

THE RESOURCE



Valley Society for Human Resource Management
Saginaw, Bay City and Midland - Michigan



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SUMMER 2008

MESSAGE FROM THE PRESIDENT

I hope all of you are enjoying your beautiful Michigan summer! While your VSHRM volunteer leaders have been doing the same, we have already begun planning our 2008-2009 chapter year.

On July 30th the Board of Directors met for a five-hour strategic planning session. During this meeting, the board discussed topics including; various administrative issues, prepaying for monthly meetings at a discounted rate, refining the membership process, holding another certification study group in the fall, increasing networking opportunities, enticing members to become a volunteer leader, SHRM's Enterprising Leadership Initiative, and mapped out our entire program year which begins with a luncheon meeting called **Ethics; The Fabric of Business** being held on Tuesday, September 9 at Horizon's in Saginaw. Our very own Jackie Bertsch is presenting this topic and she is also planning a Silent Auction with proceeds going to the SHRM Foundation. Jasper Howell, MISHRM Foundation Chair, is a guest at this meeting.

We planned a full agenda of monthly meeting topics this year using your responses to our survey sent out in June. The response was TERRIFIC! We are looking forward to a great mixture of program opportunities for the upcoming program year- including a diversity of topics, locations, times, and formats.

VSHRM will continue to support and advance the HR profession. Initiatives are already underway to provide valuable benefits in the areas of programs, education, networking, entertainment, and fun. And, we will continue to deliver these benefits at a reasonable cost to our members.

Because our membership is an important voice for our chapter, we are in the process of forming a new committee. We are calling this committee "**Membership Connections.**" This committee will help with various projects such as membership, programming, and promoting networking. If you are interested in being a part of this committee please contact me at yelsik@roeese.com.

VSHRM currently has 160 members! Wow! That is wonderful! Make this your year to give back to the HR Profession by becoming more involved in VSHRM. Get the inside track on new strategies, techniques and trends that will strengthen your skills, broaden your knowledge and increase your professional network and employability, as well as your job satisfaction.

I look forward to my role as President for VSHRM this year. It is truly an honor. I hope to see you at the September meeting. Enjoy the rest of your summer.

Wendy K. Yelsik

VSHRM President



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.

SVSU - HRCI Certification Preparation Course

If you've been planning to earn your PHR or SPHR designation, now is the time to enroll at SVSU in their up-dated and expanded HRCI exam preparation course based on the SHRM Learning System. Register Today! Class size is limited.

Location: SVSU, Curtis Hall
Date: Thursdays, 9/11/08 thru 11/13/08
Time: 6:00 pm to 9:00 pm

Please see webpage for detailed schedule at:
www.svsu.edu/ocepd

** Save the Date **

Our first fall meeting will take place Tuesday, September 9, 2008 at Horizons Conference Center for lunch. VSHRM's own Jackie Bertsch will present *Ethical Issues in Human Resources* and Michigan's SHRM Foundation Chair Jasper Howell will be our special guest.

VSHRM BOARD MEMBERS

President	Wendy Yelsik R.Roese Contracting Co., Inc. Telephone: (989) 684-5121 Yelsik@rroese.com
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LEGISLATIVE REVIEW & NEWS

Submitted by Susan Goddard

This month's report continues tracking communication on the DOL's proposed changes to FMLA. With the proposed regulation changes and final rule due out this coming fall, right now would be a good time to begin reviewing policies/procedures currently in place by organizations as to not be caught off guard.

As an FYI – the DOL reports that more employers are cutting hours as the economy slows rather than completely eliminating jobs...at least so far. According to the DOL unemployment is holding relatively stable, however, the hours worked by the average private-sector U.S. employee has declined in March to 33.8 hours compared with six months earlier. The last time the hours-worked index moved into negative territory was February 2001 when the economy was on the doorstep of a recession.

Michigan businesses prepare for the change of minimum wage effective July 1, 2008 - \$7.40/hour.

As always, comments and suggestions are our friends.

**The Best HR Career Decision We Ever Made!**

by Annette Mast and Jackie Bertsch

As you look back on your career in Human Resources, are you able to point to *one* decision that turned out to be the best professional decision you ever made? Was there one choice you've made that had very positive effects on your career? Both of us can answer that question with a vehement "YES!!"

Each year the current VSHRM Board of Directors evaluates the leadership needs for the next chapter year and begins contacting members who have expressed interest in becoming a VSHRM volunteer leader. As Board members we personally contact perspective volunteers and explain the responsibilities and benefits of becoming involved as a VSHRM Board member. During our conversations this year, we both agreed that volunteering to serve on the VSHRM Board was the best decision we made during our professional careers. That's saying a lot when you consider the career decisions you make every single day.

Our experience with the VSHRM Board has benefited each of us in different ways, but together has included:

- Greatly enlarging our professional network
- Providing Professional Leadership Experience that enhanced our resumes
- Developing new friendships
- Spurring our efforts to achieve and retain our PHR and SPHR certifications
- Providing PHR/SPHR recertification credits
- Giving us numerous opportunities to improve our public speaking skills
- Encouraging us to continue our education
- Giving us the opportunity to engage in strategic planning
- Expanding Human Resources, VSHRM and SHRM knowledge/understanding

As our terms on the VSHRM Board come to an end, we're hoping that many of you will consider volunteering for a VSHRM leadership position. Remember—it could turn out to be the BEST career decision you've ever made!

On July 30, the board of directors used the survey results to begin planning for the upcoming plan year. Based on the survey results, several topics were selected for the upcoming year. We have contacted several dynamic speakers for this upcoming year. If you heard a speaker that you think would be interested in speaking at one of our chapter meetings, please contact Jerilyn Schwarz at jjschwarz@svsu.edu. Below is the tentative schedule for the upcoming program year.

<u>Date</u>	<u>Time</u>	<u>Location</u>	<u>Tentative Topic</u>
Tuesday, Sept 9, 2008	Lunch	Horizon Center, Saginaw	Ethics: The Fabric of Business
Tuesday, Oct 14, 2008	Lunch	Horizon Center, Saginaw	Behavioral Based Interviewing
Tuesday, Nov 11, 2008	Lunch	Midland	Coaching to Develop Talent
Tuesday, Dec 9, 2008	Breakfast	Pending	HR Legal and Employment Update
Tuesday, Jan 13, 2009	Lunch	Horizon Center, Saginaw	Sparking Employee Behavior
Tuesday, Feb 10, 2009	Lunch	Horizon Center, Saginaw	Leadership Development/ Succession Planning
Tuesday, Mar 10, 2009	Lunch	Doubletree Hotel, Bay City	Preventing and Containing Workplace Violence
Tuesday, Apr 14, 2009	Lunch	Horizon Center, Saginaw	HR Benchmarking
Tuesday, May 12, 2009	½ day	Horizon Center, Saginaw	Understanding Generations in the Workplace
Tuesday, June 9, 2009	Lunch	Horizon Center, Saginaw	Employee Privacy Issues

Donations for Silent Auction Needed! *Support the SHRM Foundation and Promote Your Firm*

In past years, VSHRM has held a 50/50 raffle at one of our chapter meetings to benefit the SHRM Foundation. This year we would like to try something different in addition to the 50/50 raffle. We would like to hold a “Silent Auction” during our September Chapter meeting and are asking members to consider donating items to be offered during the auction. All proceeds from the auction would go to the SHRM Foundation.

These items could be a complimentary service offered by your firm or an item purchased by your firm and donated to VSHRM. All firms donating items will be recognized during the chapter meeting and their names will also be noted by the item they have donated.

*In addition to auction items donated by members, we will also be offering two complete editions of the 2007 **SHRM Learning System** donated by SVSU’s HRCI Certification partnership with VSHRM!! The SHRM Learning System is what many HR professionals use to study for the certification exams and are **valued at over \$500 each**. For more information about the SHRM Learning System, go to: <http://www.shrm.org/learning/>.*

If you are interested in donating an item or would like more information about the auction, please contact Jackie Bertsch (jbertsch@charter.net or 989.389.7920).

Additional information about the SHRM Foundation can be found at <http://www.shrm.org/foundation/>.