the presence was inspirational."
"Alan's real life experiences were appreciated. It was nice to hear a positively focused message, not just the gloom and doom of the economy."

"Both presenters were well prepared and made some excellent points."

"As a new member to VSHRM, I am very impressed so far with your meetings and relevant topics which are discussed!"

Sparking Employee Behavior **Presented by Kenneth Pederson of Thinkwise**

"Excellent presentation! I will definitely be able to utilize this information with our supervisors and employees."

"Very relevant topic."

" Knowledgeable presenter."

March Reminders:

March 8: Daylight Savings Time

March 20: Welcome Spring!

