



THE RESOURCE

Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan



Summer 2007

Published for Members of the Valley Society for Human Resource Management

MESSAGE FROM THE PRESIDENT

Greetings and welcome back!! I hope that everyone is enjoying their (hot) summer. Although there were no chapter meetings over the last few months, the VSHRM volunteer leaders have been busy planning exciting things for the new plan year. On July 16th, the Board of Directors met for a six-hour strategic planning session, where we reviewed several administrative issues and discussed innovative ways to bring value to our chapter members. We also planned our monthly meetings for the program year based on the valuable feedback we received from you on the members' survey. We are very excited about this VSHRM chapter year and look forward to providing you quality programs on current issues affecting you as a human resources professional.

Sharlonda L Harvey, PHR

President, VSHRM

PROGRAM UPDATE

This past June, several VSHRM members completed the annual program survey. **THANK YOU!** The response to this survey was terrific! On July 16, the board of directors used the survey results to begin planning for the upcoming program year. Based on the survey results, several topics were selected for upcoming program year. The topics with the most interest included;

Ethical Issues in HR
Conducting an Employment Audit
Strategic Human Resources to Leverage your Workforce
Change Management
Your Mock Trial; A Day in Court
Incorporated Emotional Intelligence into the Workplace

Why Branding is Important to HR
HR Scenario Planning
Contesting Unemployment Claims
Building a Recognition Culture
Why Wellness?
Controlling Workers Compensation Costs

We expect a variety of dynamic presenters, including: **Ricardo Resio** from The Rehmann Group, **Elizabeth Peters** from Masud, Patterson, Schutter, and Peters PC, **Ellen Crane** from Braun, Kendrick, Finkbeiner P.L.C., **Howard Wyers** from Weyco, **Terrberry** Corporate Leadership team, and Past VSHRM President **Jackie Bertsch**! If you know of a dynamic speaker please contact Wendy Yelsik at yelsik@rroese.com. Below is the schedule for the upcoming program year. Topics listed as "pending" are still in the planning process meaning the topic is not determined yet.

Date	Time	Location	Tentative Topic
Tuesday, September 11, 2007	Lunch	Horizon Center, Saginaw	Why Branding is Important to HR
Tuesday, October 9, 2007	Lunch	Horizon Center, Saginaw	Contesting Unemployment Claims
Tuesday, November 13, 2007	Lunch	Valley Plaza Resort, Midland	Building a Recognition Culture for the Fast Lane
Tuesday, December 11, 2007	Breakfast	Horizon Center, Saginaw	Pending
Tuesday, January 8, 2007	Lunch	Horizon Center, Saginaw	Why Wellness?
Tuesday, February 12, 2007	Lunch	Horizon Center, Saginaw	Ethical Issues in HR
Tuesday, March 11, 2007	Lunch	Trillium, Saginaw	Pending
Tuesday, April 8, 2007	Lunch	Doubletree Inn, Bay City	Pending
Tuesday, May 13, 2007	TBD	Horizon Center, Saginaw	"Your Day in Court": a Mock Trial
Tuesday, June 10, 2007	Lunch	Horizon Center, Saginaw	Pending



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.



WEBSITE NEWS

By Annette Mast, Website Chair

What's on the Web?

It is summer, but employers are still contacting us with open positions!! If you are currently looking for a position, don't forget to check out our jobs page: <http://vshrm.org/jobs.asp>. If you have an HR opening in your company, don't forget to contact us. We provide this service at no cost to your organization!! To communicate a job opening, complete the **Job Posting Form** and fax to VSHRM Job Chair at 989/776-7350 or email to gina.kellogg@citizensbanking.com

Val Rossman recently shared her thoughts about how valuable the VSHRM website was to her. Here is her testimonial...

THE VSHRM WEBSITE IS AWESOME!

"When my HR position was eliminated in May of 2005, I had optimistic hopes that I would find a job within six months. A year and a half later, my optimism had faded considerably! The biggest challenge I faced was trying to connect the skills I had to offer with an employer who needed those skills. My specialized background, along with my desire to stay in the area made for a tough fit. Then I found the VSHRM website. What a refreshing change to have a website specifically tailored to HR job seekers. In January of 2007, the website advertised an HR Manager position in Bay City. I dropped off my resume in person, and was offered the job shortly afterwards. Then, I joined VSHRM. It has been great to attend the monthly meetings and meet others in the HR field.

During these past 6 months, there have been many changes at the Credit Union, but one thing has remained the same: I really enjoy this job. I am grateful that VSHRM sponsors its awesome website; what a valuable resource to this area and to the HR community."

Val Rossman
Vice President, Human Resources

Test your coaching knowledge!

Submitted by Dmitry Erofeev, Membership Chair

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

- 1) **As a manager, you are responsible for making sure your employees never make mistakes. True or False?** FALSE: Although no manager wants their employees to make mistakes, you don't want to stifle the enthusiasm of your employees. Managers should accept the fact that mistakes are okay under certain conditions. Your role should be to use mistakes as learning opportunities to further develop your employees.
- 2) **The single greatest expense in most companies is payroll. True or False?** FALSE: Payroll is the biggest single expense for most companies, making employees the biggest investment.
- 3) **As a manager, it is your responsibility to make all the decisions. True or False?** FALSE: This was true of the old command-control management style. When using the coaching style of management, you want to encourage your employees to participate in the decision-making process because it encourages them to take ownership in projects. Keep in mind that often time's employees become disengaged when they are told exactly how to do their jobs and are required to go directly to their manager for answers and problem solving.
- 4) **A manager's main function should be controlling their direct reports. True or False?** FALSE: If you want to adopt coaching as a management style, you should strive to create an environment that fosters learning and independent thinking. This cannot be achieved if you are trying to control or micro-manage

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

VSHRM BOARD MEMBERS

President	Sharlonda Harvey, PHR Consumers Energy Company Telephone: (989) 466-4243 slharvey@cmsenergy.com
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Membership Chair	Dmitry Erofeev, PhD Express Personnel Services Telephone: (989) 832-6994 Dmitry.Erofeev@ExpressPersonnel.com
Program Chair	Wendy Yelsik R.Roese Contracting Co., Inc. Telephone: (989) 684-5121 Yelsik@rroese.com
Legislative Chair	Susan Goddard Delta College Corporate Services Telephone: (989) 758-3631 sgoddard@corpserv.delta.edu
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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
SAGINAW, MI 48603

**ENJOY THE REMAINDER
OF YOUR SUMMER! HOPE
TO SEE YOU AT OUR
KICK-OFF MEETING ON
SEPTEMBER 11!**

MEMBERSHIP NEWS

By Dmitry Erofeev, Membership Chair

WELCOME New Members!

- **Dennis Bourbina**, Lutheran Homes of Michigan, Inc.
- **Amanda Neubecker**, The Dow Chemical Company

If you know anybody who may be interested in VSHRM please contact Dmitry or invite them to an upcoming VSHRM meeting.

2007 STEADY EDDIE IS.....

AL MCKAY!

Congratulations to Al Mckay, with Delta Corporation Services, who was VSHRM's Steady Eddy in 2007. VSHRM will pay Al's renewal membership for the Society for Human Resource Management (SHRM) for 2007. A prize valued at \$160!

All Al did was attend seven (7) out of the 10 (10) VSHRM meetings this past program year. If you attend at least seven (7) out of the ten (10) monthly meeting during the 2007/08 program year you could be the next

STEADY EDDIE!**Upcoming SHRM Webcasts****August 14, 2 p.m. ET: EEO Rules and Your Diversity Initiative:**

Shanti Atkins and Margaret Hart Edwards discuss how technology, economic pressures, demographic shifts and politics are changing the landscape of EEO law, and affecting your workplace.

August 16, 2 p.m. ET: Retirement Planning Advice: Getting Ready for the Baby Boom:

James Mahaney of Prudential Retirement will examine ways that recent legislative changes and industry innovation have created new 401(k) "add-ons" that can help employees retire with more security and allow them to be less vulnerable at retirement.

Log on to shrm.org for more information!

Legislative Corner

By Sue Goddard, Legislative Chair

New Minimum Wage Posters Available on DOL Website

It's time to redecorate the employee break room! The deadline has come and gone for U.S. employers to post the new Federal minimum wage increases recently signed into law by President George W. Bush.

All workplaces subject to the Fair Labor Standards Act's minimum wage provisions are required by law to display the new rates in a conspicuous location by Monday, July 24, 2007 - the date of the first of three incremental increases in the Federal wage standard.

The U.S. Department of Labor has created a poster explaining the new minimum wage law to employees. Copies of the poster are available through the DOL website.

This is the first increase in the Federal minimum wage since 1997. The new rate of \$7.25 per hour will be phased in over 26 months according to the following timetable:

- **First increase** - \$5.85 per hour, effective on July 24, 2007
- **Second increase** - \$6.55 per hour, one year after the first increase (July 24, 2008)
- **Third increase** - \$7.25 per hour, two years after the first increase (July 24, 2009)

Questions about the minimum wage law or the poster requirements? Please contact [Michael Layman](mailto:Michael.Layman@dol.gov), SHRM's Manager of Labor and Employment Legislation.

Certification Corner

By Lori Lunger, Certification Chair

Advance your human resource career and prepare for HR certification!

If you've been planning to earn your Professional Human Resources (PHR) or Senior Professional in Human Resources (SPHR) designation, this fall Saginaw Valley State University will be offering the HRCI exam preparation course based on the SHRM Learning System.

Location: SVSU, Curtiss Hall
 Instructor: Mary Tucker – BS, SPHR
 Date: September 11 – October 23, 2007
 Registration Deadline: 9/4/2007
 Class Time: Tuesday 6:00 pm – 9:00 pm
 Saturday 9:00 am – 4:00 pm

Second Testing Window for 2007:December 1st – January 31, 2008**Deadline to register for the second testing window:**

October 12, 2007

Detailed Schedule can be found at: www.svsu.edu/cbed/occe