



April 2023

VSHRM REVIEW



WHAT WE DO

Valley Society for Human Resource Management strives to be the principal voice for human resource issues for the Great Lakes Bay Region. 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.

UPCOMING EVENT

April Luncheon

In-Person or Virtual

Tuesday, April 11, 2023

11:20 AM - 1:15 PM

Networking: 11:20 – 11:40 a.m.

Lunch: 11:40 – Noon

Program: Noon – 1:00 p.m.

Closing: 1:00 - 1:15 p.m.



Horizons Conference Center

6200 State Street
Saginaw, MI 48603
OR

[REGISTER TO ATTEND](#)

A Compensation Toolbox for HR Professionals

Presented by Ed Steinhoff, Managing Director, Chicago - Pearl Meyer
Tim Dupuis, Vice President, Detroit - Pearl Meyer

We will explore the basics of compensation management as an element of Total Rewards in support of company objectives, as well as specifics related to managing compensation for hourly, professionals/mid-management and executives. We will cover compensation philosophies, how to evaluate/compare jobs to design fair and equitable pay structures, how to conduct market analyses, how to manage compensation changes such as merits, lateral development, equity and how to incorporate compensation in talent attraction/development/retention activities.

Ed Steinhoff has over 25 years experience in the design of executive pay programs for clients across many industries with a particular focus on manufacturing, insurance, banking, health care and not-for-profit organizations. He engages with boards of directors and senior management teams of public and private companies, ranging from small and middle market firms to multi-billion dollar corporations to design pay programs that drive business performance and value creation, secure high-performing executive talent, and withstand external scrutiny.

Prior to joining Pearl Meyer, Mr. Steinhoff led the Michigan market compensation business at Mercer, and has corporate compensation experience with Amoco Corporation in Chicago. He received a BS in Finance from Georgetown University and an MBA from the University of Michigan Ross School of Business. He speaks regularly on compensation issues and is a member of the Ohio Bankers League and WorldatWork.

Tim Dupuis specializes in executive compensation and works closely with boards of directors and senior management teams to design executive compensation programs that are aligned with the organization's business strategies, aid in the attraction and retention of key executive talent, and withstand external scrutiny. He has worked with a variety of companies across many industries, ranging from small entrepreneurial firms to Fortune 500 companies, with a particular focus on manufacturing, financial services, healthcare, retail, and not-for-profit organizations. His areas of expertise include executive and board of directors pay competitiveness reviews and annual and long-term incentive plan design.

Prior to joining Pearl Meyer, he spent more than seven years in Mercer's Human Capital practice in Detroit, focusing on executive remuneration. Tim received a bachelor's degree in Finance from the Eli Broad School of Business at Michigan State University and is also a member of WorldatWork.

Please note – in-person registrations received after
Thursday, April 6th, will be subject to an additional \$5 late fee.

The virtual version of this meeting will go live no later than 11:45 am.

[Register Here](#)



Cathy Suchodolski - *Andrews Hooper Pavlik PLC*

Holly Reed - *Saginaw Future Inc.*

Heather Garno - *Bavarian Inn Lodge, Inc.*



As previously announced at our monthly meeting, the Valley Society for Human Resource Management (VSHRM) would like to congratulate Ricardo Resio, Director of Human Resources at Morley Companies, on being elected our organization's President-Elect for the program year. Ricardo brings multiple decades of Human Resources experience with him to this role. He will be succeeding VSHRM President Julie Bellamy in July of 2023. We are very excited to add someone with Ricardo's business savvy and Human Resources acumen to one of the highest positions on our Board of Directors. We wish him all the best in this new role.



April Member-to-Member Roundtable

Virtual Event

Thursday, April 27, 2023

12:00 Noon - 1:00 PM

This event is free to members and is a great way to connect with other HR Professionals to discuss current Human Resource issues. You don't need to register for this meeting. There is no set agenda, so feel free to bring your questions and current topics of interest to the meeting! For more information, including a calendar and zoom links, click [HERE](#).

SHRM CP/SHRM SCP Scholarship Grant Opportunity!



Earn Your SHRM-SCP | SHRM-CP

Apply for the SHRM 2023 Professional Certification Grant

HR professionals and students are encouraged to apply for the **Valley Society for Human Resource Management (VSHRM)** professional development grant. This grant awards one SHRM or SHRM-SCP certification exam, as well as SHRM's online Learning System.

Certification Grant - Window #2

Open: April 11, 2023

Close: June 7, 2023



Foundation

For more information or to apply, visit SHRMfoundation.org/scholarships
Questions: SHRMscholarships@shrm.org

Workforce Readiness Committee Dawn Boucher

WORKFORCE-JOBS FOR LIFE PROGRAM

VSHRM partners with the *Rescue Ministries of Mid-Michigan* and needs volunteers for their *Workforce-Jobs For Life Program*.

Volunteers will help with Mock Interviews on Thursday, April 20, from 3 pm until 5 pm. The location is 1021 Burt Street, Saginaw, MI 48607.



Please contact Dawn at dawn@mannongroup.com or call 989-792-2320 ext. 106 to sign up or for more information.

Volunteering is a great HR experience and can count toward any certifications you have as an HR Professional.



Save the Date!! 2023 LABOR AND EMPLOYMENT LAW LEGAL UPDATE

Save the date - May 9th for this year's Labor and Employment Law Legal Update, presented by Joshua Leadford and David Bryce, Partners with the Masud Labor Law Group. Note, this event is an *in person* only event. For more information and to register, click [HERE!](#)

VSHRM Annual Silent Auction



VSHRM is seeking organizational donations for our annual silent auction to be held on May 9, 2023. Proceeds will support the SHRM Foundation and VSHRM funded scholarships. Please contact Julie Bellamy at julie@sequellehrsuite.com or by phone at (810)240-7668 for more information.

Remember that you can post any HR-related job openings on the VSHRM website ([Jobs Page](#)) at no charge to your organization! With a membership base covering the entire Great Lakes Bay Region and beyond, you can cast your net to a larger talent pool. It is a great **FREE** way to find the right HR professional you have been looking for.



Email all job postings to:

tomb@outdooradventuresinc.com



ASK THE LAWYER

Submitted by Joshua J. Leadford
VSHRM Board of Directors
Diversity & Legislative Chair

Question: Best Practices Inc. is developing a mandatory training seminar for its employees. The training will focus on the Company's workplace harassment and discrimination policies and proper application thereof in the workplace. A key component of the training seminar will discuss bias based on LGBTQ status and actions which would violate the Company's policies.

The Company sent a save the date to ensure all employees could adjust their schedules to attend the seminar. In response to the invitation, one employee submitted a request for accommodation to human resources, requesting that she be exempted from the mandatory training given her religious beliefs. According to the employee, the training is aimed at changing her religious beliefs and viewpoints.

Can Best Practices Inc. deny the accommodation request and fire the employee if she refuses to participate in the mandatory training?

Answer: Yes - at least that is what the Second Court of Appeals ruled in a recent decision with a very similar fact pattern. Critical to the Second Circuit's holding was the fact that the employer mandated that all employees attend the training, regardless of their religious beliefs. According to the Court, because all employees were required to attend, denying one employee's request to not attend because of her religious views did not give rise to an inference of discrimination. In essence, by evenhandedly requiring all employees to attend the training, regardless of their religion, the employer protected itself against claim of religious discrimination.

Employers should of course be aware that they do have an obligation to accommodate an employee's sincerely held religious beliefs, provided that doing so will not result in an undue burden. Employers, however, are also obligated to prevent discrimination in the workplace, and mandatory anti-discrimination training is a well-recognized tool available to employers in their efforts to reduce the risk of workplace discrimination. Thus, a sound argument exists that granting an accommodation to not attend anti-discrimination training would impose an undue burden on an employer by impairing its ability to take measures to guard against unlawful discrimination. Accordingly, based on the Second Circuit's recent decision, an employer would appear to have a lawful basis for denying an employee's request not to attend LGBTQ anti-discrimination training because of her religious beliefs.

Importantly, however, the law on religious accommodations in the workplace remains somewhat uncertain and in flux. Currently, the question of what constitutes an undue burden in the context of religious accommodation requests is the subject of a case before the United States Supreme Court. Depending on the outcome of that case, the analysis and conclusion discussed above could be much different, and a form of accommodation potentially required. Accordingly, if you are faced with a similar issue in the future, work with your employment counsel before taking final action.



VSHRM holds elections for our board members in June of each year. Information on the positions that will be elected in June 2023 will be communicated soon. If you have been considering volunteering in a Board of Directors role, be sure to watch the next newsletter for more information!

FINANCIALS

Patricia Alfano, PHR, SHRM-CP



Income/Expense by Category

8/1/2022 through 3/17/2023

Category	Aug-22	22-Sep	22-Oct	22-Nov	22-Dec	23-Jan	23-Feb	23-Mar	OVERALL TOTAL
Income									
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,337.01	\$0.00	\$0.00	\$7,337.01
fast pass	\$0.00	\$4,464.00	\$558.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,022.00
May Seminar 2022	\$0.00	\$0.00	\$0.00	-\$242.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$242.00
Meeting Receipts	\$410.00	\$685.00	\$315.00	\$495.00	\$960.00	\$1,310.00	\$535.00	\$935.00	\$5,645.00
Membership Dues - Renewals	\$0.00	\$135.00	\$45.00	\$200.00	\$1,225.00	\$1,070.00	\$665.00	\$110.00	\$3,450.00
SHRM Rebate	\$0.00	\$625.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$380.00	\$1,005.00
TOTAL Income	\$410.00	\$5,909.00	\$918.00	\$453.00	\$2,185.00	\$9,717.01	\$1,200.00	\$1,425.00	\$22,217.01
EXPENSES									
Advertising	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$25.00	\$25.00	\$350.00
Board Expense	\$0.00	\$293.89	\$0.00	\$0.00	\$0.00	\$23.60	\$1,000.00	\$372.00	\$1,689.49
Board Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76	\$0.00	\$0.00	\$0.00	\$84.76
Lunch Meeting	\$1,030.20	\$0.00	\$2,195.57	\$1,049.40	\$1,500.00	\$1,652.64	\$1,067.76	\$0.00	\$8,495.57
Luncheon	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$250.00	\$0.00	\$0.00	\$250.00
may seminar expense 2022	\$1,870.97	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,870.97
P.O. Box Renewal	\$0.00	\$0.00	\$166.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.00
PayPal Fee	\$23.82	\$194.32	\$38.83	\$35.06	\$104.68	\$116.13	\$53.49	\$52.65	\$618.98
Speakers Fee	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,500.00
TOTAL EXPENSES	\$2,974.99	\$538.21	\$3,950.40	\$1,134.46	\$1,739.44	\$2,092.37	\$2,146.25	\$449.65	\$15,025.77
OVERALL TOTAL	-\$2,564.99	\$5,370.79	-\$3,032.40	-\$681.46	\$445.56	\$7,624.64	-\$946.25	\$975.35	\$7,191.24

VSHRM | PO 5448, Saginaw, MI 48603 <https://vshrm.shrm.org/>

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