



December 2023

VSHRM REVIEW



WHO WE ARE

VSHRM is an affiliate of the [Society for Human Resource Management](#) and an organization dedicated to helping professionals with human resource functions in the [Great Lakes Bay Region](#). Our intent is to provide our members with an educational forum, and an opportunity to network and enhance their volunteer skills.

UPCOMING EVENT

December Luncheon

Tuesday, December 12, 2023

11:20 AM - 1:15 PM

Networking: 11:20 - 11:40 a.m.

Lunch: 11:30 a.m. - Noon

Program: Noon - 1:00 p.m.

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

Horizons Conference Center

6200 State St.
Saginaw, MI 48603

[REGISTER TO ATTEND](#)

Oh the Places You Should Go, and Need to Be!

Presented by Carolina Terrazas (de Arriba), Vice President, Talent Management & Development, Schneider Electric

The presentation will address what the key trends and priorities are for HR in 2024 and how we can prepare to support our businesses, organize, and upskill ourselves.

The learning objectives:

- Participants will walk away with a macro-overview of the trends impacting HR in 2024
- Participants will walk away with benchmark on what are the key priorities for HR in 2024 and how these can relate to their scope
- Participants will walk away with ideas on how they can invest in their own development and what areas to focus on to upskill themselves and their teams in 2024

Key Trends we will discuss:

- Persistent skill shortage
- Raising impact of AI on org and workforce
- Pressure for operational efficiency

Top 5 priorities:

- Leader and manager development
- Organizational Culture
- HR Technology
- Change management
- Career management and internal mobility

Carolina Terrazas (de Arriba) is a seasoned HR professional with 20 years of diverse experience spanning different HR domains in three countries. She currently holds the position of VP of Talent Management and Development at Schneider Electric.

Known for her strategic mindset and a results-driven approach, Carolina seamlessly aligns HR strategies with business objectives, while also demonstrating strong leadership and analytical skills.

She thrives in fast-paced, evolving environments, navigating ambiguity and multiple priorities with a keen ability to drive change and continuous improvement.

Carolina's genuine interest in people and their development, coupled with her exceptional communication and interpersonal skills, enables her to build rapport across all organizational levels.

With a Master's degree in HR Management from Universidad Politecnica de Madrid and a Six Sigma Black Belt certification, she embodies a commitment to excellence, setting high standards for herself and the teams she leads.

Carolina is a true advocate for personal growth, career advancement, and effective leadership. Her calling is to empower individuals to achieve their peak performance, unlock their untapped potential, and evolve into the best versions of themselves. She proudly hosts the Leading Yourself Podcast, where she shares valuable insights and wisdom. Over the past 15 years, she has personally coached and mentored countless individuals on these transformative topics, leaving a profound impact on their lives. Through her captivating speaking engagements and powerful podcast, she has inspired thousands to embrace positive change and personal development.

Carolina's hobbies include: traveling and getting to know new cultures, writing, reading, exercising, spending time in nature, mentoring, learning new things, and journaling.

**NOTE: We will be holding our annual food drive at this meeting!!
Please see article below for additional information.**

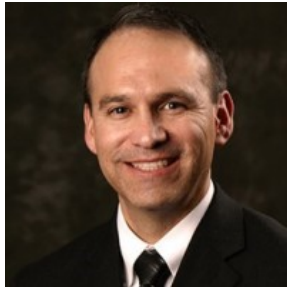
Fast Pass Participant Reminder

Pease complete the registration if you are attending the meeting.

Please note – registrations received after
Thursday, December 7th, will be subject to an additional \$10 late fee.

*****The virtual version of this meeting will go live no later than 11:45 a.m.***
The virtual meeting link will be sent to participants via email on Tuesday morning.**

[Register Here](#)



MESSAGE FROM THE PRESIDENT Ricardo Resio, SHRM-SCP, SPHR

Ho, Ho, Ho! The month of December is the gift that keeps on giving, and our HR community is at the heart of the festivities. As we gear up for the most wonderful time of the year, let's embrace the spirit of sharing and celebrating together!

Our festivities begin with Ms. Carolina Terrazas (de Arriba), a VP of Talent Management & Development, as she unwraps the key trends and priorities for HR in 2024. "Oh the Places You Should Go and Need to Be!" is a gift of knowledge that will empower you to navigate the professional landscape with confidence and flair.

Kwanzaa, Hanukkah, Christmas, and all the holidays share in the joy of giving back. This year VSHRM is partnering with Underground Railroad. If you are attending the meeting in person, we invite you to spread the holiday cheer by bringing non-perishable food items and/or personal hygiene items. You can also make an online monetary donation. Let's make a difference in our community and share the warmth of the seasons.

'Tis also the season to renew and rejoice! Your active membership ensures the strength of our HR family. Look for the renewal email that was sent on November 16th for the many benefits of being a VSHRM member! Follow the instructions in the email or in the renewal reminder article in this newsletter, and keep the gift of connection alive in 2024. While on the VSHRM website, don't forget to check and update your contact info (this also helps the elves know how to get a hold of you) – it's the little things that make a big difference!

Get ready to unwrap the possibilities and save the date for our day-long extravaganza on January 9, 2024. HR 2024 is the ultimate gift to yourself – a day filled with inspiration, development, and networking. We're also offering limited event sponsorships, providing you the chance to showcase your offerings and be part of this festive gathering.

This December, let's continue to be the stewards of joy, spreading warmth, kindness, and professional growth. Your time, generosity, and participation are the gifts that truly make our HR community shine. Wishing you all a Merry Christmas and a time filled with the love and laughter of the holiday season!

December Meeting Food Drive!

Once again VSHRM is giving back to our community by partnering with the Underground Railroad. We are asking in person attendees to bring non-perishable food or personal hygiene items to the meeting. Online attendees (or anyone unable to attend either in person or online) are able to participate! The Underground Railroad accepts monetary donations at their website <https://undergroundrailroadinc.org/contributions.html>.



OUR MISSION

Our Mission is to empower survivors and create a culture of safety and respect in our community.

Learn more about the Underground Railroad at:

<https://undergroundrailroadinc.org/our-mission-goals-philosophy.html>

MEMBERSHIP RENEWAL

It is time to renew your VSHRM membership for 2024!! On November 16th, a special communication was sent to current members whose membership expires December 31st. As a reminder, here are the steps to renew your membership:

- **Sign in** to your account using the link in the upper right corner at vshrm.org. You may use either your username or email address
- Click the **Members Only** tab near the top right
- Click the **Membership Renewal** tab on the left side of the screen

While you are logged in, please review your contact information to ensure it is correct. If you are a SHRM member, please confirm the email address in VSRHM is the same one used to register your SHRM account (SHRM membership audits are completed using the email address).

We appreciate your support and look forward to continuing to partner with you in 2024!

Questions? Contact Robert Dotson, Membership Chair, at membership@vshrm.org

New Michigan Minimum Wage!

The minimum wage in Michigan is increasing to \$10.33 per hour effective January

Registration is Open!!!

You will not want to miss our January seminar!

HR 2024: Embrace, Evolve, Excel!

January 9, 2024

10:30 a.m. - 5:00 p.m.

at Horizons Conference Center

10:30 a.m.	Doors open for networking and exhibitor hall <i>Exhibitor drawing for two \$50 Gift Cards</i>
11:00 a.m.	Lunch
	<u>Four Fabulous Speakers to Start Your Year Off Right!</u>
11:45 - 4:15	Terry Bean - <i>Mindset Matters - How We See things > What We See</i> Shelley Riebel - <i>Performance Management in the New World</i> Brenda Meller - <i>A Bunch of Us Were Talking & You Can Do Better on LinkedIn</i> Greg Schwem - <i>Managing HR with Humor</i>
4:15 - 5:00	Social Time & Networking

**Attendees will receive 4.0
SHRM & HRCI CEUs!**

Early Registration Prices (*through December 29th*)

\$99 for Members / \$129 for Guests

(Note - Pre-Paid Fast Pass members attend for no additional cost but registration is still needed)

Register now at

<https://vshrm.shrm.org/events>

***LAST CALL* FOR SPONSORS**

January 2024 Seminar

VSHRM is excited to provide HR 2024: Embrace, Evolve, Excel on January 9, 2024 from 10:30 am – 5:00 pm.

This event is dedicated to inspiring and developing Mid-Michigan HR professionals.

We have a fabulous slate of presenters amid a day of networking with peers and Resource Partners – all aimed at supporting HR professionals for a great 2024. A day like this can only be successful with the partnership of sponsors.

We are offering a limited number of event sponsorships for service providers and businesses to highlight their offerings while educating our HR community on trends and options available for managing people and culture topics.

All sponsors will get:

- Exhibition area booth space
- Company logo on all our marketing materials & social media broadcasts
- Company name, logo and offering listed in the VSHRM newsletter
- Recognition throughout the event

Gold Level - \$2500, Speaker Sponsorships

- 3 minutes to introduce their company and services provided, may include a video or power point
- Introduction of a speaker
- Registrations for 2 attendees

Silver Level - \$1500, Food/Break/Social Hour Sponsorships

- Recognition via signage during meal, break or social hour
- Registrations for 2 attendees

Bronze Level - \$500, Participant Gift/Tech support Sponsorships

- Recognition via signage of sponsorship
- Registration for an attendee

Sponsorship commitments must be made by THIS FRIDAY, December 1, 2023 with payment due January 5, 2024.

Interested sponsorship partners should contact VSHRM via communications@vshrm.com or Julie Bellamy at **810.240.7668**.



TO OUR NEWEST MEMBER!!

John Hanskett III - *United Bay Community Credit Union*

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Krystal Hadaway

All meeting attendees who respond to the survey and provide their name at the end are eligible for the drawing.



The Workforce Readiness Committee has the following volunteer opportunities in the coming months!!

The **Saginaw Career Complex** is seeking volunteers for the following dates/times:

- **Tuesday, December 5th, 8 - 10 a.m. & Noon - 2 p.m.**
- Wednesday, December 6th, 8 - 10 a.m. & Noon - 2 p.m.
- Monday, December 11th, 8 - 10 a.m. & Noon - 2 p.m.
- Tuesday, December 12th, 8 - 10 a.m. & Noon - 2 p.m.
- Friday, January 26th, 8 - 10 a.m. & Noon - 2 p.m.

For more information about the opportunities or to sign up to volunteer, you may contact the VSHRM Workforce Readiness Chair, Dawn Boucher at dawn@mannongroup.com.

Connect with Us on Social Media!

Did you know that VSHRM has a presence on both LinkedIn and Facebook? If you use those platforms, please connect with us! The links are below and will also be at the bottom of each communication sent. We look forward to hearing from you!!



Did You Know?

VSHRM has a jobs board available to post the open positions in your organization! You can post any HR-related job openings on the VSHRM website ([Job Postings](#)) *free of charge*! 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

Alexis is a horticulturist and longtime employee of Leaf Inc., a plant and wildlife bioscience center. Her job mostly involves handling rare/proprietary plant species with a team of other horticulturists in an outdoor environment. Alexis is currently eight months pregnant with her second child. Leaf Inc. is aware of her pregnancy.

Over the last few weeks, Alexis has felt the urge to make significantly more trips to the bathroom because of her pregnancy, but employees are only allotted two breaks a day. When Alexis arrived at work on Monday morning, she emailed her supervisor, Rose, requesting additional bathroom breaks. After a few minutes, Rose responded with the following email, “Additional bathroom breaks will be provided as an accommodation if you provide a doctor’s note indicating the same.”

Later that same day, Alexis was notified by management that beginning tomorrow (Tuesday), she would be transferred to a new team and work area to assist in developing a new and proprietary plant species. This new plant species requires a highly controlled environment. Specifically, Alexis will be required to work in an enclosed room and exposed to chemicals and pesticides that are specifically labeled as toxic to humans. Alexis had serious concerns about the potential harm this could cause to her unborn child.

So, first thing Tuesday morning, Alexis went to Rose’s office to talk about her concerns. Alexis explained that being in an enclosed work area and exposed to toxic chemicals and pesticides could be harmful to her unborn child. She then requested to be transferred back to her old position that was vacant. Rose responded by telling Alexis that she was being put on unpaid leave, effective immediately, as a reasonable accommodation.

Alexis is extremely upset about being put on unpaid leave because she simply wants to continue working in her old position with additional bathroom breaks.

Question: If an EEOC charge is brought by Alexis, will it be found that Leaf Inc. complied with the Pregnant Workers Fairness Act (PWFA)?

The PWFA requires employers with fifteen or more employees to grant reasonable accommodations to qualified employees and applicants with a known limitation from pregnancy, childbirth, or related medical conditions, unless doing so would present an undue hardship. Importantly, the EEOC has released proposed regulations that explain the likely application of the PWFA. While the proposed regulations do not have the force of law just yet, they are a useful guide to anticipate how the EEOC would look at this situation.

The first potential violation relates to Alexis' request for additional bathroom breaks. The proposed regulations provide that it is unreasonable for an employer to require medical documentation when a pregnant individual requests additional bathroom breaks. The reason being, is that bathroom breaks are commonly sought and accepted as a need during pregnancy. Thus, it would be problematic and violative of the PWFA for Leaf Inc. not to grant Alexis' request to have additional bathroom breaks without a doctor's note as the need is obvious.

The second potential violation deals with Alexis being forced to take unpaid leave in response to the request for a work transfer to her old position. Unlike the Americans with Disabilities Act (ADA), the PWFA provides that employers are prohibited from requiring qualified employees to take paid or unpaid leave if another reasonable accommodation can be provided absent undue hardship. In order to determine if transferring Alexis to her old position would be a reasonable accommodation, the following question must be answered: is potential harm to an unborn child considered a "known limitation" under the PWFA? Based on the examples in the proposed regulations, the answer is yes. Specifically, pregnant women being exposed to certain chemicals that increase risk to their pregnancy is a "known limitation" because maintaining the health of pregnancy is a physical condition related to pregnancy. Thus, Leaf Inc's. decision to force Alexis on unpaid leave violates the PWFA since the transfer to her old position would be a reasonable accommodation and there are no facts otherwise indicating undue hardship.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer



Income/Expense by Category

8/1/2023 through 11/17/2023

Category	Aug-23	Sep-23	Oct-23	OVERALL	
				Nov-23	TOTAL
Income					
fast pass	\$279.00	\$4,743.00	\$1,674.00	\$0.00	\$6,696.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$2,255.00
Membership Dues - Renewals	\$135.00	\$200.00	\$135.00	\$265.00	\$735.00
Other Inc	\$0.00	\$3.63	\$0.00	\$0.00	\$3.63
SHRM Rebate	\$520.00	\$0.00	\$0.00	\$0.00	\$520.00
TOTAL Income	\$1,194.00	\$5,591.63	\$2,749.00	\$675.00	\$10,209.63
EXPENSES					
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$116.00
Bank Charge-checks	\$35.06	\$0.00	\$0.00	\$0.00	\$35.06
Board Expense	\$30.00	\$158.89	\$108.76	\$0.00	\$297.65
Lunch Meeting	\$609.60	\$1,194.72	\$2,220.80	\$0.00	\$4,025.12
P.O. Box Renewal	\$0.00	\$0.00	\$176.00	\$0.00	\$176.00
PayPal Fee	\$29.41	\$211.10	\$115.13	\$32.38	\$388.02
Refund/lunch meeting	\$0.00	\$0.00	\$0.00	\$30.00	\$30.00
Speakers Fee	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00
Sponsorship	\$0.00	\$1,515.00	\$0.00	\$0.00	\$1,515.00
TOTAL EXPENSES	\$733.07	\$3,108.71	\$3,149.69	\$91.38	\$7,082.85
OVERALL TOTAL	\$460.93	\$2,482.92	-\$400.69	\$583.62	\$3,126.78

Connect with us!



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

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