

September  
2009



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

**"DISCIPLINING EMPLOYEES: CASES AND  
STATUTORY REQUIREMENTS"**

**PETER A. COHL**  
**COHL, STOKER, TOSKEY & McGLINCHEY, P.C.**  
Attorneys and Counselors  
601 North Capitol Avenue  
Lansing, Michigan 48933  
517-372-9000



Peter A. Cohl is a graduate of Michigan State University and the Detroit College of Law. Upon graduation, he clerked for the Court of Appeals and later was appointed Corporation Counsel for Ingham County. In 1979, he became the founding member of Cohl, Stoker, Toskey & McGlinchey, P.C. That law firm specializes in municipal and labor law throughout the State. Mr. Cohl is a frequent guest speaker and contributor of articles on municipal and labor law. He is a Fellow of the Michigan State Bar Foundation and a Fellow of the American Bar Foundation.

**Date: Tuesday, September 8, 2009**

**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. 5503, On-line at  
[www.vshrm.org](http://www.vshrm.org)

**RSVP**

**Deadline:**

RSVP Extended: **Friday, September 4, 5:00  
p.m.**  
There is a \$5.00 charge for late RSVP's  
received after the deadline

**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.*



2007 SHRM **SUPERIOR MERIT AWARD**  
CHAPTER

**MESSAGE FROM THE PRESIDENT**

**Welcome to another program year!** I appreciate the confidence you have placed in me to represent you as the President of VSHRM and I'm grateful for the opportunity to volunteer in this role. I have a great deal of respect for each of our volunteer Board Directors and their dedication to offering quality programs that serve the professional and advance the profession!

Thank you for the many who participated in last spring's programming survey...we received a wealth of feedback that has been helpful in planning for the upcoming year. Several board members will be attending MISHRM's Leadership Conference later this month to share ideas with other SHRM leaders in Michigan and identify some great practices we can implement in our chapter.

Our Member Connections Committee has also been working to continue to identify creative and proactive ways to welcome new members and facilitate networking during meetings. Thank you in advance to co-chairs **Annette Mast** and **Tim Quinn** as well as current members: **Al McKay**, **Sue Slade**, **Patty Alfano**, **Tracy Cook**, **Jeanie Deckert**, and **Kathy Harris**. We welcome any ideas you have. If you would like to become involved please contact any member of the committee.

**Also, FAST PASS is back!** Last year, the Board of Directors decided to offer VSHRM members the option to pay for all ten (10) monthly programs at one time. If you were to pay for each meeting separately it would cost a total of \$230; however, if you purchase the Fast Pass **before September 30** you will pay a total of \$207! In addition, there would be no need to register for every meeting because you will be pre-registered. You can pay for FAST PASS at the September meeting or contact the Treasurer, Brian Swanson.

I look forward to seeing you next Tuesday!

Gina Kellogg  
VSHRM President

**VSHRM BOARD MEMBERS****President****Gina Kellogg, SPHR**

Citizens Bank  
Telephone: (989) 776-7348  
[gina.kellogg@citizensbanking.com](mailto:gina.kellogg@citizensbanking.com)

**Past  
President &  
SHRM  
Foundation  
Chair**

**Wendy Yelsik**

Fabiano Brothers Inc.  
Telephone: (989) 509-0282  
[wyselk@fabianobrothers.com](mailto:wyselk@fabianobrothers.com)

**President  
Elect &  
Certification  
Chair**

**Ann A. Meeks, PHR**

Mistequay Group, LTD  
Telephone: (989) 752-7700  
[meeks@mistequaygroup.com](mailto:meeks@mistequaygroup.com)

**Treasurer****Brian Swanson**

Masud, Patterson, Schutter, Peters  
& Vary P.C.  
Telephone: (989) 792-4499  
[brian@mpslaborlawyers.com](mailto:brian@mpslaborlawyers.com)

**Membership  
Chair &  
RSVP Chair**

**Sue Slade, PHR**

Spicer Group  
Telephone: (989) 754-4717 x 5503  
[sues@spicergroup.com](mailto:sues@spicergroup.com)

**Program  
Chair**

**Tim Quinn, SPHR**

Bay County  
Personnel Director  
Telephone: (989) 895-4096  
[quinnt@baycounty.net](mailto:quinnt@baycounty.net)

**Legislative  
Chair**

**Bruce Gluski, SPHR**

Corporate Director of HRMeans Industries  
(989) 771-3443  
[bglusk01@meansindustries.com](mailto:bglusk01@meansindustries.com)

**Secretary****Terry Schramm, PHR**

CIGNYS  
989-393-0107  
[tschramm@cignys.com](mailto:tschramm@cignys.com)

**Workforce  
Readiness &  
College  
Relations  
Chair**

**Lori Lunger, PHR**

Amigo Mobility International, Inc.  
Telephone: (989) 921-5077  
[llunger@myamigo.com](mailto:llunger@myamigo.com)

**Diversity  
Chair**

**Susan Goddard**

MI Works!  
Telephone: (989) 667-0500 ext. 264  
[sgoddard@corpserv.delta.edu](mailto:sgoddard@corpserv.delta.edu)

**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.



## The 21st MISHRM State Conference

Sep 30th - Oct 2nd, 2009

The Lansing Center  
Lansing, MI

Registration for the 2009  
Annual MISHRM State Conference  
is

**NOW OPEN!**

Use the following link:

[www.regonline.com/mishrm2009](http://www.regonline.com/mishrm2009)

\$260 for conference - does not include pre-conference workshops

Pre-Conference Workshops: (\$75 each/\$125 Both)

### **FAST PASS is back!**

Attend every meeting, including the  
May, ½ day session all for one  
advanced payment of \$207.00  
Ask about it at the sign in table.

### 2009 MISHRM Leadership Conference -Submitted by MISHRM Central District Director, Lori Lunger, PHR

If you are a current board member, prospective board member or active volunteer for VSHRM, MISHRM invites you to attend the 2009 MISHRM Leadership Conference.

#### Event Details

**WHEN:** Wednesday, September 30, 2009 from 1:00 p.m. - 4:30 p.m.

Preceding the 2009 MISHRM HR Conference

**WHERE:** The Lansing Center, Lansing Michigan

**WHAT:** Information-packed sessions to assist you with:

-Conducting Effective Board

#### Meetings

-Membership Retention in a Tough Economy

-Best Practices Session

\*\*\*Attendees are welcome to attend the MISHRM HR Conference Expo/Reception immediately following the Leadership Conference at 4:30 p.m. @ The Lansing Center - FREE!

Please RSVP to Lori Lunger, PHR  
[llunger@myamigo.com](mailto:llunger@myamigo.com)

**Deadline to RSVP: 9-18-2009**

## SVSU's SHRM Test Preparation Classes Earn National Recognition

Saginaw, MI – The Society for Human Resource Management (SHRM) and the Holmes Corporation have awarded Saginaw Valley State University's SHRM Learning System Course the 2009 Certificate of Recognition for achieving a 100% pass rate on the National PHR and SPHR certification exams.

The Society for Human Resource Management (SHRM) is the world's largest professional association devoted to human resource management. Their mission is to serve the needs of HR professionals by providing the most current and comprehensive resources to advance the profession by promoting HR's essential and strategic role. SHRM represents more than 250,000 individual members in over 140 countries.

The SHRM Learning System Course is an intensive 12-week program designed primarily for individuals seeking certification as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR). Saginaw Valley State University – Office of Continuing Ed & Professional Development offers this program in partnership with the Society for Human Resource Management (SHRM). The curriculum, designed by subject matter experts, covers the HR Certification Body of Knowledge and includes application exercises that develop specific competencies and decision-making skills.

To earn the PHR or SPHR designation, candidates are required to have at least two years of exempt-level experience in the Human Resources field.

*"The students that have completed the program appreciate the well organized program as well as the support from the instructors. With the new online option, the students have access 'Anytime, Anywhere.'" The certification they earn as a PHR or SPHR is the designation that will set the HR professional apart. If you would like to advance your career through knowledge or interested in continuous learning, then obtaining the SHRM certification is right for you!" – Monica Reyes, Program Director.*



**Fall SHRM Test Prep. Classes begin as follows:**

**Tuesday, September 22, 2009 - Online Classes**

**ALL VSHRM members get a \$100 discount off the regular price of \$1195, making the price \$1,095!**



On July 29, the board of directors used your survey suggestions to begin planning for the upcoming plan year. Based on these results, several topics were selected and we have contacted several dynamic speakers.

**VSHRM Planning Calendar  
2009 – 2010**

*Green blocks confirmed*

Date	Time	Potential Topic	Potential Speaker	Potential Venue
September 8 '09	Lunch	How to properly discipline employees	Peter Cohl	Horizon
October 13, '09	Lunch	Top 50 companies' Engagement and Retention Practices	Tim Quinn	Horizon
November 10 '09	Breakfast tentatively	Downsizing legally and with dignity	TBD	Fabiano Brothers
December 8, '09	Lunch	Legislative update	Braun Kendrick	Doubletree
January 12, '10	Lunch	Unemployment Compensation	Neil Zechman	Horizon**
February 9 '10	Lunch	HR Metrics	Kevin Marrs ASE speaker	Horizon
March 9, 2010	Lunch	Training and Business Service Team	Ed Oberski, CEO Michigan Works	Horizon**
April 13 '10	Lunch	How HR Professionals can make exciting business proposals to senior staff	Professor Jennifer Luzar	Horizon**
May 11 '10	Afternoon	Mock Trial	David Masud	Horizon
June 8 '10	Lunch	Stress Reduction	Tri-City Chiropractic	Horizon
September 10 '10	Lunch	Panel discussion – Interviewing	Dr. Louis Firenze, Bruce Grant and others TBD	Horizon

**WELCOME NEW MEMBERS!**

**Wendy White, PHR:**

Director of Human Resources for City of Bay City.

**Trenie Klaus:**

Working as an intern at Craft Cast Company  
Full-time student at Davenport University

**Cheryl Potter:**

Full time student - Davenport University Pursuing Bachelor's degree in Human Resources Mgt.

**Cristen Lipinski:**

Works full-time at Bay County as an Admin. Assistant. She also attends CMU working toward her MSA in Human Resources.



**Have a Safe and Happy Holiday!**