



January 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.

Please join us for

HR 2024: Embrace, Evolve, Excel

January 9, 2024

10:30 a.m. - 5:00 p.m.

Horizons Conference Center

6200 State St., Saginaw, MI 48603

[Click here for directions!](#)

Doors open at 10:30 a.m. for networking and exhibitor visits

Exhibitor drawing for two \$50 gift card prizes!

Lunch will be served at 11:00 a.m.

Program: 11:45 a.m. - 4:15 p.m.

Social Time following program from 4:15 - 5:00 p.m.

Meet the Speakers:



Terry Bean

President/Speaker/Coach/Trainer

Trybean.com

Mindset Matters: How We See Things
> What We See



Shelley Riebel

President & CEO

MBC Training & Development, LLC

Performance Management in
the New World



Brenda Meller
Chief Engagement Officer
Meller Marketing
A Bunch of Us Were Talking About
Linked In...

Greg Schwem
President/Humorist/Author
Comedy with a Byte, Inc.
Managing HR with Humor

Certified Attendees will receive 4.0 SHRM & HRCI CEUs!

Early Registration Prices (*through December 29th*)
\$99 for Members / \$129 for Guests

(Note - Pre-Paid Fast Pass members attend for no additional cost, but registration is still needed)

***A \$30 late fee will be assessed for any registration received after December 29th.
Registration for this event will close at the end of the day on January 4th.***

[Register Now!](#)

Meet Our Business Partner Sponsors!!

GOLD Level Sponsors:



Bronze Level Sponsors:



CREDENTIALCHECK

MESSAGE FROM THE PRESIDENT
Ricardo Resio, SHRM-SCP, SPHR

Out with the old, and in with the new! As we stand on the brink of 2024, I am



thrilled to usher in a wave of excitement with our upcoming winter half-day seminar – HR 2024: Embrace, Evolve, Excel. Picture this: January 9, 2024, good food, sponsor support, four great topics by for great speakers ... live and in person in our own backyard at the Horizons Conference Center in Saginaw! This isn't just another event; it's a call to embrace new beginnings. Our phenomenal lineup of speakers is set to ignite your new year's resolution for personal growth and the impact you make in your organization:

- Terry Bean, President, Trybean.com, unveiling the power of Mindset Matters.
- Shelley Riebel, President, MBC Training and Development, navigating Performance Management in the New World.
- Brenda Meller, Chief Engagement Officer, Meller Marketing, sharing insights on maximizing your presence on LinkedIn.
- Greg Schwem, President, Comedy with a Byte, Inc., guiding us on Managing HR with Humor.

Earn CEU credits, and hurry to grab early registration discounts available until December 29th, with registration ending January 4th. Read the newsletter or visit our website to see how to register and all the details. This will be a day filled with inspiration, laughter, and the chance to forge new relationships. It's not just a seminar; it's an experience!

So, mark your calendars, spread the word on your social media outlets, and get ready to embrace a New Year full of possibilities with VSHRM.

Working with you,

Ricardo



Our VSHRM meeting attendees were very generous in giving to the food and personal hygiene items collected at the December meeting!! Karen Sova, Development Director at Underground Railroad, sent a heartfelt thank you to all who contributed:

The items have been delivered to the shelter, and will be put to use right away for our shelter and housing clients. Annually, URR provides safe shelter and housing to over 600 adults, children, and pets. From your group we received 138 food items, 42 health and hygiene products, 5 pajama sets, one pair of boots, one pack of underwear, a \$10 cash donation, and a partridge in a pear tree! Thank you all again and have a very happy holiday season!

If you missed participating, you can still be involved!!

The Underground Railroad accepts monetary donations at their website

<https://undergroundrailroadinc.org/contributions.html>.



OUR MISSION

Our Mission is to empower survivors and create a culture of safety and respect in our community.

Learn more about the Underground Railroad at:
<https://undergroundrailroadinc.org/our-mission-goals-philosophy.html>

MEMBERSHIP RENEWAL

It is time to renew your VSHRM membership for 2024!! Thank you to our members who have already renewed!! If you have not renewed... don't wait any longer! Renew today to continue to receive the benefits of membership in your local SHRM chapter!! As a reminder, here are the steps to renew your membership:

- **Sign in** to your account using the link in the upper right corner at vshrm.org. You may use either your username or email address
- Click the **Members Only** tab near the top right
- Click the **Membership Renewal** tab on the left side of the screen

While you are logged in, please review your contact information to ensure it is correct. If you are a SHRM member, please confirm the email address in VSRHM is the same one used to register your SHRM account (SHRM membership audits are completed using the email address).

We appreciate your support and look forward to continuing to partner with you in 2024!

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

Monthly Gift Card Winner!!

The winner of the gift card drawing is

John Hanskett III

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



**The Workforce Readiness Committee has the following
volunteer opportunity!!**

The **Saginaw Career Complex** is seeking volunteers on Friday, January 26th, 8 - 10 a.m. & Noon - 2 p.m.

For more information about the opportunities or to sign up to volunteer, you may contact the VSHRM Workforce Readiness Chair, Dawn Boucher at dawn@mannorgroup.com.



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

Question:

On January 5, 2023, the Federal Trade Commission (“FTC”) issued a notice of proposed rulemaking to ban non-competition agreements—also known as non-competes. The FTC was bombarded with public comments on the proposed rule, nearly 27,000. As a result, the vote to approve the ban as a final rule has been extended until sometime in April 2024. What should employers know about the FTC’s proposed ban and the status of non-competes generally?

Answer:

Employers need to know that the FTC is attempting to ban the use of essentially all non-compete agreements by employers. This proposed rule applies broadly to all “workers”—which would include employees, supervisors, independent contractors, volunteers, executives, etc. The exceptions to this ban are very limited. Exceptions apply only to a few specialized types of employers, circumstances dealing with the sale of a business, and franchise agreements—but even those exceptions are limited in their own way. Specifically, the FTC’s proposed rule declares that an employer is prohibited from entering into, attempting to enter into, or maintaining a non-compete clause with a worker, or representing to a worker that they are subject to such a clause when there is no good-faith basis to do so. Further, the ban applies to any other provision that would act as a “de facto” non-compete, with overbroad non-disclosure agreements being specifically referenced.

The proposed rule would be retroactive. This means that it would apply to all past and current non-compete agreements. As such, the rule would require employers to notify said workers that their non-compete agreements are no longer enforceable. Additionally, the proposed rule would preempt state law unless the state law is more protective of worker rights in the field of non-competes.

However, finalization of the rule in its current form is not guaranteed. It is likely the FTC will face significant legal challenges to the current proposed rule, including whether the FTC has the authority to make such a rule on this issue. And even so, as part of the rulemaking process, the FTC did request comments on potential alternatives to the proposed rule. Alternatives included limiting the ban to low-wage workers or non-exempt workers, or even a rebuttable presumption of unlawfulness for certain workers but not others. Thus, if finalized, the rule may be completely different from the one proposed as of today.

If the FTC is not successful in banning non-competes in the near future, there still may be concern on this front for employers. Notably, the National Labor Relations Board (“NLRB”) and states like Michigan, have joined in on this effort. First, General Counsel for the NLRB has targeted non-competes, as well as other restrictive covenants, to be banned in the name of employee Section 7 rights. The very employee-friendly NLRB is likely to rule in favor of such a ban once presented with the appropriate case by General Counsel. Second, Michigan lawmakers are also following suit—proposing at least one bill that bans non-compete agreements for minors and “low-wage” employees. (House Bill No. 4399). If passed, Michigan would be joining the ranks of other states who currently maintain such a ban, such as Virginia and Maine.

Employers should be on the lookout in 2024 for the pending updates and changes to non-compete law.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer



Income/Expense by Category

8/1/2023 through 12/15/2023

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	OVERALL TOTAL
Income						
fast pass	\$279.00	\$4,743.00	\$1,674.00	\$0.00	\$0.00	\$6,696.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$610.00	\$2,865.00
Membership Dues - Renewals	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,850.00
Other Inc	\$0.00	\$3.63	\$0.00	\$0.00	\$0.00	\$3.63
SHRM Rebate	\$520.00	\$0.00	\$0.00	\$0.00	\$0.00	\$520.00
TOTAL Income	\$1,194.00	\$5,591.63	\$2,749.00	\$675.00	\$1,725.00	\$11,934.63
EXPENSES						
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$145.00
Bank Charge-checks	\$35.06	\$0.00	\$0.00	\$0.00	\$0.00	\$35.06
Board Expense	\$30.00	\$158.89	\$108.76	\$0.00	\$0.00	\$297.65
Jan seminar - Speaker Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,750.00
Lunch Meeting	\$609.60	\$1,194.72	\$2,220.80	\$965.76	\$0.00	\$4,990.88
P.O. Box Renewal	\$0.00	\$0.00	\$176.00	\$0.00	\$0.00	\$176.00
PayPal Fee	\$29.41	\$211.10	\$115.13	\$32.38	\$82.87	\$470.89
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$30.00
Speakers Fee	\$0.00	\$0.00	\$500.00	\$653.27	\$56.87	\$1,210.14
Sponsorship	\$0.00	\$1,515.00	\$0.00	\$0.00	\$0.00	\$1,515.00
TOTAL EXPENSES	\$733.07	\$3,108.71	\$3,149.69	\$1,710.41	\$1,918.74	\$10,620.62
OVERALL TOTAL	\$460.93	\$2,482.92	-\$400.69	-\$1,035.41	-\$193.74	\$1,314.01

Connect with us!



VSHRM | P.O. Box 5448, Saginaw, MI 48603 <https://vshrm.shrm.org/>

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