

# 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

September 2007

## SEPTEMBER MEETING NOTICE

### HUMAN RESOURCES AND STRATEGY EXECUTION

Presented by:

**Ricardo Resio, SPHR**

Director of Human Resources for The Rehmann Group

- Date:** September 11, 2007
- Location:** Horizons Conference Center  
6200 State Street  
Saginaw, MI 48603  
989.799.4122
- Time:** LUNCH MEETING  
**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](mailto:rsvp@vshrm.org) or call Sue Slade at 989.921.5503
- RSVP Deadline:** RSVP by Wednesday, 9/5/07, 5:00 p.m.  
There is a \$5 charge for late RSVP'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.*

### **CEO SPECIAL!**

**Would you like to help your CEO understand how the HR function can help their business be more effective? Bring your CEO (or owner / president) to September's meeting and he or she will be our complimentary guest! You and your CEO will also be entered in a drawing to win a prize. Please RSVP for your CEO directly with Sue Slade at 989.921.5503. CEOs' business cards will be used for the drawing and will serve as their ticket to attend the meeting.**

### ABOUT THE TOPIC:

CEO's are asking questions like "How will we grow our business," or "How do we identify those who contribute to our strategic success?" It begins with who is working in your company. HR can help create a workforce that delivers on the business strategy. Invite your CEO to this meeting as together you will discover the role HR plays in employee and organization effectiveness.

Learn how to determine the specific capabilities and competencies that need to be possessed by the workforce, along with plans to develop them. Understand how to build HR and Workforce Scorecards to manage and measure strategy execution.

The Rehmann Group is the second largest regional public accounting and consulting firm in Michigan. It continues to receive State recognition as one of the *Best and Brightest companies to work for*. In addition, its HR practices have won several best practice and innovation awards, including the *Practice Innovation Award* by *Practical Accountant* magazine as well as the *Arbor Awards for Excellence in Human Resources* from the Arbor Consulting Group and the Eastern Michigan University Master of Science HR/OD Program.

### ABOUT THE SPEAKER:

Since joining the firm in 1998, Ricardo has continued to support the firm's mission and vision statements in full efforts. His responsibilities include providing labor law counsel, managing employee relations for all offices, strategic planning, mergers and acquisitions, developing and implementing policies and procedures and providing human resource consulting to clients.

Ricardo has had human resources responsibilities for Michigan Sugar Company as an employee relations supervisor. In 2005, Ricardo and his team were recognized with the Arbor Award for Excellence, Michigan's most coveted award for human resources best practices and innovation. In February 2006, Ricardo was one of twelve recipients who received the Ruby Award. In its inaugural year, this award recognizes the upward, bright and young of those who work in Bay, Midland, or Saginaw counties.

AFFILIATE OF



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.





You may have noticed the SHRM logo has been given a makeover. As part of a branding campaign announced June 24, 2007, during the opening general session of SHRM's Annual Conference and Exposition in Las Vegas, the organization is adding the letter S to the beginning of the logo and M to the end. The new logo – now an acronym for the organization's full name-reflects SHRM's growing influence and

reputation in recent years, according to SHRM President and CEO Susan R. Meisinger, SPHR. Moreover, it's consistent with how most people have come to know the organization.

The new logo is only one part of a larger branding initiative that members said they wanted, according to Meisinger. In addition, SHRM will be revamping its web site and all of its printed materials to deliver a more unified message about the role of the HR professional, and about the organization in general.

### Test your EEO-1 Report Knowledge! Submitted by Dmitry Erofeev, Membership Chair

Take the True/False quiz below, and then read the tips.

***For EEO-1 reporting purposes, you can require new hires to complete forms identifying the racial/ethnic category to which they belong. True or False?***

False: Employers can request this information but not require it. However, EEOC strongly encourages employers to allow employee self-identification of race and ethnicity instead of using visual identification.

***All companies must file an EEO-1 report. True or False?***

False: Only private employers with 100 or more employees and federal contractors with 50 or more employees who meet certain criteria must file.

***EEO-1 reporting requirements have recently changed. True or False?***

True: Effective September 2007, there are major changes to the job categories and race/ethnicity classifications. There are also new methods for gathering and safeguarding sensitive race and ethnic data.

***You can file your EEO-1 report at anytime throughout the year. True or False?***

False: You must use employment figures from any pay period from July through September. This prevents you from filing your report prior to July.

*Contact Dmitry Erofeev if you would like more information on this subject.*

### OCTOBER MEETING UPDATE!

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.

October's meeting will be a LUNCH meeting at Horizons Conference Center in Saginaw. Understanding the Unemployment Claims Process, including How to Effectively Defend Unemployment Compensation Claims (Now "UC" it – Later you Won't!), will be presented by Elizabeth Peters of Masud, Patterson, Schuetter, & Peters LLC.

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**VSHRM**  
PO BOX 5448  
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### Reminder!

**HRCI Certification Preparation Course**  
Planning to earn PHR or SPHR certification? There are spots remaining in the prep course being held Tuesday evenings and Saturdays at Saginaw Valley State University. The course runs September 11 through October 23 and will be based on the SHRM Learning system. For registration and further details go to [www.svsu.edu/cbed/occe](http://www.svsu.edu/cbed/occe).

## 2007 MISHRM STATE CONFERENCE! HR Delivering Value: People, Passion, Profit

Dates:  
September 24, 25, 26, 2007  
Radisson Plaza Hotel & Suites  
Kalamazoo, MI

### **Featuring:**

David Ulrich, University of Michigan Professor of Business Administration, and partner at the RBL Consulting Group  
Scott Cawood, PhD, SPHR, workplace strategist, and author of *Destination Profit: Creating People-Profit Opportunities in Your Organization*  
Brad Davidson, President, U.S. Snacks and Sr. Vice President, Kellogg Company  
Richard Leivense, President and CEO, Michigan Financial Corporation  
Randall Beck, Regional Managing Partner, the Gallup Organization.

### Registration Costs:

Individual: \$250  
Multiple attendees from same organization: \$230  
Registration cost increases after September 9

Save the date and register online at [www.MISHRM.org](http://www.MISHRM.org)!

### ***Are you a SHRM Member?***

SHRM will be advertising a Special Offer for first time members. Those joining for the first time will receive a discount of \$15 off the regular \$160 membership dues price; they pay only \$145. Membership cards will be available for those interested in the discounted membership price. For further information, contact Sharlonda Harvey at (989) 466-4243 or [slharvey@cmsenergy.com](mailto:slharvey@cmsenergy.com)

## SHRM FOUNDATION NEWS

By Jackie Bertsch, SHRM Foundation Chair

I'm a little embarrassed to admit it, but it took me several years after becoming a VSHRM and SHRM member to "sort out" all of the relationships between the organizations and their affiliates. For some reason, the role of the SHRM Foundation was especially difficult for me to comprehend. In my Foundation Chair Role, I will be using newsletter articles and chapter events to help our members become a little more familiar with the Foundation, its relationship to SHRM and how it helps all of us. Make sure you read all of the articles. Later in our chapter year—there will be an opportunity to have some fun and put this information to good use!

The Foundation was founded as a 501(c)(3) not-for-profit affiliate of SHRM and is governed by a volunteer Board of Directors. "The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals."

As lofty as this purpose sounds, it's still difficult to relate to what that means to us as individuals. One of the ways the Foundation directly benefits each of us is through their scholarship program. \$100,000 is awarded each year by the Foundation in the form of scholarships to SHRM members working full-time and pursuing a degree or professional certification in human resource management. If this still sounds a little far away from our VSHRM chapter members, read on. . .

Wendy Yelsik, our VSHRM Program Chair, has just received a letter congratulating her on being selected to receive an SHRM Foundation \$750 Certification Scholarship!! Congratulations from all of us, Wendy and best wishes as you pursue your professional certification.

Hopefully, this article has provided some basic information about the Foundation and how it can help you. Additional information regarding the Foundation will be featured in future newsletters and more information on scholarships can be found at:

<http://www.shrm.org/foundation/EducationGrants.asp>

## RETIREMENT PLANNING By Sue Goddard, Legislative Chair

Retirement planning is on the horizon for all baby boomers right now. An announcement was made earlier this month that the Social Security Administration has created a resource for Human Resource professionals to utilize. HR is and will be facing a myriad of questions from employees on how to prepare for and what to expect from Social Security.

After consulting with SHRM, the Social Security Administration (SSA) has created a special resource page for HR departments. This site includes an online retirement planner that lets employees compute estimates of their future Social Security benefit. It also provides useful information for both HR professionals and employees on factors affecting retirement benefits such as military service, household earnings and federal employment.

To access SSA's information for HR professionals visit [www.socialsecurity.gov/hrm/](http://www.socialsecurity.gov/hrm/) to find out what resources are available for you and your workforce.