



January 2022

# VSHRM REVIEW



HERE'S WISHING YOU GOOD CHEER IN THE

*New Year!*

May yours be filled with joy, love, and adventures!  
Your VSHRM Family

## 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

# January Luncheon

In-Person or Virtual

**Tuesday, January 10, 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

Saginaw, MI 48603

OR

Virtual (through Zoom)

[REGISTER TO ATTEND](#)

## **Getting Ahead of the Curve**

**Preparing for Michigan's "Earned Sick Time Act"**

**Presented by David V. Bryce, B.A., M.A., J.D.**

**Masud Labor Law**

David Bryce of the Masud Labor Law Group will present an informative and interactive seminar for VHSRM's members and guests concerning the legislative and implementation issues related to the 2018 Voter Initiative, the "Earned Sick Time Act" which has been tied up in the courts since. Without further action by the courts, the ESTA will go into effect Feb 19, 2023. The ESTA will significantly change Michigan sick leave administration as we know it today. This session will provide an overview of the ESTA, and offer guidance to prepare HR professionals to 'get ahead of the curve' to understand and put in place procedures to effectively manage and comply with the new legislation.

A Michigan native, David has been practicing law since 2006. After graduating law school, he spent a year clerking for the First Court of Appeals in Houston, TX. He then worked for a law firm for 8 years, handling multiple litigation and transactional matters in employment sector. David later worked as in-house counsel for a public sector employer, where he represented an agency with over 200 employees on a number of complex matters ranging from the FMLA to EEOC complaints. David returned to Michigan in 2018, joining the Masud Labor Law Group. David also has extensive commercial litigation experience.

David received his B.A. in History from the University of Michigan, his M.A. in Sociology from the University of Texas and his J.D. from the University of Minnesota, cum laude. His jurisdiction includes all federal and state courts for the State of Michigan, including the Sixth Circuit Court of Appeals as well as the Fifth Circuit Court of Texas, including both the Eastern and Southern Districts of Texas.

**Please note – in-person registrations received after Thursday, January 5th 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](#)

**Message from the President**  
**Julie Bellamy**

WOW!! What an awesome presentation at our December event with Josh Leadford on “Reading the Tea Leaves... Legislation You Need to Know in 2023”! Not only was it fantastic to see over 50 people in person, but we had a large group participating remotely as well. We definitely needed more time for some key legislation, and we are grateful to **David Bryce** of **Masud Labor Law** for responding to our request to cover the pending **Earned Sick Time Act** in more detail. It is slated to go into effect Feb 19, 2023. You will not want to miss his overview of this act, which will change sick leave administration as we’ve known it.

Speaking of those who attended the December event remotely, please accept our sincere apologies for the sound/technology issues. I met with the Horizon’s technology expert following our session to troubleshoot the issue. We identified the issue and guarantee a much different experience for you going forward. We are extending a one-time offer to the December remote participants - your January virtual presentation cost will be waived.

Please click [HERE](#) to check out the updated events schedule on our website! We have been working hard scheduling speakers for the topics you said you were most important to you. Our schedule is set through May, with speakers already tentatively booked for the fall. Again, if you have a topic that’s of great interest to you, please send us a note through [communications@vshrm.com](mailto:communications@vshrm.com) so we can incorporate your interests in our programming.

On behalf of the VSHRM Board of Directors, we are very grateful for your support and participation throughout 2022. It’s been a crazy couple of years and it is so nice to be able to connect face to face with colleagues again. The ability to network, connect, partner and learn from each other is part of the value we strive to offer you as a member of VSHRM. We appreciate you and the privilege of serving you.

Looking forward to an exciting 2023!

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## THANK YOU!!

### December Meeting Food Drive

Thank you so much for your generous donations to HIDDEN HARVEST. Our in person attendees donated more than five large boxes of food and several donations were given. If you were not able to attend the meeting, HIDDEN HARVEST accepts monetary donations online at their website, [www.hiddenharvestshares.org](http://www.hiddenharvestshares.org).

HIDDEN HARVEST



*Putting good food to good use*

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## Michigan Minimum Wage Change 1/1/2023

Under the current state law, the Michigan minimum wage is changing to \$10.10 per hour effective January 1st. You can find additional information regarding the current law in this news release issued by the Michigan Department of Labor and Economic Opportunity (click [HERE](#)). The news release also highlights the possible additional minimum wage changes that were discussed during the December meeting presentation.

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# Membership

Robert Dotson, CIC, LIC, CBWA

It's membership renewal season! You should have received an email with instructions for continuing your membership. If you have not, please send an email to [membership@vshrm.org](mailto:membership@vshrm.org). When renewing, you will want to review your information ensure it is up to date.



**Welcome new members!!**

Susan Moody, Wildfire Credit Union

Mandy Borsenik, Saginaw YMCA

Ashley Tiede, Spicer Group

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## UPCOMING EVENT

# January Member to Member Roundtable

Virtual Event

**Thursday, January 26, 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](#).



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Don't forget that you can post any HR-related job openings on the VSHRM website ([vshrm.shrm.org/job-postings](http://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](mailto:tomb@outdooradventuresinc.com)

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## Monthly Gift Card Winner

The winner of the gift card drawing is

**Leslie Webb**

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

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## ASK THE LAWYER

Submitted by Joshua J. Leadford

**Question:** On October 20, 2022, the Equal Employment Opportunity Commission (“EEOC”) replaced its previous “Equal Employee Opportunity (“EEO”) is the Law” poster with the new “Know Your Rights” poster. What should employers know about the EEOC’s new workplace poster?

**Answer:** All covered employers (those with 15 or more employees for at least 20 calendar weeks in a calendar year) are required to post the new “Know Your Rights” poster in a conspicuous place where employee notices are customarily placed. On that note, the Americans with Disabilities Act (“ADA”) requires that the posting location be accessible to employees with disabilities. The EEOC encourages, but does not currently require, employers to add the poster to their websites. The “Know Your Rights” poster is currently available on the EEOC’s webpage in English and Spanish.

Like its predecessor, the “Know Your Rights” poster summarizes the federal EEO laws that prohibit employment discrimination based on race, color, sex, national origin, religion, age, genetic information, and/or disability. Reflecting more recent regulatory changes, the new poster also clarifies that harassment is a prohibited form of discrimination and sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity.

The EEOC has said the purpose of its new poster is to be more user friendly by using plain language and simple bullet points. Importantly, it also features a QR code that digitally links employees to instructions for how to file a workplace discrimination charge.

The EEOC has not announced a specific deadline for replacing the old poster with its latest version. Employers should, however, post the new poster as soon as practicable to minimize the risk of any penalties for non-compliance. In addition, employers may want to take this opportunity to ensure their other workplace postings are up to date and that their managers are adequately trained regarding anti-discrimination and harassment.

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## FINANCIALS

Patricia Alfano, PHR, SHRM-CP



Income/Expense by Category

8/1/2022 through 12/16/2022

Category	Aug-22	22-Sep	Oct-22	Nov-22	Dec-22
<b>Income</b>					
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	\$0.00	\$135.00	\$45.00	\$200.00	\$1,225.00
SHRM Rebate	\$0.00	\$625.00	\$0.00	\$0.00	\$0.00
<b>TOTAL Income</b>	<b>\$410.00</b>	<b>\$5,909.00</b>	<b>\$918.00</b>	<b>\$453.00</b>	<b>\$2,185.00</b>
<b>EXPENSES</b>					
Advertising	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Board Expense	\$0.00	\$293.89	\$0.00	\$0.00	\$0.00
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
<b>TOTAL EXPENSES</b>	<b>\$2,974.99</b>	<b>\$538.21</b>	<b>\$3,950.40</b>	<b>\$1,134.46</b>	<b>\$1,654.68</b>
<b>OVERALL TOTAL</b>	<b>-\$2,564.99</b>	<b>\$5,370.79</b>	<b>-\$3,032.40</b>	<b>-\$681.46</b>	<b>\$530.32</b>

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