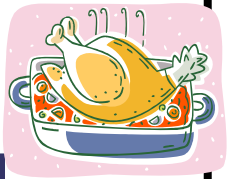


# THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

NOVEMBER 2008



## The Life Cycle of Talent Management *Presented by Terri Kelly*

**Date:** Tuesday, November 11, 2008

**DIFFERENT Location:** VALLEY PLAZA RESORT  
5221 Bay City Road  
Midland, MI 48640

**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](mailto:rsvp@vshrm.org), or call Sue Slade at (989) 754-4717, Ext. 5103, On-line at [www.vshrm.org](http://www.vshrm.org)

**RSVP Deadline:** RSVP by Thursday, 11/6/08, 5:00 p.m.  
There is a \$5.00 charge for late RSVP's received after Friday, November 7.

**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 SEMINAR:

Using a competency-based approach to talent management links your business strategy to a set of critical competencies. It becomes a blueprint against all organizational practices. Thus it assures that how you hire, set and track goals, assess performance, develop your employees, and identify your organization's future leaders are aligned with your overall organization's vision and strategy. Thus creating the life cycle for talent management



### About the SPEAKER:

Terri Kelly offers extensive experience with a focus on developing and implementing HR solutions that achieve bottom line results. Terri demonstrates skills and expertise in approaches that create competitive advantage with the "people asset." Terri has a MA degree in Communications with an emphasis in Human Resource Management and Organizational Development.

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.

## VSHRM's Annual Charity Drive, November 11 2008



Together we CAN stop child abuse and neglect.

The CAN Council is a countywide organization dedicated to the prevention of child abuse and neglect in Saginaw County. The mission of the CAN Council is, "We are building a community where children are free from abuse and neglect." For nearly 30 years, we have been the only agency in Saginaw County **dedicated** specifically to stopping child abuse and neglect. Our work toward this mission is accomplished through community education, public awareness, and community collaboration. Our three main programs are Child Abuse Prevention Education (CAPE), Children's Advocacy Center (CAC) and the Court Appointed Special Advocate (CASA) program.

In our programs we serve hundreds of children and families who have many needs. For a listing of items that would be helpful to our children as well as our programs please visit [http://www.cancouncil.org/contribute/wish\\_list.php](http://www.cancouncil.org/contribute/wish_list.php). Thank you so much to each of you for your generosity and support of our mission. Please know that you are welcome to contact us at 989 752-7226 to take a tour or get more information! We would be happy to meet you! For more information regarding CAN, please go to [www.cancouncil.org](http://www.cancouncil.org).



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.

## A Note from the President;

I hope you are enjoying your Michigan Autumn. VSHRM has presented two wonderful programs so far. Our September meeting, **HR's Role in Business Ethics** was terrific! Our speaker Jackie Bertsch, with Performance Propane, was outstanding. She also coordinated our first Silent Auction, which proved to be a success. Our October program on **Behavior Based Interviewing** was educational and practical. Greg Arndt, Kelly Services, presented this insightful program. We also held our first meeting focusing on networking. Terry Schramm decorated and arranged a "fun" seating arrangement by handing out yummy candy bars! Tracy Cook assisted Terry. Thank you Terry & Tracy.

Our next meeting is in Midland on Tuesday, November 11. We are also holding our annual Charity Drive during this meeting. This year we asked our membership for suggestions on local charities. Loanne Lerche recommended the charity VSHRM has chosen for this year's charity drive; Child Abuse and Neglect Council (CAN). We would also like to thank all the other VSHRM members for their input on local charities.

VSHRM's Membership Drive is underway. You will receive an email shortly from Dmitry Erofeev, our Membership Chair, regarding VSHRM Membership. There is also a notice later in this newsletter.

Enjoy the rest of your autumn and hope to see you on November 11.

*Wendy K. Yelsik*

## Workforce Readiness Initiative

Submitted by: Lori Lunger, PHR, Past President – SHRM Foundation Chair

As part of VSHRM's commitment to give back to our community, we are excited to announce our SHRM HR Leadership Initiative "Workforce Readiness". We will be partnering/working together with the Saginaw County Business & Education Partnership organization along with other organizations in our area to help educate students about career opportunities, promote job shadowing, guide them with resume writing, provide them with interviewing tips etc.

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.

## SAVE THE DATE!

VSHRM's meeting for BREAKFAST on **Tuesday, December 9<sup>th</sup>** in Saginaw at the Sheraton. Carolyn Cary of Miller, Canfield, PC will present **HR Legal & Employment Update.**

## VSHRM BOARD MEMBERS

<b>President</b>	<b>Wendy Yelsik</b> R.Roese Contracting Co., Inc. Telephone: (989) 684-5121 <a href="mailto:Yelsik@rroese.com">Yelsik@rroese.com</a>
<b>Past President &amp; Foundation Chair</b>	<b>Lori Lunger, PHR</b> Amigo Mobility International, Inc. Telephone: (989) 921-5077 <a href="mailto:llunger@myamigo.com">llunger@myamigo.com</a>
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<b>Program Chair</b>	<b>Jerilyn Schwarz</b> Midland County Educational Services (989) 450-8300 <a href="mailto:jjschwarz@svsu.edu">jjschwarz@svsu.edu</a>
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<b>Secretary</b>	<b>Debra Lichtman</b> Personal Assistance Options, Inc. 989-837-8350 <a href="mailto:lichtmand@paomidland.org">lichtmand@paomidland.org</a>
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<b>Member at Large</b>	<b>Sue Slade, PHR</b> Spicer Group Telephone: (989) 754-4717 x 5503 <a href="mailto:sues@spicergroup.com">sues@spicergroup.com</a>

**VSHRM**  
PO BOX 5448  
SAGINAW, MI 48603



## VSHRM Membership Drive!

**Win a free iPod Shuffle!** Just renew your VSHRM membership by December 31, 2008 and be entered into a drawing to win an iPod Shuffle. VSHRM is giving away TWO iPod Shuffles!

It's as easy as 1-2-3! You can renew by going to [www.vshrm.org](http://www.vshrm.org) and downloading the Membership Renewal Form or you can complete your renewal online at <http://vshrm.org/membershipform.asp>. You can even pay using our website. The investment fee is \$25 for VSHRM members who are also members of SHRM and \$45 for non-SHRM members.

VSHRM is also having a Membership Renewal & Referral table at our November and December monthly meetings. If you prefer, you can simply renew your membership during the November luncheon meeting on Talent Management in Midland or the December breakfast meeting in Saginaw.

We hope you will join us for another outstanding year of great programming and professional development. And, if you refer a new member, you will receive a \$5.00 gift card to Tim Horton's! Just make sure that new member tells us they were referred by you!

**Remember to renew your VSHRM membership by December 31, 2008.**

### VSHRM Welcomes the following New Members!

New Member Name & Title	Company
Terry Allen, Operations Foreman	Axion Logistics
Tamara Angell, HR Assistant	Northwood University
Kari Back, Human Resource Specialist	Case Systems, Inc.
Ryan Howell, HR Manager	Dow Corning Corporation
Mary Keegstra, HRIS Data Coordinator	Northwood University
Nicole Kolhage, HR Coordinator	Mahar Tool Supply
Patricia McDonald, Talent Management Advisor	Dow Chemical Company
Brenda Mills, Emergency Services Security	Dow Chemical
Tanya Stephens, Career Services Coordinator	Davenport University
Toni Redburn	Student at Davenport University
Kristina Rubis, HR Coordinator/Information & Referral	Region VII Area Agency on Aging
Roselynn Weiss	Student at Davenport University

**Members who refer a new member to VSHRM will receive a \$5.00 gift card from Tim Hortons! The new member just needs to let VSHRM know who they were referred by after they join VSHRM!**

#### DID YOU KNOW THAT....

**Behavior Based Interviewing** training is available from **Delta College Corporate Services?**

Delta develops and delivers behavior based interviewing skills training for clients across the USA and Canada. One of Delta's workshops is HRCI approved for 6 hours of PHR/SPHR/GPHR credit. Delta consultants can also work with your organization to define the behaviors/competencies most needed by your organization and integrate those competencies into your recruiting and selection processes. For more information, contact Delta at [info@corpserv.delta.edu](mailto:info@corpserv.delta.edu) or 989-758-3629.

#### WEBINARS AVAILABLE FOR HRCI CREDIT THROUGH MANPOWER

Manpower's free Webinar series for clients and prospects has pre-approved status for issuing continuing education credits through HRCI. Each is a 60 minute webinar with 20 minutes of Q & A.

Enroll and view topics at <http://www.us.manpower.com/webinars>

**OCTOBER meeting Testimonials!**

Behavior Based Interviewing  
Greg Arndt, Kelly Services

**VSHRM would like to thank Greg for filling in at the last minute and giving an informative presentation.**

*"I was very pleased with the presenter, his PowerPoint presentation, as well as the useful packet of information that we received. This was truly a presentation with educational content that I can use and am looking for via VSHRM meetings. This presenter and his content pleasantly exceeded my expectation."*

*"Information was very useful... I'll be using the example questions when doing interview training skills. I also appreciated getting the packet that Kelly Services uses to train their people."*

*"Enjoyed the refresher. Was to the point, practical. Increased my respect for Kelly Services"*.

*"One of the best speakers we have had! He presented a great deal of information in a relatively short period of time."*

*"This works! I've used it in the past and we hired very good people from this process."*

*"I like the candy-bar seating; it mixed the group up offering all a chance to meet our counterparts from the tri-county region."*



Join MMHRA at their November 18<sup>th</sup> meeting,

**"HR as an Ethical Leader" and MMHRA Annual Meeting, a Lunch Meeting.**

The cost for MMHRA's meeting is \$30 for guests. To RSVP call 989-774-3686 or email [schaf1ka@cmich.edu](mailto:schaf1ka@cmich.edu).

**Legislative Review and News**

**Submitted by Sue Goddard**

Legislative updates that every HR professional needs to pay attention to are as follows:

- **ADA Amendments Act** – The House passed legislation in July designed to overturn several Supreme Court decisions that have limited the definition of “disability” under the Americans with Disability Act (ADA). The Senate acted on the in late September passing the proposed changes effective January 1, 2009.
- **E-Verify Extension** – President Bush signs legislation funding the government's electronic employment verification system until March 2009.
- No current updates on the pending regulation changes for FMLA. Both House and Senate are busy with elections.
- The House of Representatives on Oct. 3, 2008, approved a new seven-week extension of unemployment insurance benefits. The measure ([HR 6867](#)) received strong bipartisan support and passed by a vote of 368-28. The bill would provide seven extra weeks of benefits for unemployed workers who have exhausted benefits from their unemployment insurance. On top of the seven-week extension, the measure would give an additional 13 weeks of benefits to unemployed workers in states with jobless rates of 6 percent or higher. According to the Bureau of Labor Statistics, 20 states and the District of Columbia have the higher unemployment rates, and unemployed workers in those areas could qualify for the 20 additional weeks of benefits. While President Bush did sign an unemployment insurance benefits extension passed by the Congress in July 2008, White House officials said that the president was taking a “wait-and-see attitude” about the newest proposal. (Shared from Bill Leonard, senior writer for SHRM Online).
- Employers are required to provide Medicare Part D creditable and non creditable notices to employees by November 15, 2008. For your convenience, the following link will take you to Medicare.gov, specifically to the updated guidance and notices: [http://www.cms.hhs.gov/CreditableCoverage/09\\_CCafterJune15.asp#TopOfPage](http://www.cms.hhs.gov/CreditableCoverage/09_CCafterJune15.asp#TopOfPage)
- Lastly, listed is information about the Address Discrepancy Ruling that will be effective on November 11, 2008. Employers who conduct background checks are gearing up to comply with a final rule on address discrepancies from consumer reporting agencies. The Federal Trade Commission issued a final rule in the Nov. 9, 2007, Federal Register concerning address discrepancies under the Fair and Accurate Credit Transaction Act of 2003 (FACT Act) and identity-theft red flags. Covered entities must be in full compliance with the rule by Nov. 1, 2008. Though the identity-theft red flag rules will be significant for entities that extend credit, the final rule's provisions on what an employer must do upon the receipt of an address discrepancy apply to all employers conducting background checks, not just businesses extending credit. To receive resources on this topic, please visit our Express Request Service <<http://messaging.shrm.org/ct/mpaXwMd1dXwt/>> and select key term ADDRESS DISCREPANCY RULE.

### Certification Study Group

Be part of a VSHRM study group to help prepare for the PHR/SPHR certification exam. If you are planning on taking the exam in the near future, join the study group to review SHRM module tests and increase your knowledge. Dates and times will be determined based on group participation. To RSVP, please contact Gina Kellogg at 989-776-7348.

#### Winter 2008-2009 Testing Window

Exam	Testing Window	Regular Deadline	Late Deadline
PHR/SPHR	12/1/08 - 1/31/09	10/10/2008	11/14/2008
GPHR	12/1/08 - 12/31/08	10/10/2008	11/14/2008

More information is available on VSHRM's website at [www.vshrm.org](http://www.vshrm.org). You can apply for the certification exam online at [www.hrci.org](http://www.hrci.org). For those interested in recertification, an informational webcast is available on the HR Certification Institute's website at <http://hrci.org/recertification/rcwbcast/>.

### BACK to the FUTURE of HR 2008 Michigan SHRM Conference By Jackie Bertsch

Several VSHRM members attended the 2008 Michigan SHRM Conference at the Hyatt Regency Dearborn. The conference was hosted by the Human Resources Association of Greater Detroit (HRAGD) and began with two Early Bird Sessions on October 15<sup>th</sup> and ran through October 17<sup>th</sup>.

Over 700 conference participants were treated to well-known, accomplished speakers presenting on a variety of topics that included: Health Care, Strategic Planning, Legal Issues, EEOC, Diversity, and Global Initiatives. All of the sessions and keynote presentations qualified for recertification credits (general, strategic and global).

In addition to presenting an amazing roster of speakers, each year the Michigan SHRM Conference also provides the opportunity to network with other HR professionals and view the latest vendor offerings. Planning is already underway for the 2009 State Conference (September 30 – October 2) at The Lansing Center in Lansing, Michigan.

Following are some comments from VSHRM members who attended this year's conference:

"Many of the speakers really inspired me to make some immediate changes in how I challenge myself on a daily basis."

"Networking with so many HR professionals was wonderful and provided me with valuable insights."

**HRAGD hosted a wonderful State Conference!**

"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them." John F. Kennedy

**HAPPY THANKSGIVING**