



September 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

# September Luncheon

Tuesday, September 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 Street  
Saginaw, MI 48603

[REGISTER TO ATTEND](#)

Step Outside Your Comfort Zone - The Need for HR to Lead

James stepped out of his comfort zone as a labor and employment attorney to eventually become the State Director of MISHRM. Using his experience in working with employers and HR practitioners, James saw first hand the need for HR to speak up and lead their organizations in many ways to be proactive and manage the many risks facing employers.

James will share his thoughts on the impact HR can have on the overall success of their organizations, from strategy development to managing tactical activity, from benefits administration to succession planning.

Leading is not optional for HR professionals!

**James Reid**, Partner at Honigman, is a labor and employment attorney who counsels business owners, entrepreneurs, C-suite executives, in-house counsel, and human resources directors to make strategic business decisions, from hiring to firing, while complying with the ever changing and overlapping laws, including the ADEA, FLSA, FMLA, NLRA, and Title VII. He brings a business focused and proactive approach to legal matters to help employers make strategic business decisions to minimize the potential for litigation and business disruption.

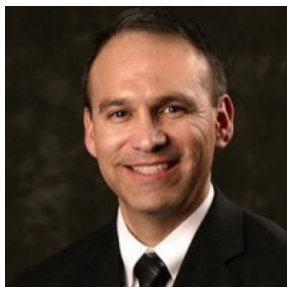
James is also a sought after keynote and national speaker at conferences and events, including the American Payroll Association, SHRM, Tedx, and HR Day.

James graduated from Wayne State University Law School, J.D. cum laude and from Michigan State University, B.A. cum laude.

**Please note – registrations received after  
Thursday, September 8th, 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

As the air gets crisper and the back-to-school excitement fills the air, we're here to fuel your growth journey just like the start of a new academic year. Get ready for a season of learning, career advancement, and opportunities that will set you on a path to success as we look to meet again in September.

### **VSHRM Fast Pass: Your Ticket to Learning and Savings**

It's time to invest in your professional growth, and the VSHRM Fast Pass is your all-access pass to a world of opportunities. Just like students gearing up for school, you can prepare for your career ascent with the 2023-2024 Fast Pass. Grab yours now at the link provided below. What's new this year? We're introducing an exciting addition – a second half-day seminar in January. And here's the best part: it comes at the same price as last year, only \$279. This is your chance to save big while investing in your growth journey!

### **Cultivate Your Career: HR Manager Position at Amigo Mobility**

As students embark on new educational paths, some of you may want to consider a fresh career journey. Explore the HR Manager job opening at Amigo Mobility and take a step towards career greatness. Check out the details on our website, Job Postings page (link below). Early action can lead to great rewards!

### Ignite Your Learning: Upcoming Luncheon on September 12th

Mark your calendars for September 12th – it's not just the start of the school year, but a kickstart to our professional growth. We're excited to host James, an inspiring leader who shifted from being a lawyer to making waves in HR. His insights into the pivotal role of HR in businesses will empower you to thrive. With James's extensive experience and his discussion on the need for HR to lead, a relevant question might revolve around change management. As HR professionals, we understand that change is constant, and leading teams through transitions can be challenging. Please be thinking of other areas of HR and questions to poke James's brain and gain his insights as a seasoned expert.

Looking forward to seeing everyone there. Let's make this event as exciting as a fresh box of crayons on the first day of school.

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## Mock Interview Volunteers Needed

November 13th



The Saginaw Rescue Mission is looking for up to 10 volunteers to participate in Mock interviews. It will take place at Adult and Teen Challenge located at 818 S. Michigan Ave. in Saginaw. Volunteers are to arrive by 10 a.m. and the event will run until Noon.

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## 2023-24 FAST PASS

VSHRM is once again offering a "Fast Pass" payment option that allows members to pre-pay for the meetings for the current program year.

As noted, in the "Message from the President" above, we are excited to announce that we are offering a SECOND half-day seminar in January. You will be able to attend TWO seminars plus our monthly meetings for \$279, the same cost as last year. That is over 40% in savings compared to paying separately for each luncheon and the seminars!

The Fast Pass payment option is now available online by visiting the [VSHRM Events Page](#). It will only be available for purchase through September 30th, so act now!

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# VOLUNTEER



## Recertification Credit Opportunities!

**Did you know that VSHRM has two committees?** By becoming an active member of a committee, certified members receive leadership recertification credit for both SHRM & HRCI certifications.

### **Workforce Readiness Committee:**

- As HR professionals, VSHRM members are a resource to our community.
- When you join and participate in this committee you serve as a resource for organizations who assist students or individuals with resume writing and interviewing skills.
- You are asked to volunteer at a minimum of two events during the program year (August through June).
- You will be contacted by the committee chair when volunteers are needed for specific events.
- For more information about the committee, you may contact the chairperson, Dawn Boucher, [dawn@mannorgroup.com](mailto:dawn@mannorgroup.com).

### **Member Connections Committee:**

- This committee supports the board of directors and our members.
- When you join this committee, you are asked to fill a volunteer role a minimum of two in-person meetings in the program year.
- For more information about the committee, you may contact the chairperson, Annette Mast, [amast1984@gmail.com](mailto:amast1984@gmail.com).



We currently have two positions posted on our website - HR Manager at Amigo Mobility and a Benefits Coordinator at Northwood University. Please click on the Job Postings link below for detailed information for the positions!

Just a reminder that you can post any HR-related job openings on the VSHRM website ([Job Postings](#)) *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](mailto:tomb@outdooradventuresinc.com)



SAVE THE DATE!!!!

Join us at  
DeVos Place  
Grand Rapids, MI

October 18-20, 2023

The MISHRM State Conference is the largest gathering of human resources professionals in the state.

This year's theme is "Untangle Your Inspiration"

HR Professionals know the frequent exhaustion of taking care of everyone else in a fairly thankless role. By this time next year the world and our people should be far more settled but likely the HR professional hasn't stopped to look in the mirror and reflect on themselves and what they need. Coming off a year where HR professionals have been working to 'make their mark', 2023 brings us a fresh perspective to untangle our own development, our growth, and our own careers to focus on what inspires us and where we shall go.

Join us as we engage with world-renowned keynote speakers, an optional pre-conference workshop day focused on Legal or Leadership, two days of educational sessions, networking opportunities and exposure to the latest HR products and services. Whether you are just starting out in HR or are a senior level executive, MISHRM State Conference has something for you to learn and amazing people for you to connect with onsite.

#MISHRM23

For more information and to register, click [HERE](#).



## ASK THE LAWYER

Submitted by Joshua J. Leadford

VSHRM Board of Directors

Diversity & Legislative Chair

Joe is a data analyst at Techno Industries, a tech firm that develops accounting software. Joe has been diagnosed with

depression and anxiety, which affects his mood, ability to concentrate, and leads to panic attacks requiring long breaks from work. These symptoms are to the level that Joe cannot perform the essential functions of his job.

Joe has a long-haired German Shepherd named Chomper. This fun-loving poochie does not have a bit of specialized or formal training as a service animal, yet Joe's symptoms seem to melt away when Chomper is by his side. Chomper provides Joe significant comfort and support, helping to alleviate his depression and anxiety. Additionally, Joe's medical provider writes him a doctor's note recommending Joe brings the dog to work to treat his disability, reduce symptoms, and enhance his job performance to the level of being able to perform all essential functions of his job.

**Question: Techno Industries has a strict no animals in the workplace policy. Must Techno Industries grant an accommodation request by Joe that allows Chomper—a non-service animal—to come to work with him?**

Assuming Joe has a disability, Techno Industries may be hesitant to provide an accommodation because Chomper is an emotional support dog, as compared to a service animal. A service animal is defined under Title II and III of the Americans with Disabilities Act (the "ADA") as one "that is individually trained to do work or perform tasks for the benefit of an individual with a disability." By comparison, emotional support animals are not trained to perform tasks, but instead typically provide comfort to a person.

It is a misconception by many employers that emotional support animals cannot be allowed in the workplace as an accommodation due to their lack of formal or specialized training. In the context of employment, the ADA does not prohibit emotional support animals as an accommodation for employees. Thus, an employer should treat a request to bring a dog to work as an accommodation like any other accommodation request. The employer should engage in the interactive process to determine if granting said request would otherwise impose an undue hardship. To determine whether there is an undue hardship, an employer should ask the employee questions about the dog's training and abilities to be in a work environment; the dog's temperament; the extent of disruption via barking and behaviors; and how other employees will be affected, such as allergies; etc.

As to the fact pattern above, Techno Industries cannot deny the accommodation simply because Chomper is not a service animal. Techno Industries should engage in the interactive process with Joe. If Chomper's presence as an accommodation would not impose an undue hardship, the accommodation should be granted. If Chomper's presence as an accommodation is found to be an undue hardship, Techno Industries should re-engage in the interactive process to determine an alternative accommodation, if possible. If there is no alternative, then Techno Industries may appropriately deny Joe's request.

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## FINANCIALS

Patricia Alfano, PHR, SHRM-CP

Below is the final report for the 2022-2023 program year – We had a positive bottom line of \$11,141.82. The Board will continue to evaluate the costs trends for the monthly meetings and make any necessary adjustments as necessary. We are looking forward to a great program year!

Category	Aug-22	22-Sep	22-Oct	22-Nov	22-Dec	23-Jan	23-Feb	23-Mar	23-Apr	23-May	23-Jun	23-Jul	23-Aug	OVERALL TOTAL
<b>Income</b>														
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,337.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,301.00
Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197.00	\$0.00	\$197.00
Meeting Receipts	\$410.00	\$685.00	\$315.00	\$495.00	\$960.00	\$1,310.00	\$535.00	\$935.00	\$765.00	\$30.00	\$0.00	\$125.00	\$260.00	\$6,825.00
Membership Dues - New	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$270.00	\$225.00	\$0.00	\$0.00	\$0.00	\$495.00
Membership Dues - Renewals	\$0.00	\$135.00	\$45.00	\$200.00	\$1,225.00	\$1,070.00	\$665.00	\$110.00	\$0.00	\$0.00	\$990.00	\$225.00	\$135.00	\$4,800.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,765.00	\$5,792.00	\$0.00	\$0.00	\$0.00	\$9,557.00
SHRM Rebate	\$0.00	\$625.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$520.00	\$1,525.00
Silent Auction Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,225.00	\$0.00	\$0.00	\$0.00	\$1,225.00
<b>TOTAL Income</b>	<b>\$410.00</b>	<b>\$5,909.00</b>	<b>\$918.00</b>	<b>\$695.00</b>	<b>\$2,185.00</b>	<b>\$9,717.01</b>	<b>\$1,200.00</b>	<b>\$1,425.00</b>	<b>\$4,800.00</b>	<b>\$7,272.00</b>	<b>\$990.00</b>	<b>\$547.00</b>	<b>\$1,194.00</b>	<b>\$37,262.01</b>
<b>EXPENSES</b>														
Advertising	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$29.00	\$29.00	\$483.00
Bank Charge-checks	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35.06	\$35.06
Board Expense	\$0.00	\$293.89	\$0.00	\$0.00	\$0.00	\$23.60	\$1,000.00	\$372.00	\$33.42	\$0.00	\$0.00	\$0.00	\$30.00	\$1,752.91
Board Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$1,902.64	\$1,067.76	\$1,401.20	\$1,194.72	\$0.00	\$1,169.28	\$0.00	\$609.60	\$13,120.37
may seminar 2023	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,481.40	\$0.00	\$0.00	\$0.00	\$4,481.40
may seminar expense 2022	\$1,870.97	\$0.00	\$0.00	\$242.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,112.97
P.O. Box Renewal	\$0.00	\$0.00	\$166.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$192.79	\$208.14	\$48.56	\$15.57	\$29.41	\$1,113.45
Refund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$55.08	\$0.00	\$0.00	\$0.00	\$0.00	\$55.08
Speakers Fee	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,115.19	\$0.00	\$0.00	\$0.00	\$0.00	\$2,615.19
<b>TOTAL EXPENSES</b>	<b>\$2,974.99</b>	<b>\$538.21</b>	<b>\$3,950.40</b>	<b>\$1,376.46</b>	<b>\$1,739.44</b>	<b>\$2,092.37</b>	<b>\$2,146.25</b>	<b>\$1,850.85</b>	<b>\$2,715.20</b>	<b>\$4,714.54</b>	<b>\$1,242.84</b>	<b>\$44.57</b>	<b>\$733.07</b>	<b>\$26,119.19</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>\$445.56</b>	<b>\$7,624.64</b>	<b>-\$946.25</b>	<b>-\$425.85</b>	<b>\$2,084.80</b>	<b>\$2,557.46</b>	<b>-\$252.84</b>	<b>\$502.43</b>	<b>\$460.93</b>	<b>\$11,142.82</b>

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