

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

October 2007

OCTOBER MEETING NOTICE

Understanding the Unemployment Claims Process, including How to Effectively Defend Unemployment Compensation Claims (Now "UC" it – Later you Won't!)

Presented by:

Elizabeth Peters

Masud, Patterson, Schuetter, & Peters LLC

Are you "fed up" with paying unemployment benefits to former employees that have quit, or that you have fired for just cause? Is your company paying high or maximum state unemployment taxes? Do you believe that the state always rules in favor of the employee and employers don't ever win? If you have answered a resounding "yes" to these questions, this presentation is for you. Liz will explain the unemployment claims process and what an employer must do to win the fight against mounting unemployment compensation liability.

Date: October 9, 2007: LUNCH MEETING

Location: Horizons Conference Center
6200 State Street, Saginaw, MI 48603
989.799.4122

Time: 11:30 a.m. Networking/Registration
11:45 a.m. Lunch 12:15 p.m. Meeting

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 Deadline: RSVP by Wednesday, 10/3/07, 5:00 p.m.
There is a \$5 charge for late RSVP's



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

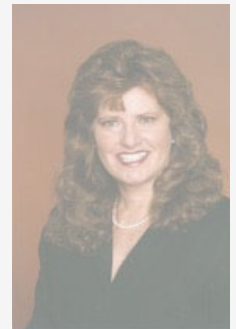
ABOUT THE SPEAKER:

Elizabeth L. Peters graduated from Thomas M. Cooley law school with an emphasis in labor and employment law. At graduation, she received the Alumni Distinguished Student Award. Elizabeth also holds Bachelor of Science and Masters of arts degrees from Michigan State University.

For almost ten years before attending law school, Elizabeth was a regular and special education teacher. During that time, she was president of her local teachers association where she gained practical experience concerning grievance handling and collective bargaining agreement administration. After graduating from law school, Elizabeth began her labor and employment career with Masud and Associates, where she remained until she became in-house counsel for labor and employment litigation at U.S. Steel in Pittsburgh, Pennsylvania. As in-house counsel, Elizabeth litigated numerous employment cases across the country. During her 10 years at U.S. Steel, Elizabeth also served as a U.S. Steel negotiations and arbitration staff attorney, where she was involved in hundreds of grievance disputes and participated in the bargaining of two national collective bargaining agreements. She also gained invaluable front-line practical experience serving as an Employee Relations Manager for two steel producing plants and two coke works operations.

Elizabeth has developed and taught management training programs in labor and employment law and contract interpretation, and is a trained meeting facilitator.

She frequently authors articles on topics related to labor and employment law. Elizabeth serves on the Board of Directors for various non-profit organizations, including the Saginaw Chapter of the American Red Cross, Junior Achievement of Northwest Michigan and Saginaw Northwest Kiwanis. She is admitted to practice in all state and federal courts in Michigan and Pennsylvania, and is admitted to various other federal courts, including the Third, Fourth, Fifth, Sixth, Seventh, Eighth and Eleventh Circuit Courts of Appeal.



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.



Member of the Month



Kathy Paeth is a Regional Human Resources Coordinator for Independent Bank in downtown Bay City. She joined IB in 1991 and moved into her present role in 2001. Kathy is in charge of recruiting, hiring and onboarding staff for the Bay, Saginaw, Midland and Mt. Pleasant areas. She earned the designation of Certified Human Resources Specialist from MSU's School of Labor and Industrial Relations. "When I earned my certification my first goal was to join a professional HR organization. What a good decision! My membership with VSHRM has been an incredible resource. Networking with other HR professionals offers valuable insights and the information presented is so timely." Married with two grown children, Kathy loves to dote on her 2 ½ year old granddaughter. Another interesting tidbit - she owns two cats – a "regular" sized one and a very fat one!

WELCOME New Members!

- **Lee Ann Maurer**, Benefits Administrator for The Rehmann Group
- **Dianne J Goode**, Director Human Resources and Safety for Sabreline Transportation Inc
- **Ann Schmitz**, Total Compensation & Benefits Administrator, for MidMichigan Health
- **Deborra R Miller**, CMU Student

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.

NOVEMBER MEETING UPDATE: Building a Recognition Culture for the Fast Lane

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.

Our presenter will be **Mike Byam**, Managing Partner of Terryberry Company. This will be a **LUNCH** meeting held **November 13** at the **Valley Plaza Resort** in **Midland**.

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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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Reminder of VSHRM's Cancellation Policy:

If you made a reservation but are unable to attend a meeting, please remember to cancel prior to noon the Thursday before the meeting. You will be billed for the breakfast / luncheon if you do not cancel.

REMINDER!**RSVP - RSVP - RSVP - RSVP - RSVP**

Remember to **RSVP** the week before each monthly VSHRM meeting. We want to ensure that everyone attending has a place to sit to enjoy their lunch and the program. It's easy to do....

- 1) rsvp@vshrm.org and sign up; or
- 2) email sues@spicergroup.com with your name and any guests you may be bringing; or
- 3) call Sue Slade at 989-921-5503 and leave a message on her direct line.

To avoid the late fee, you must **RSVP by 5:00 p.m. on Wednesday during the week prior to each meeting.** Of course, we will accept late RSVPs... Just make sure you call or email by the Monday before each meeting.

RSVP - RSVP - RSVP - RSVP - RSVP - RSVP - RSVP**What's on the Web?**

By Annette Mast, Website Chair

Be sure to check the **members only/news** page this month. It has been updated with a reminder about the Medicare Part D notice requirements. If you provide prescription coverage to your employees, you must provide a notice to them by November 15th each year. The link to the site is: <http://vshrm.org/membersonly/news.asp>.

Job Postings on the Web

Be sure to check out vshrm.org for Human Resources job postings. If you are an employer with an opening in HR, this is a great way to spread the word to our members. **Four** job opportunities are currently posted!

Upcoming SHRM Webcasts:**Harassment Compliance: Understanding State-Specific Requirements**

Speakers: Shanti Atkins of the ELT training firm and attorney David Goldman of Littler Mendelson.

Oct. 2, 2-3 p.m. ET

Clear Sailing With an Online Performance Management System

Speakers: Elaine Dorsey and Dawn Cleary of Island Global Yachting **Oct. 3, 2-3 p.m. ET**

New Proposed Cafeteria Plan Regulations

Speaker: Marianna G. Dyson, C. Frederick Oliphant and Susan Relland of Miller & Chevalier. **Oct. 17, 2-3 p.m. ET**

For further information, log on to www.SHRM.org.

Considering HR certification?

Your assessment exam fee may be eligible for reimbursement by VSHRM!

At the September Board meeting, the VSHRM Board of Directors voted to continue reimbursement for the HRCI online assessment exam. This is an online exam offered through HRCI to help individuals assess their readiness prior to taking the actual exam. To qualify for reimbursement, individuals must be (1) a VSHRM member; and (2) registered to take the certification exam being offered during the next immediate exam window. (In prior years, it was also required that individuals be a member of the VSHRM-facilitated Study Group. A Study Group was not offered for this exam window so the Board eliminated that requirement for this testing period.)

All reimbursement requests should be sent to Lori Lunger via e-mail, llunger@myamigo.com or mail: Lori Lunger c/o Amigo Mobility International, Inc. 6693 Dixie Highway Bridgeport, MI. 48722-9725. For more information on the online assessment exam, please go to www.HRCI.org.

September Meeting Testimonials**Human Resources and Strategy Execution****Speaker: Ricardo Resio, SPHR**

We received some great comments on the program evaluation from September's meeting. Thank you!

- *Loved the video!*
- *Meal was very nice! Healthy choices and nice selections.*
 - *Really enjoyed the "Johnny the Bagger" video.*
 - *Awesome! Great presentation! Very informative.*
- *Congratulations! Great meeting and the best dessert I have ever had*
- *Lots of great ideas to juice up the thought process for new initiatives*