



Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

June 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

June Luncheon

Tuesday, June 11, 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.

Dow Diamond

825 E Main Street
Midland, MI 48640

[REGISTER TO ATTEND](#)

Great Lakes Bay Michigan Works Business Services... How Can We Help HR Professionals Succeed?

Amy Ames

Business Services Team Leader Great Lakes Bay Michigan Works!

Amy will share how Michigan Works provides employers with innovative talent solutions, prepares job seekers for regional in-demand career opportunities, and provides other impactful services. Michigan Works staff are the regional experts for talent; growing our communities one career opportunity at a time, one person at a time.

Key Takeaways from the presentation:

- Employer Services
- Job Seeker Services
- MiCareerQuest Middle Michigan
- Going PRO Talent Fund Awards

Amy Ames is a Certified Business Solutions Professional with 19 years of experience assisting regional employers with their workforce development needs for Great Lakes Bay Michigan Works! She's been leading the Business Services Team since 2017. Amy holds a Bachelor of Business Administration from Baker College.

Amy is a life-long resident of the thumb where she lives with her husband of 22 years, 12-year-old son, and 2 labradors. You will usually find Amy at a dirt track race on the weekends cheering on her family. She also enjoys camping and a good Netflix series.

Fast Pass Participant Reminder

Please complete the registration if you are attending the meeting.

Please note – registrations received after Thursday, June 6th, 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

June has become a time for recognizing and celebrating diversity in our country. June 19th marks Juneteenth, commemorating the day in 1865 when the last of the 250,000 slaves in the state of Texas, during the final days of the Civil War, were declared free by the U.S. Army. What a powerful reminder of our nation's journey toward equality and liberty for all. June is also Pride Month, a time to recognize the LGBTQ+ society and their contributions to our communities and our workforce. We affirm our commitment to treating every individual with respect, values that are at the core of our American principles. Moreover, we honor Memorial Day as a time to remember and pay tribute to the brave men and women who have made the ultimate sacrifice for our country. Their courage and dedication remind us of the cost of our freedoms.

We are excited to feature Amy Ames, Business Services Team Leader at Great Lakes Bay Michigan Works!, who will share how Michigan Works provides employers with innovative talent solutions, prepares job seekers for regional in-demand career opportunities, and offers other impactful services. Michigan Works staff are the regional experts for talent, growing our communities one career opportunity at a time, one person at a time.

Given that Memorial Day is also considered the unofficial start of summer, we will not have a newsletter in July. As such, be sure to mark your calendars for our HR Roundtable discussion on August 13, 2024, at Horizons Conference Center. More information will be available in our August newsletter and on the meetings & events page at vshrm.org.

Please know that Josh Leadford is stepping down from the VSHRM Board of Directors with one year left of his tenure. Josh has been our Diversity & Legislative Chair and has served with great knowledge, community orientation, and dedication. He has accepted a new lawyer position downstate, and while he will be missed, we wish him all the best in his new role and thank him for his committed service.

This is a great opportunity to reflect on and honor the values that make our nation great - - diversity, freedom, and sacrifice. Thank you for being part of our community and for your continued commitment to these principles. I look forward to seeing those who can attend our June meeting at the Dow Diamond! For those who can't make it, have a great summer.



VSHRM partners with the SHRM Foundation to offer a Certification Professional Grant?

HR professionals and students are encouraged to apply for the named grant (listed as the Valley Society for HR).

The grant award covers the cost of one SHRM-CP or SHRM-SCP certification exam, as well as SHRM's online Learning System.

The Certification Grant window

is open NOW and runs through [June 12, 2024](#).

Click [HERE](#) for more information or to apply.

Send questions to: SHRMscholarships@shrm.org



TO OUR NEWEST MEMBERS!!

Melissa Owl - *Saginaw Chippewa Indian Tribe*
Clara Sherman - *Michigan Works! Region 7B Consortium*



IMPORTANT LEGAL UPDATES!!

From James Reid
Past State Director, MISHRM

Final Rule for White Collar Exemption Threshold

The U.S. Department of Labor (“DOL”) issued its long awaited final rule increasing the requisite salary level for the “white collar” executive, administrative, and professional exemptions from the federal Fair Labor Standards Act’s (“FLSA”) overtime rules. The DOL estimates that this rule will make roughly 4 million more workers eligible for overtime pay. The new rule currently is scheduled to take effect on July 1, 2024, and it can be found here: <https://www.honigman.com/alert-2631>.

FTC Issues Final Rule Banning Non-Compete Agreements Nationwide

The Federal Trade Commission ("FTC") issued a final rule effectively banning nearly all employee non-compete agreements nationwide. The final rule will take effect 120 days after its publication in the Federal Register, although it is already facing imminent legal challenges that could delay the effective date. More information is available at <https://www.honigman.com/alert-2633>.

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Rachael England

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



The **Workforce Readiness Committee** is seeking volunteers to participate in **Jobs for Life** mock interviews on **Monday, July 29th** from 10 a.m. - noon. The event is at Mid-Michigan Adult and Teen Challenge, 818 S. Michigan Ave., Saginaw.

Two volunteers are already lined up, but five more are needed. Please contact **Dawn Boucher** at dawn@mannongroup.com or (989) 792-2320 ext. 106, for more information or to volunteer!



You will not want to miss our **HR Roundtable** discussion on **August 13, 2024** at **Horizons Conference Center**. Watch for more information in our August newsletter that will be sent in late July, or the [meetings & events](#) page on vshrm.org!



JOB POSTING

Did you know... you can post any HR-related job openings on the VSHRM website ([click here](#)) *free of charge*? 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.

Are you currently seeking your next HR opportunity? Andrews Hooper Pavlik currently has an HR Manager position posted on the website. Be sure to check it out at <https://vshrm.shrm.org/job-postings>.

Email your job posting to:

tomb@outdooradventuresinc.com

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer

Income/Expense by Category

8/1/2023 through 5/17/2024

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	OVERALL		
										May-24	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	\$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	\$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	\$5,179.00	\$0.00	\$8,577.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$680.00	\$75.00	\$750.00	\$1,085.00	\$495.00	\$50.00	\$0.00	\$5,390.00
Membership Dues - Renewals	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,315.00	\$1,885.00	\$555.00	\$400.00	\$135.00	\$0.00	\$6,140.00
Other Inc	\$0.00	\$3.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$870.00
sponsorship - seminar	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$1,000.00	\$3,000.00
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	\$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	\$6,364.00	\$48,393.63	
EXPENSES												
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$290.00
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	\$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	\$1,642.85
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	\$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	\$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	\$0.00	\$11,146.24
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	\$10,704.01
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	\$176.00
PayPal Fee	\$29.41	\$211.10	\$115.13	\$32.38	\$82.87	\$164.09	\$103.41	\$144.59	\$96.25	\$249.70	\$0.00	\$1,228.93
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$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	\$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	\$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	\$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	\$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	\$41,934.66	
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	-\$4,618.71	\$6,458.97	

Connect with us!



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