



Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

August 2024

VSHRM REVIEW



AUGUST PROGRAM:
Innovative Solutions to HR Topics
- Brainstorming Session

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, an opportunity to network, and enhanced volunteer skills.

August Luncheon

Tuesday, August 13, 2024 - 11:15 AM - 1:15 PM

Networking: 11:20 - 11:40 | Lunch: 11:30 - Noon | Program: Noon - 1:00 | Closing: 1:00 - 1:15

Horizons Conference Center

6200 State Street, Saginaw, MI 48603

[REGISTER TO ATTEND](#)

Innovative Solutions to HR Topics - Brainstorming Session

Facilitated by Ricardo Resio, SHRM-SCP, SPHR

We are kicking off our program year with an engaging and collaborative brainstorming session where we tackle some of the most pressing HR challenges. This meeting aims to provide a platform for us as HR professionals to share our experiences, discuss innovative solutions, and explore best practices. By exchanging ideas and strategies, we can collectively navigate the complexities of modern HR and drive our organizations toward success. Ricardo Resio, VSHRM President, will

moderate.

DISCUSSION TOPICS:

1. GPT Chat and AI for HR:

- Exploring how AI can address repetitive tasks and improve decision-making in HR.
- How are organizations leveraging AI and tools like GPT Chat to streamline HR processes?
- Success stories and potential pitfalls of implementing AI in HR.
- Brainstorming new applications of AI to enhance employee engagement and operational efficiency.

2. New Overtime Rules:

- Understanding the impact of the new FLSA salary threshold changes on employee classifications.
- Strategies for managing payroll adjustments and ensuring compliance.
- Sharing best practices for communicating these changes to employees.
- What lessons were learned as another change is set to occur in the near future.

3. Total Rewards - Compensation Programs & Pay Transparency:

- Analyzing trends in compensation to stay ahead of market demands.
- Developing comprehensive compensation programs that address wage compression.
- Ensuring pay transparency while maintaining competitive and fair total rewards packages.
- Discussing challenges and solutions in creating equitable compensation strategies.

4. Multiple Generational Workforces:

- Navigating the dynamics of a multi-generational workforce. For the first time in history, many workplaces are experiencing up to five generations working together, creating situations that present opportunities and challenges for HR professionals.
- Strategies for fostering intergenerational collaboration and understanding diverse workstyles.
- Sharing experiences and successful approaches to leveraging the strengths of each generation.

5. Employee Engagement:

- Using employee surveys to measure morale and identify burnout. Implementing engagement programs that cater to diverse employee needs and preferences.
- Effective strategies for boosting employee engagement and satisfaction.
- Brainstorming solutions for addressing employee burnout and disengagement.

6. Strategic Planning for HR:

- Aligning HR initiatives with organizational goals and anticipating future workforce trends. Adapting HR strategies to rapidly changing business environments and workforce expectations.
- Developing comprehensive strategic plans that prepare HR teams for upcoming challenges.
- Sharing successful approaches to HR strategic planning and long-term visioning.

This brainstorming session is an excellent opportunity to learn from your peers, share your insights, and collaboratively develop innovative HR solutions. We look forward to your participation and the valuable discussions that will shape the future of our HR practices.

Fast Pass Participant Reminder

Please complete the registration if you are attending the meeting.

**Please note – registrations received after
Thursday, August 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 emailed to participants on Tuesday morning.](#)**

[Register Here](#)



MESSAGE FROM THE PRESIDENT

Ricardo Resio, SHRM-SCP, SPHR

It is an honor to kick off the new program year with you as we embark on an exciting journey filled with opportunities for growth, collaboration, and innovation. As we celebrate our 50th anniversary, we honor the legacy of our predecessors and build a future that continues to uphold our chapter's vision and values.

Fifty years is a significant milestone, and together, we play a key role in building on the strong foundation laid by those before us. As we look forward to the next 50 years, we must continue to innovate, expand, and create a positive impact on our field. In line with our anniversary celebrations, we are planning a special party sometime in 2025. Stay tuned for more details!

We are also excited about the upcoming MISHRM State Conference, "Forward Your Path," taking place on October 23-25. Lord willing, I plan to be there and highly encourage you to consider attending. It promises to be a valuable event with insights and networking opportunities that can greatly benefit our professional growth.

Our commitment to transparency is reflected in sharing our chapter's financials with you (see the monthly report at the bottom of the newsletter). We are also in the middle of a financial audit, a practice we undertake every few years to ensure we are following best practices and complying with government regulations. Your June survey responses are also contributing to our board's efforts in developing a comprehensive and exciting program year! Additionally, we are working closely with the national chapter to refresh our brand and logo, and expand our footprint into Genesee County, where there is no longer a chapter, thereby extending our positive impact. Lastly, we wish to explore the role our chapter can play in assisting students to successfully enter the HR profession.

As a testament to my dedication and accessibility to you, I am sharing my cell phone number (989/751-3880). You may also find me on LinkedIn. Please feel free to reach out with your ideas, suggestions, or any concerns you may have. Together, we can ensure VSHRM remains a vibrant and influential organization for many years to come. Thank you for your continued support and active participation. I look forward to seeing you at our upcoming events and working alongside you to shape the future of HR.

Working with you, -Ricardo



TO OUR NEWEST MEMBERS!

DAVID BRYCE - Masud Labor Law

RICH GREINAY - Brown & Brown Insurance Services, Inc

LAURIE YAKLIN - ROWE Professional Services

SAMANTHA GARVIE - Rowley's Wholesale

RAQUEL PEREZ - Hemlock Semiconductor

QUESTION:

Jesse and Jessica work for Acme Company, a private corporation, as call service representatives. Jesse passionately supports Donald J. Trump for President in the upcoming election; Jessica passionately supports Kamala Harris. In late October, as the election is approaching, Jesse starts telling customers who call in for product support, "I just wanted to mention that I think President Trump is the best candidate to protect America from a terrorist attack." At the same time, Jessica begins telling customers she speaks with that she "believes that Vice President Harris will best protect the environment." Customers who are upset by Jesse's and Jessica's comments call their manager, Dale, to complain. After receiving the complaints, Dale meets with Jesse and Jessica and tells them that while on working time, they are not to discuss with customers their opinions about what candidate for President will best protect against terrorism or will best protect the environment. Jesse and Jessica tell Dale that he is infringing on their right to free speech. Dale replies, "no, I'm not, and if you do it again, you're fired."

When Jesse and Jessica ignore his instructions, Dale fires them both. Before he leaves the office, Jesse tells Dale, "Acme will be hearing from my lawyer, this is a flagrant violation of my right to free speech!" Before she leaves the office, Jessica tells Dale, "My co-worker, Mary, has been telling employees we should be politically active to improve our chances of getting paid a higher wage, how come she's not getting fired?"

After Jessica leaves, Dale calls Mary into his office and asks her if it is true that she's being telling employees to be politically active to increase their chances of receiving higher wages. After Mary says it is true, Dale tells her to "knock it off unless you want to get fired." Mary responds by saying, "you'll be hearing from my lawyer about this."

Should Acme be worried if Jesse or Mary follow through with their threats to contact an attorney?

ANSWER:

Contrary to his belief, Acme did not violate Jesse's free speech rights by firing him. The First Amendment to the U.S. Constitution only protects people from government interference with free speech. Because it is not a governmental employer, Acme did not run afoul of Jesse's right to free speech by telling him not to make political comments to customers on work time regarding which candidate he thinks will best protect America against a terrorist attack. The same applies to the firing of Jessica. Acme, however, should be aware that employers violate federal law if they interfere with an employee's right to vote for a candidate for federal office or coerce an employee into voting for a specific candidate (Michigan also has a statute prohibiting employers from discharging or threatening to discharge an employee to influence their vote). In addition, employers such as Acme should apply workplace policies on political speech consistently to avoid potential discrimination claims. For instance, if Acme only fired Jessica, but not Jesse, Jessica could potentially argue that she was terminated based on her gender, and not because of her political activity in the workplace.

With respect to Mary, Acme has likely committed an unfair labor practice in violation of the National Labor Relations Act (the "NLRA"). The NLRA, which is enforced by the National Labor Relations Board (the "Board"), protects the right of employees at both unionized and nonunionized companies to engage in concerted activities for the purpose of mutual aid or protection. As a general matter, employees are protected by the NLRA for actions that are: (1) concerted (i.e., involve the interests of more than one employee); (2) have a close nexus between political expression and employment; and (3) involve terms and conditions of employment that are under the control the employer. In Mary's case, because she was encouraging her fellow employees to be politically active for the purpose increasing their wages, the Board would likely find that Acme violated the Act when Dale told Mary to cease her activities unless she wanted to be fired. Thus, before acting against an employee for engaging in political activity, an employer must first conduct an analysis of the action in question to assess whether it may in fact be

protected concerted activity under the NLRA. Generally, nondisruptive workplace acts that seek to promote improved terms and conditions of employment are protected under the NLRA; therefore, taking action against an employee for engaging in such acts could subject an employer to liability which could include reinstatement and backpay in cases involving termination of employment.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer



Income/Expense by Category

8/1/2023 through 7/19/2024

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	OVERALL TOTAL
Income													
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$12,118.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,217.00
fast pass	\$279.00	\$4,743.00	\$1,674.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,696.00
may seminar income 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,656.00	\$1,742.00	\$5,506.00	\$179.00	\$0.00	\$9,083.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$680.00	\$75.00	\$750.00	\$1,085.00	\$495.00	\$50.00	\$535.00	\$0.00	\$5,925.00
Membership Dues - Renew	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,315.00	\$1,885.00	\$555.00	\$400.00	\$135.00	\$135.00	\$0.00	\$6,275.00
Other Inc	\$0.00	\$3.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3.63
SHRM Rebate	\$520.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$870.00
Silent Auction Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$617.00	\$130.00	\$747.00
sponsorship - seminar	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$1,500.00	\$0.00	\$0.00	\$3,500.00
Sponsorships - Jan Event	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00
TOTAL Income	\$1,194.00	\$5,591.63	\$2,749.00	\$675.00	\$1,894.00	\$19,008.00	\$2,635.00	\$3,646.00	\$4,637.00	\$7,191.00	\$1,466.00	\$130.00	\$50,816.63
EXPENSES													
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$348.00
Bank Charge-checks	\$35.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35.06
Board Expense	\$30.00	\$158.89	\$108.76	\$0.00	\$700.04	\$36.91	\$590.00	\$0.00	\$18.25	\$0.00	\$0.00	\$38.67	\$1,681.52
Jan seminar - Speaker Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$2,750.00	\$2,912.93	\$0.00	\$882.66	\$0.00	\$0.00	\$0.00	\$0.00	\$6,545.59
Jan Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,267.37	\$0.00	\$0.00	\$59.78	\$0.00	\$0.00	\$0.00	\$5,327.15
Lunch Meeting	\$609.60	\$1,194.72	\$2,220.80	\$965.76	\$1,220.16	\$0.00	\$1,372.80	\$2,316.80	\$1,245.60	\$0.00	\$1,847.00	\$500.00	\$13,493.24
may seminar expense 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,704.01	\$0.00	\$1,000.33	\$11,704.34
P.O. Box Renewal	\$0.00	\$0.00	\$176.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.00
PayPal Fee	\$29.41	\$211.10	\$115.13	\$32.38	\$82.87	\$164.09	\$103.41	\$144.59	\$96.25	\$249.70	\$37.72	\$0.00	\$1,266.65
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30.00
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79.03	\$0.00	\$0.00	\$0.00	\$79.03
Speakers Fee	\$0.00	\$0.00	\$500.00	\$653.27	\$56.87	\$0.00	\$0.00	\$0.00	\$1,632.66	\$0.00	\$0.00	\$0.00	\$2,842.80
Sponsorship	\$0.00	\$1,515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,515.00
Website Fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$372.00	\$0.00	\$0.00	\$0.00	\$0.00	\$372.00
TOTAL EXPENSES	\$733.07	\$3,108.71	\$3,149.69	\$1,710.41	\$4,838.94	\$8,410.30	\$2,095.21	\$3,745.05	\$3,160.57	\$10,982.71	\$1,913.72	\$1,568.00	\$45,416.38
OVERALL TOTAL	\$460.93	\$2,482.92	-\$400.69	-\$1,035.41	-\$2,944.94	\$10,597.70	\$539.79	-\$99.05	\$1,476.43	-\$3,791.71	-\$447.72	-\$1,438.00	\$5,400.25

Connect with us!



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