



February 2024

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

February Luncheon

Tuesday, February 13, 2024

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](#)

50 Shades of Gray - Employee Problem Solving in the New Age

HR Roundtable

Facilitated by Ricardo Resio, SHRM-SCP, SPHR

One of the most valuable aspects about VSHRM is the chance to interact with other HR professionals from the Great Lakes Bay Region (and beyond) about experiences they are having in the workplace. Good, bad, or other - VSHRM gives us the opportunity to come together, exchange information, and take that knowledge back to our organizations.

With that in mind, our February Luncheon will focus on roundtable discussions surrounding key points of interest in today's HR environment. We hope that you plan to join us on Tuesday, February 13th from 11:15am-1pm at Horizons Conference Center (or virtually) for this special event.

The best part about this Luncheon is that **we want to hear from YOU!** Have an idea for a topic of discussion or want to gain feedback on something you are seeing in your company? **Submit your idea or question by Wednesday, February 7th** through this survey link: <https://www.surveymonkey.com/r/6BSBNY8>. We will make every attempt to discuss it at our Luncheon.

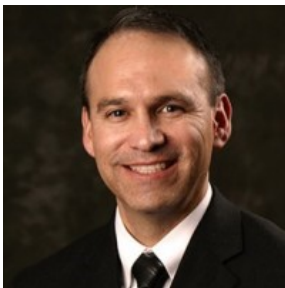
Fast Pass Participant Reminder

Please complete the registration if you are attending the meeting.

Please note – registrations received after
Thursday, February 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 we gear up for our February HR Roundtable, consider this your exclusive invitation to a heart-to-heart on all things HR! Cupid might not be on our agenda, but the spirit of Valentine's Day is alive and well in the workplace discussions we're about to dive into.

Our Valentine's HR affair, hosted by yours truly, is more than just a luncheon — it's a rendezvous of minds from the Great Lakes Bay Region and beyond. Picture this: a symphony of experiences, both sweet and challenging, where VSHRM members unite to exchange insights and return to our organizations armed with newfound wisdom.

This month's meeting is an affair with HR topics that tug at the heartstrings of our profession. **Your voice will take center stage as we look to have you submit your HR topic by Wednesday, February 7th through our survey link: <https://www.surveymonkey.com/r/6BSBNY8>.** Your questions will guide our discussions and I will have the responsibility to make sure those attending in person or online share experiences and thoughts.

There is likely plenty on your mind. Not only what do you get your Valentine, but also "How do we attract and retain talent in today's new era?" Or, "How do we manage remote teams and addressing issues related to communication, collaboration, and life-work balance?" Diversity, Equity, and Inclusion (DEI) is also trending. "How do we ensure a diverse and inclusive workplace and what opportunities should we be addressing?"

This is your chance to influence the HR narrative. Together, we'll explore the bouquet of employee issues, opportunities, and successes you face today. Each topic is sure to be a unique bloom in the garden of HR innovation. And speaking of blooms, our recent success at the MISHRM Conference has your VSHRM board of directors bursting with pride. Thanks to your engagement and commitment, we've not only met but exceeded expectations. Your dedication is the reason we proudly display the Gold Excel Award, a testament to our collective effort in meeting SHRM and MISHRM requirements.

As we approach February, let's turn this Luncheon into a celebration of HR excellence. Let's continue making waves in our industry and creating a workplace love story that's written by us, for us. See you all in February — let the HR lovefest begin!

MEMBERSHIP RENEWAL

The 2024 VSHRM membership renewal drive is wrapping up!

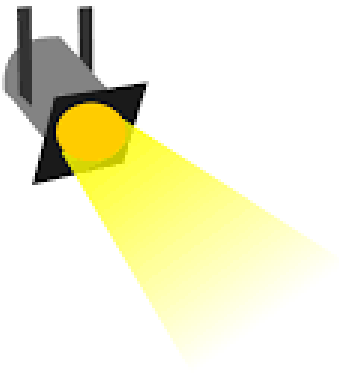
If you haven't renewed yet, please login and do it today!!

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

WE WANT YOUR INPUT!

As noted in the program summary and Ricardo's message, we are looking for your input for the February meeting. Please click **HERE** to submit your ideas, topics or questions.

**Responses are due by
February 7th!**



Kimberly Davis - *STARS*
LaShonda Green - *STARS*
Dennis Beson - *Chapman Foundation for Caring Communities*
Emily Klippert - *Stone Transport*
Arianna King - *The Delfield Company LLC*
Sarah Campbell - *Retrofoam*
Joe Blewett - *Family & Children's Services of Mid-Michigan*
Jackie Lamont - *Saint Gobain*

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Nicole Urse

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



VSHRM has a job board available to post the open positions in your organization! You can post any HR-related job openings on the VSHRM website *free of charge* ([click here](#))! 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 HR professional you have been looking for.

Are you searching for a new job? We currently have **THREE** positions posted on the website! Click [HERE](#) to see if your next opportunity is there!

Email job postings to:

tomb@outdooradventuresinc.com



ASK THE LAWYER

Submitted by Joshua J. Leadford
VSHRM Board of Directors
Diversity & Legislative Chair

Facts

Emily is a Senior Budgeting Strategist for parachute manufacturer, Gravity Corporation (“Gravity”). Her primary duty involves oversight of Gravity’s annual budget and allocating resources for the purchase of all raw materials for producing parachutes. She is pivotal in Gravity’s financial operations because Emily has the exclusive authority to make raw materials purchasing decisions.

Emily must work at least fifty-five hours per week to keep up with the demands of her position. That said, Gravity pays all Senior Budgeting Strategists a fixed salary of \$800 per week, regardless of how many hours she works.

Emily’s boyfriend, Joe, says she works too many hours for what she is paid. In fact, Joe tells her that a few months ago he heard the Department of Labor was passing a rule that would entitle her to overtime pay because she did not make the newly proposed minimum salary of \$1,059 per week.

Emily went to work the next day and spoke with the CEO of Gravity on this issue. The CEO explained that she is entitled to no overtime because she falls under the administrative exemption and that her salary is “good enough.”

Question

If Emily files a claim with the Department of Labor (“DOL”) for failing to pay overtime, based on Joe’s advice, would Emily succeed in her claim?

Analysis

Under the existing Fair Labor Standards Act (“FLSA”) regulations, an employee must meet three requirements to be considered “exempt” and not entitled to overtime pay under the administrative exemption. First, the employee must make a minimum weekly salary of \$684. Second, the employee’s primary duty must be performing office or non-manual work directly related to management or general business operations of the employer or employer’s customers, such as overseeing the company’s finances. Third, in carrying out their primary duties the employee must exercise discretion and independent judgment with respect to significant matters.

Based on the facts above, Emily meets these three tests and would be exempt from overtime pay pursuant to the administrative exemption. More specifically, Emily primarily does non-manual work related to financial business operations and exercises independent judgment and discretion as to the purchasing of raw material for the company. Since she meets all requirements to be considered an exempt administrative employee, she is not entitled to overtime pay. Thus, Joe’s advice is incorrect. Further, Joe is relying on a proposed rule change to the minimum salary requirement that would increase to \$1,059 per week the amount an employee must be paid on a salary basis to qualify for the administrative exemption.

On September 8, 2023, the DOL published a proposed rule to increase the salary basis test from \$684 to \$1,059. It remains to be in the formal rulemaking process. Public comment for the proposed rule closed on November 7, 2023, and the DOL is reviewing said comments prior to issuing a final rule. While there is no certain date for the DOL to release a final rule, it is anticipated that the final rule will be released sometime in mid-2024. Only then would exempt employees, like Emily, who make less than the minimum salary threshold of \$1,059 per week become “non-exempt” employees, thus being entitled to overtime pay.

To combat potential overtime payments when the increased minimum salary threshold becomes effective, employers, like Gravity, have a couple options. First, they could keep the affected employees’ salaries the same and pay overtime, allowing their status to become non-exempt. In doing this, the employer should make efforts to prevent overtime work from being completed. This option is not ideal as, in Emily’s case, she would likely be unable to complete all of her tasks in forty hours and would regularly receive overtime pay. An alternative is for the employer to simply increase her salary above the minimum threshold when the change becomes effective.

This would allow her to continue working the fifty-five hours she normally works without being entitled to overtime compensation.

Employers, like Gravity, should consider reviewing their exempt employees’ job descriptions and salaries in preparation for the anticipated salary threshold increase sometime in mid-2024.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer



Income/Expense by Category

8/1/2023 through 1/12/2024

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	OVERALL	
						Jan-24	TOTAL
Income							
Fast Pass	\$279.00	\$4,743.00	\$1,674.00	\$0.00	\$0.00	\$0.00	\$6,696.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$2,565.00	\$2,664.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$680.00	\$75.00	\$3,010.00
Membership Dues - Renewals	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,315.00	\$3,165.00
Other Inc -Rebate	\$0.00	\$3.63	\$0.00	\$0.00	\$0.00	\$0.00	\$3.63
SHRM Rebate	\$520.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$520.00
Sponsorships - Jan Event	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$5,500.00
TOTAL Income	\$1,194.00	\$5,591.63	\$2,749.00	\$675.00	\$1,894.00	\$9,455.00	\$21,558.63
EXPENSES							
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$174.00
Bank Charge-checks	\$35.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35.06
Board Expense	\$30.00	\$158.89	\$108.76	\$0.00	\$700.04	\$286.91	\$1,284.60
Jan seminar - Speaker Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$2,750.00	\$1,500.00	\$4,250.00
Lunch Meeting	\$609.60	\$1,194.72	\$2,220.80	\$965.76	\$1,220.16	\$0.00	\$6,211.04
P.O. Box Renewal	\$0.00	\$0.00	\$176.00	\$0.00	\$0.00	\$0.00	\$176.00
PayPal Fee	\$29.41	\$211.10	\$115.13	\$32.38	\$82.87	\$164.09	\$634.98
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$0.00	\$30.00
Speakers Fee	\$0.00	\$0.00	\$500.00	\$653.27	\$56.87	\$0.00	\$1,210.14
Sponsorship	\$0.00	\$1,515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,515.00
TOTAL EXPENSES	\$733.07	\$3,108.71	\$3,149.69	\$1,710.41	\$4,838.94	\$1,980.00	\$15,520.82
OVERALL TOTAL	\$460.93	\$2,482.92	-\$400.69	-\$1,035.41	-\$2,944.94	\$7,475.00	\$6,037.81

Connect with us!



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