

# THE RESOURCE

Happy Halloween



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

OCTOBER 2008

## Behavior Based Interviewing

Presented by Bobbi Dunlap, Kelly Employment Services

**Date:** Tuesday, October 14, 2008

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



**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)

**NEW RSVP Deadline:** RSVP by Thursday, 10/10/08, 5:00 p.m. There is a \$5.00 charge for late RSVP's received after Friday, October 11.

**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:

Bobbi will share interviewing techniques used for successful employee selection. Behavioral based interviewing is based on the assertion that the most accurate predictor of future performance is past performance in a similar situation. Key outcomes of the presentation will include identifying the components of a fair, accurate and legal hiring decision, applying behavioral based interview techniques when hiring employees and enhancing overall interview skills. This meeting is Pre-Approved for One (1) General Recertification Credit through HRCI.

### About the SPEAKER:

With over 16 years of experience, Bobbi has developed and implemented a variety of staffing solutions for hundreds of clients, both locally and nationally. She has managed Kelly Services most strategic account, Johnson and Johnson, and provides HR consulting at all levels.

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.

Comments from last month's meeting on **HR's Role in Business Ethics**: Jackie did an excellent job – she is a great speaker. Good Job Jackie!, Very Good material – Great Presentation.



## Do You Know of a Charity That Could Use Assistance?

Each year, Valley SHRM members generously provide assistance to a local charity at one of our monthly meetings. We will be doing this again at our November meeting.

Hidden Harvest received our donations in 2007. In 2006, VSHM members donated over \$2100 to support Bay City Rescue Mission.

If you would like to recommend a charity for this year, please contact Gina Kellogg at (989)776-7348 or at [Gina.Kellogg@citizensbanking.com](mailto:Gina.Kellogg@citizensbanking.com) as soon as possible.



### 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.

2007 SHRM SUPERIOR MERIT AWARD CHAPTER

## Davenport University - Saginaw

### Seeking Employers to Speak on Campus!

Discuss with students your organization, hiring needs, and what you look for in applicants.

For more information, please contact Tanya Stephens at (989)393-2618.

Thank you for your support and interest.

## WELCOME NEW MEMBERS!

Submitted by: **Dmitry Erofeev, Membership Chair**

VSHRM Board of directors welcomes new members who joined our organization since July 2008:

- **Sheryl M Gentry, PHR**, Distirct HR Manager, from The Home Depot
- **Pamela L Lentner**, Controller / HR Director, from Pumford Construction, Inc
- **Loraine K. Mault**, Director of Employee and Labor Relations from MidMichigan Health
- **Rebecca Oster**, Human Resource Business Partner, from Citizens Bank
- **Brian K Pickelman**, SPHR, Operations Manager from Great Lakes Safety Training Center
- **Lisa K Wilson-Krager**, SPHR, HR Generalist, from St Marys of Michigan Standish Hospital
- **Lisa Curtis**, Student Member.

At the beginning of September we noticed a “glitch” with our website online application uploading. A candidate could fill the application out but it would not transfer to a membership file. Fortunately, we were able identify several applicants whose forms we did not receive. We contacted them and process their information during our September board meeting. However, you know anyone who did apply but did not hear from us please let us know. Thank you.



Join HR professionals for the 2008 MISHRM Conference from October 15-19 at the Hyatt Regency in Dearborn. To learn about the variety of sessions available during the Conference and to register, visit the MISHRM website at

[www.mishrm.org](http://www.mishrm.org)

## VSHRM BOARD MEMBERS

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

### Certification Corner

Submitted by: *Gina Kellogg, SPHR, President-Elect and Certification Chair*

**Congratulations** to the following members who recently passed the PHR certification exam!

**Elaine Sobieray**, Director of Human Resources  
Allied Office Interiors

**Brian Pickelman** (new member), Operations Manager  
Great Lakes Safety Training Center

Congratulations are also in order for **Al McKay**, Learning Solutions Consultant with Delta College Corporate Services. Al recently recertified his **SPHR** designation!

Please let us know when you earn certification or recertification so we may congratulate you! Contact Gina Kellogg via email at [gina.kellogg@citizensbanking.com](mailto:gina.kellogg@citizensbanking.com) or via phone (989) 776-7348.

### 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](mailto:llunger@myamigo.com).

### 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/rewbcast/>.

### SAVE THE DATE!

VSHRM's Luncheon meeting on **Tuesday, November 11<sup>th</sup>** is being held in **Midland at the Valley Plaza Resort**. Terry Kelly of Human Resource Solutions will speak on Life Cycle and Best Practices of Talent Management.



## Legislative Review and News

*Submitted by Sue Goddard*

### Congress Amends Landmark Disabilities

Congress has finished work on legislation designed to clarify and strengthen employees' protections under the Americans with Disabilities Act (ADA). As expected, the House of Representatives on Sept. 17, 2008, approved the ADA Amendments Act ([S 3406](#)) by a voice vote, following a similar action by the Senate six days before.

The ADA Amendments Act was introduced to make legislative fixes in light of several court rulings that had limited the scope of protections offered under the statute. Several business-related and disability advocacy groups announced their support for S 3406 and stated in a letter sent to members of Congress that "the court decisions over the last decade have excluded individuals who should have been covered under the current ADA law."

The groups supporting the measure, included the Society for Human Resource Management, the U.S. Chamber of Commerce, the American Diabetes Association and the National Disability Rights Network, stated that the legislation passed by Congress "strikes an appropriate balance between the needs of individuals with disabilities and those of employers."

A summary by the Congressional Research Service, outlines the measure as passed by both houses of Congress as follows:

- Prohibit the consideration of measures that reduce or mitigate the impact of impairment—such as medication, prosthetics and assistive technology—in determining whether an individual has a disability under the law.
- Cover workers whose employers discriminate against them based on a perception that the worker is impaired, regardless of whether the worker has a disability.
- Clarify that the law provides broad coverage to protect anyone who faces discrimination on the basis of a disability.

"The Americans with Disabilities Act guaranteed that workers with disabilities would be judged on their merits and not on an employer's prejudices. But, court rulings since the law's enactment have dramatically limited the ability of people with disabilities to seek justice under the law," Rep. George Miller, D-Calif., chairman of the House Education and Labor Committee, said in a statement released after the vote. "Today we make it absolutely clear that the Americans with Disabilities Act protects anyone who faces discrimination on the basis of a disability." *Reproduced from Bill Leonard who is senior writer for SHRM Online.*



## SHRM Foundation Fundraiser

Submitted by: Lori Lunger  
Past President – SHRM Foundation Chair

**Thanks to everyone, VSHRM raised a total of \$537.00 from the Silent Auction and 50/50 raffle held at our September chapter meeting.**

Special thanks to Jackie Bertsch, SPHR and Jasper Howell, MISHRM SHRM Foundation Chair for providing us with information and insight regarding the SHRM Foundation. 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.



Join MMHRA at their October 21 breakfast meeting for an Employment Law Update. 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).

