

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 2008

HR's Role in Business Ethics

Presented by Jackie Bertsch, SPHR

Date: Tuesday, September 9, 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, or call Sue Slade at (989) 754-4717, Ext. 5103, On-line at www.vshrm.org

NEW RSVP Deadline: RSVP by Thursday, 9/4/08, 5:00 p.m. There is a \$5.00 charge for late RSVP's received after Friday, September 5.

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:

Jackie will discuss how doing the "right" thing as an HR Professional is sometimes easier said than done in today's corporate environment. However, no matter how tough it gets, HR must rise to the challenge. Learn why HR cannot afford to remain silent and what exactly HR Leaders should do to help organizations make sound, ethical decisions. This meeting is Pre-Approved for One (1) Strategic Recertification Credit through HRCI.

About the SPEAKER:

Jackie has over 20 years of Human Resources and office management experience. Currently, she is the owner of Performance Propane located in St. Helen, Michigan. Prior to Performance Propane, Jackie was the Human Resource Manager at Wade Trim in Bay City. Jackie has a Bachelor of Business Administration from Saginaw Valley State University and is certified through the Human Resource Certification Institute (HRCI) as a SPHR. Jackie served as a member of the VSHRM Board of Directors for five (5) years in the positions of Member-at-Large, President Elect, President, and Past President.

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.

Don't Miss Out!! Silent Auction and 50/50 Raffle, VSHRM September Meeting

VSHRM's September meeting will be packed with value and FUN!! In addition to earning a **Strategic Credit** towards your PHR/SPHR certifications, there will also be opportunities to bid on several great items during a Silent Auction and participate in a 50/50 raffle. The proceeds from the Silent Auction and the 50/50 raffle will benefit the SHRM Foundation. Items in the Silent Auction include:

- A 2-hour "Generations in the Workplace" session for up to 20 participants (Donated by Delta College Corporate Services)
- A SHRM Membership (Donated by VSHRM)
- An iPod (Donated by Performance Propane)
- Four (4) Spirit hockey tickets & Little Ceasar's Gift Certificate (Donated by Synergy Medical)
- Two (2) SHRM Learning Modules (Donated by SVSU Office of Continuing Ed and Professional Development)
- A \$50 gift card to Outback Restaurant (Donated by Spicer Group)
- A \$50 gift card to Best Buy (Donated by AHP Financial Services Inc)
- Four (4) Sunday Brunch Gift Certificates to Bavarian Inn Lodge (Donated by Bavarian Inn Lodge)

Throughout the meeting, drawings will also be held for copies of "SHRM Foundation's Effective Practice Guidelines Series" including: *Retaining Talent*, *Implementing Total Rewards Strategies*, *Employee Engagement and Commitment* and *Developing Leadership Talent*.

RSVP TODAY for September's meeting and come prepared to learn, have fun and help raise some \$\$ to support the SHRM Foundation! (Cash/Check works best for the 50/50 raffle. If members wish, VSHRM will invoice the member for Silent Auction winning bids.)



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.

News from the President.....

Welcome to a new and exciting year with VSHRM. As President, I have a few announcements to make.

Member Connections Committee!

VSHRM is pleased that the following members have volunteered their time and expertise to work on this new committee which will enhance your member benefits. These committee members are **Annette Mast** with *St. Mary's of Michigan*, **Terry Schramm** of *CIGNYS.*, **Al McKay** of *Delta Corporate Services*, **Cindy Micho** of *HealthPlus of Michigan*, and **Tracy Cook** who is a *student at Davenport University*.

VSHRM / MMHRA Joint Meeting!

We are excited about co-sponsoring the May Seminar with Mt. Pleasant SHRM chapter, MMHRA. This 1/2 day seminar is on Tuesday, May 9 2009 and will begin in the morning with a continental breakfast and ending with a formal lunch. This seminar will be a workshop on "Generations in the Workplace."

FAST PASS!

During our Strategic Planning session this past July, the Board of Directors decided to offer VSHRM members the option to pay for all ten (10) monthly programs at one time. To encourage members to take advantage of this offer, VSHRM will discount the price of all meetings by 10% when you pay using Fast Pass. If you were to pay for each meeting separately it would cost a total of \$230. If you purchase the Fast Pass before September 30 you will pay a total of \$207! **That is one free meeting!** Of course our first meeting is on September 9. You can pay for FAST PASS at the September meeting or you can notify the Treasurer, Patty Alfano, you are going to purchase FAST PASS by September 30 and she can invoice you. Each monthly meeting is \$20 and the May Seminar increased to \$50.

Members purchasing FAST PASS will be issued a wallet sized card listing all the meetings. Each time you attend a monthly meeting your card will receive a special sticker acknowledging your attendance. You can also use this for tracking the Steady Eddie contest. With Fast Pass it is assumed you will attend the each monthly meeting. If you are unable to attend you need to notify rsvp@vshrm.org before the specified RSVP deadline. Unfortunately, VSHRM cannot reimburse you for missed meetings.

If you are interested in purchasing FAST PASS please let our Treasurer, Patty Alfano, know. She can invoice you for payment.

I look forward to seeing you at September's meeting on HR's Role in Business Ethics!

Wendy K. Yelsik

VSHRM President



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

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VSHRM
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2008 Mid-Michigan Region Salary & Wage Survey Briefing

The American Society of Employers cordially invites you to attend the
2008 Mid-Michigan Region Salary and Wage Survey Briefing
On Thursday, September 18, 2008
At Saginaw Valley State University Curtis Hall

Registration, survey distribution, and continental breakfast begins at 8:30 a.m.

The presentation will begin at 9:00 a.m. and will last until approximately 10:15 a.m.

The cost is \$25.00 for ASE members and \$45.00 for non-members

Please call Dan Matthews at 989-964-7486 for more information. Please RSVP by September 10. VSHRM Co-Sponsors the Salary & Wage Survey.



On Tuesday, September 16, Mid Michigan Human Resource Association (MMHRA) will present a Diversity Café.

The presenters are Gerald Hoff from the University of Michigan and a member of GAASHRM, and Tamara Hendricks, HR professional for nearly 30 years and a member of SHRM, GAASHRM and AASHRA.

The meeting will begin with Networking at 11:30 a.m. followed by lunch and the meeting at 12:30 ending at 1:30. The location is at Soaring Eagle Inn & Conference Center (Holiday Inn), 5665 E. Pickard, Mt. Pleasant, Mi.

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

SHRM Foundation News: Your Financial Support Makes A Difference!

This is an exciting time to be an HR professional. The opportunities to provide leadership in your organization have never been greater, but you must continually increase your professional knowledge and stay one step ahead of the rapid changes taking place all around you. The SHRM Foundation helps you to meet these challenges through its support of innovative academic research, educational programs, practitioner resources, and scholarships.

Founded in 1966, the SHRM Foundation has been advancing the HR profession for over 40 years. The SHRM Foundation is a 501(c)(3) nonprofit organizational affiliate of SHRM—however, the Foundation's work is not funded by SHRM membership dues. The Foundation relies on the generous donations of HR professionals like you. Your tax-deductible donation helps the Foundation advance the entire HR profession.

Participate in VSHRM's Silent Auction by contributing an item (or items) to the auction, or by bidding on items, and/or purchasing 50/50 raffle tickets at the September meeting. You may also send a contribution to: SHRM Foundation, P.O. Box 79116, Baltimore, MD 21279-0116 or donate online. Thank you in advance for your support!

SAVE THE DATE!

VSHRM's Luncheon meeting on Tuesday, October 14 is being held in Saginaw at Horizon's Conference Center. Bobbie Dunlap from Kelly Employment Services is discussing Behavioral Based Interviewing.

Legislative Review and News, Submitted by Sue Goddard

- Comments from the DOL with regard to proposed changes to the Family and Medical Leave Act (FMLA) regulations are due out this fall, hopefully, late September.
- The latest unemployment statistics show the State's July rate at 7.9% which remains above the national rate of 5.7%.
- Five-Year Reauthorization of E-Verify Seen as Compromise (By J.J. Smith, *August 2008*) as submitted to *SHRM*

As an update to a previous article, a House member who wanted to extend the E-Verify program 10 years has agreed to a compromise that would extend the program five years beyond its November 2008 expiration date "for the sake of reauthorization," says a Capitol Hill staffer.

On July 31, 2008, the House passed HR 6633, the [Employee Verification Amendment Act](#), which was introduced by Rep. Gabrielle Giffords (D-Ariz.), and amended a bill that originally extended the E-Verify program by 10 years. The original bill that sought to extend E-Verify 10 years was introduced by Rep. Ken Calvert, R-Calif., but Calvert agreed to the compromise that reduces the extension to five years.

Once approved by the House, it was immediately referred to the Senate, where on Aug. 1 it was read twice and referred to the Judiciary Committee. No other Senate action has been taken or is scheduled, but it is likely to be referred to the Immigration, Refugees and Border Security subcommittee chaired by Sen. Edward Kennedy, D-Mass.

E-Verify opponents applauded the bill, saying the five-year extension provides time to develop an alternative worker verification program (November 2013). The proposed 10-year extension had support from House Judiciary Committee Chairman Rep. John Conyers, D-Mich., and immigration subcommittee

Chairwoman Rep. Zoe Lofgren, D-Calif. Lofgren had worked to fast-track the bill onto the House floor before lawmakers recessed for August; the House is in recess until Sept. 4, and the Senate is scheduled to recess from Aug. 9 to Sept. 7.

Calvert agreed to reduce the original extension of the E-Verify program from 10 years to five years "because the most important thing is reauthorization [of E-Verify]," Calvert's communication director Rebecca Rudman told *SHRM Online*.

- How carefully do you maintain your company's personnel files? If they are a mess, they don't include relevant information or the information is 'scattered' in the 'to be filed' files – set aside time now to straighten them out. The reason – the Courts are increasingly ordering employers that are sued for discrimination to turn over any somewhat-related file so the employee's attorneys can sort through them looking for smoking-gun evidence. Take the time to get the filing updated – it could make a big difference.

HR Certification Dates & Costs

2008 Exam Schedule

Exam	Testing Window Duration	1st Testing Window	2nd Testing Window
PHR/SPHR	8 weeks	May 1 -- June 30, 2008	Dec. 1, 2008 -- Jan. 31, 2009

2008 Application Deadlines

Exam	Window	Reg. Deadline Date	Late Deadline Date
PHR/SPHR	May 1 - June 30, 2008	March 14, 2008	April 18, 2008
PHR/SPHR	Dec. 1, 2008 - January 31, 2009	Oct. 10, 2008	Nov. 14, 2008

2008 PHR/SPHR Exam Fees

	Non-refundable Application Fee	Exam Fee If Submitted By the Regular Deadline	Total Due If Submitted By the Regular Deadline	Total Due If Submitted After the Regular Deadline*
PHR				
SHRM member	\$75	\$175	\$250	\$300
Nonmember	\$75	\$225	\$300	\$350
Student/recent graduate**	\$75	\$45	\$120	\$170
SPHR				
SHRM member	\$75	\$300	\$375	\$425
Nonmember	\$75	\$350	\$425	\$475