



February 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

February Luncheon

In-Person or Virtual

Tuesday, February 14, 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.

Horizon's Conference Center

6200 State Street

[REGISTER TO ATTEND](#)

The ABC's of Benefits

Presented by Scott Reed, Dawn Boucher, and Robert Dotson

The presentation will be broken down into three categories:

Retirement Plans

- Participants will gain an understanding of the many types of retirement plans that are available today, the important factors to consider in retirement plan selection, how to select a plan that supports the business strategy, while choosing a plan most appropriate for their workforce.
- Participants will learn about retirement plans for businesses with and without employees, for profit and non-profit, private and public. Characteristics of each plan will be reviewed to help the participants understand the retirement plans that are most appropriate for their business. A discussion of the pro, cons, and features of each plan will also be included in the content. Tax implication of each plan will be covered as well as the workforce considerations when selecting a plan.

Health & Welfare Plans

For Small Groups (Under 50 employees)

We will discuss the following and their applicability for small employers:

- Carriers, types of benefits, minimum participation
- Compliance - Section 125s, SPDs, COBRA, FMLA, Business Associate Agreement, Compensation Statements
- Technology - Cumbersome paper enrollment/waiver forms versus streamlined functional easy to use online enrollment. Industry trends, service, edi feeds, etc.
- How employers can continue to evolve to deliver an exceptional benefit package.

For Large Group (Over 50 employees)

We will discuss the following topics which typically affect large employers:

- Self-funding
- Captives
- Hybrids
- Compliance Concerns (specific to self-funding)
- Advantages/Disadvantages
- Feasibility Studies

Scott Reed, CFP joined Edward Jones after a 13-year career in corporate human resources. He made the career change because he believes he can make a positive difference in the lives of his clients that will be felt for the rest of their days and for generations to come. He feels that his clients are part of his family; and he is there to guide them through all of life's challenges. As a member of the Saginaw business community, Scott is actively involved in the Chamber of Commerce, Alzheimer's Association, American Cancer Society and the Saginaw Promise. He has also been an active member of VSHRM, currently serving as a special advisor to the Board and a member of the Member Connections Committee.

Dawn Boucher has 18 years' experience in insurance and risk management. She joined Mannor Group Benefits in 2013. Dawn has a passion for showing business how they can afford employee benefits and she enjoys working with business owners and employees to ensure coverage demands are satisfied.

Dawn is an active member of the Saginaw County Chamber of Commerce and was awarded the Ambassador of the Year. She is also an active member with the Great Lakes Bay Manufactures Association, National Association of Health Underwriters, and Women in Leadership. Dawn encourages young individuals as a Talent Coach through MI Bright Futures

and she is on the Board of Directors for the Underground Railroad. Dawn is also an active VSHRM member and currently serves as the Workforce Readiness Chair for the VSHRM Board, working with both the Saginaw Rescue Mission and the Saginaw Career Center to provide mentoring and job skills to participants in their programs.

Robert Dotson, CIC, LIC, CBWA joined Saginaw Bay Underwriters in 2006 and is currently their Vice President – Employee Benefits. He has over 20 years of insurance industry experience as an employee benefits risk advisor.

He actively supports the Marshal Fredericks Museum at SVSU and is a long-time VSHRM member, where he serves as the Membership Chair. Robert is also a member of many industry organizations and sits on several boards and advisory teams including the Blue Cross Blue Shield of Michigan Agent Advisory Council, Michigan Small Group Advisory Council and United Benefit Advisors. His attention on the success of his clients, their teams and their businesses result in strong and long-term partnerships based in trust. He provides strategic planning, design, consulting, implementation and employee education for his clients and their teams. Robert is regularly engaged as a subject matter expert on compliance, alternative financing, wellness, benefit modeling and planning. He seeks to find alternative plan designs and funding mechanisms that enable employers to attract and retain employees.

**Please note – in-person registrations received after
Thursday, February 9th 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](#)

Membership

Robert Dotson, CIC, LIC, CBWA

Membership renewals are due by the end of January. If not received by January 31st, your member access on the VSHRM website will be expired. (Note, we will continue to send the monthly newsletter to you, but you will need to register as a guest when attending meetings.) If you have any questions, please send an email to membership@vshrm.org. When renewing, please review your information ensure it is up to date.



Welcome new members!!

Nicole McLeod, City of Saginaw

Ricardo Resio, Morley Companies

Laura Chase, Trillium Staffing

McKinley Cain, Frankenmuth Insurance

Kyra Knoll, Frankenmuth Insurance

Sheldon Persons, Holy Cross Services

UPCOMING EVENT

February Member to Member Roundtable

Virtual Event

Thursday, February 23, 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 do not need to pre-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 link and zoom link, click [HERE](#).

Workforce Readiness Committee

Dawn Boucher



The Workforce Readiness Committee is a great way to volunteer through VSHRM and also give back to our community!! If you join the committee, you would be contacted when there are volunteer opportunities/events and you will have the opportunity to participate as your schedule allows. For example, volunteers will be needed to review resumes and participate in mock interviews for Delta College students in March. Certified individuals are also able to receive recertification credit for being an active member of the committee. Contact dawn@mannorgroup.com if you are interested in learning more about the Workforce Readiness Committee.



Don't forget that you can post any HR-related job openings on the VSHRM website (vshrm.shrm.org/job-postings) at no charge to your organization! With a membership base covering the entire Great Lakes Bay Region and beyond, you are able to cast your net to a larger pool of talent. It is a great **FREE** way to find the right HR professional that you have been looking for.

Email all job postings to:

tomb@outdooradventuresinc.com

Monthly Gift Card Winner

The winner of the gift card drawing is

Keri Christian

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

ASK THE LAWYER

Submitted by Joshua J. Leadford

Question: On December 29, 2022, President Joe Biden signed a \$1.7 trillion spending bill into law that included a pair of amendments which significantly change civil rights laws affecting new and expecting mothers. What should employers know about these new laws?

Answer: First, the Pregnant Workers Fairness Act (“PWFA”) extends similar protections as provided to persons with disabilities under the Americans with Disabilities Act to pregnant workers seeking accommodations. Specifically, the PWFA requires employers with 15 or more employees to grant reasonable accommodations for employees affected by pregnancy, childbirth, or related medical conditions, unless doing so would present an undue hardship for the employer. Covered employers must also use a specific interactive process set by the PWFA to determine appropriate accommodations. In that regard, employers may not require employees seeking accommodations to take leave, whether paid or unpaid, if another reasonable accommodation is available. Similarly, employers cannot force employees to accept an accommodation that was selected without using the interactive process. The PWFA will go into effect at the end of June 2023.

Second, the Providing Urgent Maternal Protections for Nursing Mothers Act (“PUMP Act”) enhances existing workplace protections for nursing employees. More specifically, the PUMP Act requires employers with 50 or more employees to provide reasonable break times and a private place (other than a bathroom) for lactating workers, including salaried employees, to express milk. Such breaks need not be paid unless the employee is still “on duty” or “not completely relieved from duty” during the breaks. Employers with fewer than 50 employees should note they too are subject to the PUMP Act’s requirements, unless the requirements would impose an undue hardship on their business. Practically speaking, “undue hardship” is a high standard to meet, so most small employers will likely be subject to the foregoing requirements. The PUMP Act becomes effective in late April 2023.

Employers will want to revise their handbooks and other policies to account for the PWFA and PUMP Act’s requirements. Employers should also consult with their employment law attorney to confirm they are in compliance with the new laws.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP



Income/Expense by Category

8/1/2022 through 1/18/2023

Category	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22
Income					
fast pass	\$0.00	\$4,464.00	\$558.00	\$0.00	\$0.00
May Seminar 2022	\$0.00	\$0.00	\$0.00	-\$242.00	\$0.00
Meeting Receipts	\$410.00	\$685.00	\$315.00	\$495.00	\$960.00
Membership Dues - Renewals	\$0.00	\$135.00	\$45.00	\$200.00	\$1,225.00
SHRM Rebate	\$0.00	\$625.00	\$0.00	\$0.00	\$0.00
TOTAL Income	\$410.00	\$5,909.00	\$918.00	\$453.00	\$2,185.00
EXPENSES					
Advertising	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Board Expense	\$0.00	\$293.89	\$0.00	\$0.00	\$0.00
Board Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76
Lunch Meeting	\$1,030.20	\$0.00	\$2,195.57	\$1,049.40	\$1,500.00
may seminar expense 2022	\$1,870.97	\$0.00	\$0.00	\$0.00	\$0.00
P.O. Box Renewal	\$0.00	\$0.00	\$166.00	\$0.00	\$0.00
PayPal Fee	\$23.82	\$194.32	\$38.83	\$35.06	\$104.68
Speakers Fee	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00
TOTAL EXPENSES	\$2,974.99	\$538.21	\$3,950.40	\$1,134.46	\$1,739.44
OVERALL TOTAL	-\$2,564.99	\$5,370.79	-\$3,032.40	-\$681.46	\$445.56

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