

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan



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May 2008

Your Day in Court, a Mock Trial Presented by: Masud, Patterson, Schutter, Peters, & Vary, P.C.

Employers of every size, in every industry, face employment law challenges. These issues present costly potential liability exposure and often divert management's attention from other important business matters. On Tuesday, May 13 2008, VSHRM is holding "Your Day in Court; A Mock Trial" presented by the law firm of Masud, Patterson, Schutter, Peters, & Vary, LLC.

During this interactive seminar, attorneys Elizabeth Peters, Richard Vary, Brian Swanson, and retired Judge Gilbert from the Saginaw County Circuit Court will guide you through the litigation process and discuss how a lawsuit alleging sexual harassment and intentional infliction of emotional distress against an employer might proceed, especially if the case goes to trial.

Participants of the interactive workshop will receive a brief summary of the litigation process, observe witness preparation, participate in a mock deposition and pre-trial hearing, and then actually take part in the trial by "taking the stand." Seminar volunteers will be needed to actually star as the jury and observe direct and cross-examinations and will deliberate to make final judgment for or against the plaintiff.

This seminar is an educational and FUN event you won't want to miss! For more information regarding the Mock Trial please go to <http://vshrm.org/newsletter.asp> and click May 2008 Annual Seminar Brochure.

Date: Tuesday, May 13, 2008

Time: 10:30 a.m. – 4:00 p.m.

Location: Horizon Center
6200 State Street
Saginaw, MI 48603

RSVP: rsvp@vshrm.org or call Sue Slade at
Information: 989.921.5503

Cost: \$45 for members; \$65 for guests

RSVP RSVP by Wednesday 5/7/08 5:00 p.m.
Deadline: There is a \$5 charge for late RSVP's

About our Speakers:

To learn more about the attorneys and counselors presenting the Mock Trial, go to www.vshrm.org, click on meetings and follow the links to view details about the meeting presenters. Or type this link in your web browser: www.vshrm.org/newsletter/May%20Brochure%20033108.pdf



May's program has been approved for 5.00 HRCI recertification credit hours!



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.

Announcing the Regional Scholarship Program for SHRM Members

Submitted by Wendy Yelsik, President-Elect

Once again, the SHRM Foundation will award a total of \$100,000 to national SHRM members, chapters, and state councils in 2008. For those of you not familiar with the SHRM Foundation here is an overview:

The SHRM Foundation was founded in 1966 as a 501 (c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). It is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible.

The Foundation promotes research, innovation and the use of research-based knowledge. With an annual budget of approximately \$1 million, it funds major research projects that have a direct and practical impact in advancing the HR profession. Each year the SHRM Foundation awards 100 regional certification and academic scholarships to SHRM members. I was awarded one of the 60 regional certification scholarships for \$750 last year! Currently I am planning on sitting for the exam in December 2008. The scholarship allowed me to purchase the SHRM Learning System which, I feel, is essential in preparing for the exam.

I encourage national SHRM members who are pursuing a degree in human resources or SPHR, GPHR, PHR to apply for a scholarship through the SHRM Foundation. More information regarding the scholarships can be found at <http://www.shrm.org/foundation/EducationGrants.asp>.

April's member meeting, *Emotional Intelligence in the Workplace* presented by Rhonda Brown, was an interactive session! Here are some comments from those who attended:

"Rhonda did a nice job of involving the group and making it practical! Thank you."

"This was a wonderful surprise and I really enjoyed the topic."

"Enjoyed the informational and interactive session."

"Good presentation! Informative – thanks! Nice program."

VSHRM BOARD MEMBERS

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VSHRM
PO BOX 5448
SAGINAW, MI 48603

College Intern Availability!

Does your organization have an opportunity available for a college intern? The Board of Directors has been approached by two educational institutions that have students available. If you are interested in having them work in your organization, please contact Annette Mast at (989) 907-8184 or amast@stmarysofmichigan.org.

2008 ASE Salary and Wage Survey

The American Society of Employers has recently released the questionnaire for the 2008 Mid-Michigan Salary and Wage Survey. This survey provides you with the tools necessary to address the many day-to-day compensation questions. From compensation data to turnover data to variable compensation programs and everywhere in between, this survey is the most comprehensive report on compensation in Michigan.

To participate electronically, simply visit <http://www.aseonline.org/gmm08.xls> to download the questionnaire. The questionnaire is in Excel format, so there is no need to install or learn new software. Once you have completed the questionnaire simply e-mail the saved Excel file to surveys@aseonline.org.

The questionnaire is due by June 13th, 2008. If you have any questions, contact Dan Matthews at 989-964-7486.

VSHRM Leadership Opportunities!!

There is still time to express your interest in a VSHRM Board position. A list of candidates is being assembled and the 2008-2009 Board will be elected by the chapter members at our June chapter meeting. This year there will be several positions available and position descriptions for all board positions are at <http://vshrm.org/BODDesc.asp>.

VSHRM leadership positions will help you grow personally and professionally. Benefits of being a volunteer leader include:

- ✓ *Recertification Credits!!*
- ✓ *Some state/national conferences will be paid for (dependent on position)*
- ✓ *Recognition as a leader who is committed to the HR profession*
- ✓ *An opportunity to expand your speaking and communication skills*
- ✓ *An opportunity to participate in organizational strategic planning*
- ✓ *Development of close working relationships with other HR professionals*

Please look over the information on the VSHRM website and contact any current Board member if you are interested in more information on VSHRM leadership opportunities.

Membership Corner

April's Featured Member: Amanda Blohm

Amanda was born and raised in Rose City, Michigan, and graduated from Ogemaw Heights High School. After graduation, she moved to Saginaw to attend Saginaw Valley State University to study Elementary Education. While working for Miller Apple LP (an Applebee's franchise), she was offered an opportunity to join the management team and work in many different locations in Mid and Northern Michigan as a training manager. After three years, Amanda decided to finish her degree in Human Resources, at Western Governors University.

Upon graduation, she joined the Human Resources team at Dow Chemical and began studying in the Executive MBA program at Northwood University. Currently, she is part of the HR Rotational Program at Dow which offers her the opportunity to spend time in different HR roles to expand her breadth of knowledge and experience. So far, she has had rotations in Workforce Planning and Talent Management.

On a more personal note, Amanda was just married this past September to husband Josh after 9 years of dating. Josh is a Marine veteran who works for the City of Saginaw. They enjoy living in Freeland in the home they remodeled together and love to spend time outside whenever they can.



Amanda really enjoys the opportunity to be a member of VSHRM because she feels like it helps her keep up to date with trends in Human Resources. It can be very easy to get pulled into the day to day activities of all our jobs, but she thinks it is important to keep an eye on what is happening externally as well. It is also a fantastic opportunity to network with other HR professionals and, for someone new to the profession, a great opportunity to benefit from the experience of others.

WELCOME New Members!

Roxann Pacholka
Staffing Manager
Snelling Staffing Services

Teresa M. O'Brien
President
O'Brien Consulting Group, LLC

WELCOME Student Members!

Lucy Schultz
Northwood 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.



Legislative Review and News Submitted by Sue Goddard

Proposed changes to the FMLA regulations continued to be monitored; DOL responses should be available late summer.

HR professionals need to update all labor postings including FML and possible changes to the ADA regulations. As a side note, SHRM came under attack from some non-profit organizations, such as the Epilepsy Foundation, for opposing a bill that would greatly expand and confuse ADA coverage. SHRM is concerned that the proposed legislation could adversely affect many individuals whom the ADA was intended to help.

SHRM staunchly supports the ADA's important protections, and believes it is appropriate and necessary for Congress to re-examine the ADA to determine what changes may be needed to restore the full intent of the law.

However, "The ADA Restoration Act" (H.R. 3195 and S. 1881), as currently drafted, would create more confusion and inequities. SHRM has two major concerns about this specific legislation and we'll be watching and posting to the newsletter as these concerns are addressed.

The latest employment statistics are due out the second week of May; needless to say, the outlook for Michigan is bleak.

VSHRM

RESERVATION/CANCELLATION POLICY REMINDER:

The Valley Society for Human Resource Management ("VSHRM") regular and associate membership, students and/or guests enjoy the monthly meetings coordinated to address or inform our members of 'hot' topics or HR issues. We have maintained costs due to our members, students and guests abiding by the reservation/cancellation policy. The following items are just a reminder of that policy:

Reservations for membership meetings must be received by 5:00 p.m. the Wednesday prior to the meeting. If your reservation is not received by 5:00 p.m. the Wednesday prior to the meeting, a late fee of \$5.00 will be assessed.

Due to expenses incurred by the association, in the event you make a reservation but fail to attend the meeting you are still responsible for payment and you will be invoiced for payment prior to the next membership meeting.

Cancellation notices must be received by Noon on the Thursday prior to the meeting to avoid being invoiced for payment.

This policy applies to all membership meetings, including the May seminar, and is subject to modification by the Board.

Midland Area Chamber of Commerce WakeUp! Midland

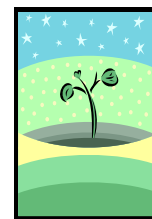
VSHRM recently joined the Midland Chamber of Commerce (MACC) to gain more exposure to the Midland community and to utilize the many benefits offered by MACC as a non-profit member. VSHRM sponsored the WakeUp! Midland meeting on Friday, April 11, and Board members **Lori Lunger, Wendy Yelsik, and Gina Kellogg** attended. It was a great networking opportunity, and we all enjoyed Charles L. Ballard's presentation of "Economic Outlook: Are We Digging Out or Digging Deeper?"

If you are interested in attending an upcoming Midland Chamber of Commerce meeting, contact Wendy Yelsik at yelsik@roese.com.

MISHRM Leadership Conference

The annual MISHRM Leadership Conference was held on April 28, 2008. The following VSHRM members attended: Wendy Yelsik, Terry Schramm, Patty Alfano, Annette Mast, Gina Kellogg and Lori Lunger. The program provided information packed sessions to assist with strategic planning, essentials of chapter management and more.

During the seminar, we interacted with many SHRM Chapter volunteers from across the state to share ideas about how to better serve our professionals and advance the profession of HR. We look forward to implementing some of these ideas in future program years!



*"If we had no winter, the spring would not be so pleasant: if we did not sometimes taste of adversity, prosperity would not be so welcome."
-Anne Bradstreet*