

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 2007

NOVEMBER MEETING NOTICE

Building a Recognition Culture for the Fast Lane

Presented by:

**Mike Byam, Managing Partner
of Terryberry Company**

We have all experienced the positive impact of recognition in our lives. In athletics, a word of praise from our coach vaulted us to higher levels of performance, and the pursuit of a diploma made us bury our heads in our textbooks. But often in the workplace, recognition is overlooked as schedules become increasingly busier. Working in a culture that does not support recognition can lead to burnout, decreased performance, demotivation and even reduced profitability. In this seminar you'll learn strategies for aligning your employee recognition initiative with corporate objectives and you'll get a step-by-step guide for implementing a strategic employee recognition program.

Date: TUESDAY, November 13, 2007

Location: Valley Plaza Resort
5221 Bay City Road
Midland, MI 48642
800.871.3710

Time: 11:30 a.m. Networking/Registration
11:45 a.m. Lunch
12:15 – 1:15 p.m. Speaker

Cost: \$20 for members; \$25 for guests
\$10 for students; Cost includes lunch

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

RSVP RSVP by Wednesday 11/7/07 5:00pm

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

ABOUT THE SPEAKER:

Mike Byam is the Executive Managing Partner of Terryberry Company, an international firm specializing in employee recognition systems. The Terryberry Company has been an innovator and leader in the recognition industry since 1918, working with clients in 20 countries and six continents. Mike has presented recognition seminars for groups worldwide, and he has consulted with hundreds of organizations from small businesses to Fortune 500 companies to develop recognition strategies for employee retention and performance improvement. When he is not busy championing the advancement of employee recognition awareness around the globe, Mike himself is an Ironman triathlete and multi-time marathoner. His experiences lend him a unique perspective on motivation and performance in the workplace.



November's program has been approved for 1 general recertification credit!

VSHRM HOLIDAY CHARITY EVENTS!

This season, we can be thankful for all the richness our lives possess while also reaching out to help others less fortunate. We've continued our holiday charity efforts to include a food drive at the November monthly meeting!

You can bring canned or other non-perishable goods to our **November and/or December** meetings.

VSHRM will donate the collection to **Hidden Harvest!** Don't worry, if you don't have time or have forgotten to bring a canned good, you can donate cash or check at either meeting. Thank you in advance for your generosity during this special time of year.



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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Member of the Month



Tim Marshall graduated with a degree in Psychology from Northern Michigan University. He currently works as an Area Sales Manager for GENEX Services Inc. Tim has been involved in the insurance claims industry for the past five years. He joined VRSHM in spring of 2005 to better understand the needs of his HR clients. He has been very impressed with both the quality of the information presented and the professionalism of the individual members of VRSHM. In addition to his current employment he is also involved in the field of Leadership development. When he is not working or attending seminars he spends time at home in Saginaw with his wife and two daughters.

WELCOME New Members!

- **Kristine Dexter**, Employment/Recruitment Manager for MidMichigan Health
- **Nikki Hoerauf**, Regional Human Resources Representative for CarQuest Autoparts
- **Richard Swartzendruber**, Saginaw Valley State University Student

VSHRM is now 172 members strong!

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.

October Meeting Testimonials

Great Topic... Great Presenter... Very Informative!

These were just a few of the things our members had to say regarding October's meeting, when Elizabeth Peters of Masud, Patterson, Schutter & Peters gave a successful presentation regarding unemployment claims during Effectively Defending Unemployment Claims, Now "UC" it – Later you won't". Other members also commented:

- *Liz is a good speaker and knowledgeable*
- *Excellent speaker – very entertaining and informative*
- *Very thorough presentation. Great confident deliver. Thanks for the pen and presentation!*

VSHRM BOARD MEMBERS

President	Sharlonda Harvey, PHR Consumers Energy Company Telephone: (989) 466-4243 slharvey@cmsenergy.com
Past President & SHRM Foundation Chair	Jackie Bertsch, SPHR Performance Propane Telephone: (989) 389-7920 jbertsch@charter.net
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Member at Large/Website Chair	Annette Mast, PHR St. Mary's of Michigan Telephone: (989) 907-8184 amast@stmarysofmichigan.org
Member at Large	Sue Slade, PHR Spicer Group Telephone: (989) 754-4717 x 5503 sues@spicergroup.com

A word about VSHRM's Meeting Schedule:

Each of our presentations is scheduled to run for approximately **1 hour** and this timeframe is necessary to meet the **PHR/SPHR** certification guidelines. According to the guidelines, any offered meal is supposed to be finished by the time the presentation begins. By following the format of offering ½ hour for members to eat their meal followed by a 1-hour presentation, we are able to comply with the certification guidelines.

Message from the VSHRM Board of Directors

At the October Board of Directors meeting, **Sharlonda Harvey** informed the VSHRM Board that she has accepted a new position out of state and will be relocating as of the first of November. Although we will miss Sharlonda's leadership in our chapter, we wish her the best in her new position and are confident she will continue to excel in her Human Resources career.

In light of Sharlonda's relocation, the VSHRM Board is reviewing various alternatives to fill the President's leadership role in our chapter. We hope to have a solution to present to the chapter by our December Chapter meeting and will keep you updated with information as we progress. Until the time when a formal solution is presented to the Chapter, the VSHRM Board of Directors will be working together to cover the various Presidential duties.

If you have any questions or suggestions, please feel free to contact any member of the VSHRM Board of Directors.

Please join all of us in thanking Sharlonda for her contributions to VSHRM and wishing her the best in her new position.

VSHRM Board of Directors

Certification Corner

By Lori Lunger, Certification Chair

If you are planning on taking the **PHR/SPHR** class in the near future, join our study group to review SHRM module tests on three dates in November. Our group will meet **November 8, 13 and 29th** at **Delta Corporate Services**. If you have any questions or would like to RSVP, please contact Lori Lunger at 989-921-5077.

What's on the Web? **By Annette Mast, Website Chair**

Job Postings BOOM!

There is currently an abundance of Human Resources job postings on the VSHRM website. Be sure to check out www.vshrm.org/jobs.asp to view the **NINE** jobs currently posted. You do not need to be a VSHRM member to view job postings.

If you are an employer with an opening in HR, this is a great way to spread the word to our members. VSHRM does not charge to post jobs on VSHRM.org! If you would like to post a position on the website, please contact Annette Mast at amast@stmarysofmichigan.org.



DECEMBER MEETING UPDATE

Be sure to save the date of **Tuesday, December 11th** for our **BREAKFAST** meeting with **Ellen Crane**, Attorney with Braun, Kendrick, and Finkbiener P.L.C. Ellen will be presenting information regarding **Conducting an Employment Audit**. The meeting will be held in Saginaw at **Horizons Conference Center**.

SHRM Foundation News

By Jackie Bertsch, SHRM Foundation Chair

MISHRM State Conference Silent Auction: As in past years, our chapter was a proud contributor to this year's SHRM Foundation Silent Auction at the State Conference. Special thanks to our treasurer, **Patty Alfano** and her employer, **Synergy Medical Education Alliance**, for their contribution of 4 tickets and a parking pass to a **Saginaw Spirit** Hockey game. The VSHRM Board voted to add a gift certificate for dinner to Jakes Restaurant in Saginaw and the Saginaw Spirit organization contributed Saginaw Spirit novelty items. Patty assembled all of the items in an attractive arrangement displayed in a small soft-sided cooler.

Paula Smith (MISHRM—SHRM Foundation Core Leadership) forwarded the following comments regarding the auction and our donation: "We had a very successful AND FUN auction this year. The bidding was going on right to the last minute. Thanks to everyone that participated in the bidding and especially the donators. 11 of the 21 Michigan chapters donated items this year and Nancy Volpe was able to get a SHRM Learning system for the silent auction. In total, we raised \$2415 for the auction. The Saginaw Spirit basket brought \$75. The winner of that basket was very excited!!"



Legislative Review and News

By Sue Goddard,
Legislative Chair

Immigration reform remains a hot topic in the states, as the U.S. Department of Homeland Security (DHS) – the federal agency charged with enforcing our current immigration law - steps up its enforcement efforts of employers. States continue to grapple with different approaches to the issue, with Georgia, Colorado, Oklahoma, Tennessee, Arizona and now Illinois enacting their own immigration-related laws...Michigan, in the meantime, in trying to balance a budget before November 1.

Legislation moving in Congress, H.R. 1644, the Re-Empowerment of Skilled and Professional Employees and Construction Tradeworkers (RESPECT) Act, would amend Section 2(11) of the National Labor Relations Act (NLRA) to change the statutory definition of “supervisor.” This seemingly innocuous term within the NLRA has major implications because any employee considered a supervisor is not covered under the NLRA and is not allowed to join a union. The bill significantly narrows the definition by removing the terms “assign” and “responsibility to direct” from the NLRA’s duties associated with a supervisor. The legislation would also dictate that an employee cannot be classified as a “supervisor” unless the employee engages in managerial duties “for a majority of the individual’s worktime.”

Supporters of the RESPECT Act claim that legislation is needed because of recent court cases that have arguably expanded the statutory definition of supervisor. This important definition first came into question as a result of the U.S. Supreme Court’s 2001 decision in *National Labor Relations Board v. Kentucky River Community Care, Inc.* The Court held in *Kentucky River* that the NLRB had applied an inappropriate standard to determining how employees were classified as supervisors under the NLRA. Labor organizations criticized the *Kentucky River* case as restricting the rights of some workers to unionize.

SHRM has opposed the RESPECT Act because it would hinder organizations’ efforts to manage their human capital. SHRM believes the RESPECT Act’s removal of “assign” and “responsibility to direct” from a supervisor’s statutory list of duties would be inappropriate because few duties are more inherent among supervisory responsibilities than directing staff and assigning tasks. Importantly, the legislation may divide the loyalties of key personnel who remain in a supervisory role but decide to join a union. As SHRM member and employment law attorney G. Roger King testified at a House hearing in May 2007, employers need the “loyalty of a sufficient number of ‘supervisors’ in their respective workforces if they are to deliver products, goods and services in an effective, productive and safe manner.”

The House Education and Labor Committee approved H.R. 1644 during a contentious business meeting on September 19. HR professionals can expect the bill to be considered by the full House in October.

If you have questions, please contact Michael Layman, Manager of Labor and Employment, at mLAYMAN@SHRM.ORG.

Reprinted from the SHRM Washington DC & State Insider On-line report.

Military Leave...Test your knowledge!

Through such federal and state government requirements as the Uniformed Services Employment and Reemployment Rights Act (USERRA), employers are required to provide military leave to their employees. While some responsibility is on the employee, most of it falls to the employer. This means employers must be knowledgeable of the laws and be prepared in case one of their team members is called to duty.

Test your military leave knowledge by taking the quiz below:

1. Some employers are not required to provide military leave to their employees.
2. Employees requesting military leave must provide their employers with advance notice unless circumstances make this unfeasible.
3. The only military leave requirements placed on employers are from federal laws.
4. Federal laws do not usually require military leave to be paid.
5. Employees must return to work as soon as they return from military duty.

Compare your answers with the correct ones below to learn what is true and false regarding military leave.

1. False: USERRA requires all employers to allow their employees to take military leave.
2. True: Unless circumstances dictate otherwise, employees should provide written or verbal notice as soon as possible.
3. False: Some states may have laws that give employees on military leave more rights than stated in the federal laws.
4. True: However, employees do have the option of using paid leave to cover their military leave.
5. False: The time frame for reporting back to work varies and is based on the employee's length of military leave and other circumstances.

Submitted by Dmitry Erofeev, Membership Chair