



March 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

March Luncheon

Tuesday, March 12, 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.

Doubletree Bay City Riverfront

One Wenonah Park Place
Bay City, MI 48708

Situational Leadership

Adam Peterson, Senior Consultant, A.L. Peterson Group, L.L.C.

What leadership style is the best? More authoritarian and directive or highly supportive and encouraging autonomy? Research settled this decades ago, yet many persist in this debate. The answer is that a supervisor must flex between these styles depending on the development of the employee.

In this presentation Blanchard Master Facilitator Adam Peterson will review the three key skills of situational leadership and highlight why this old standard is still the best way to create psychological safety, develop employees, and exceed performance targets.

Adam Peterson and his wife Lori are organizational health consultants based out of the GLBR. Prior to consulting Adam was a global R&D manager and Program Leader for Dow and Dow Corning where he taught leadership development courses in addition to SLII.

Adam and Lori have four kids with one more left to graduate from high school!

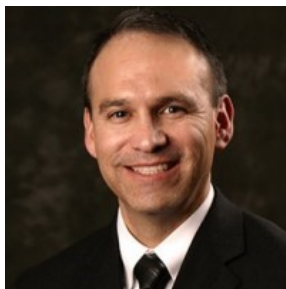
Fast Pass Participant Reminder

Please complete the registration if you are attending the meeting.

Please note – registrations received after
Thursday, March 7th, 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 delight in the magic of March with the spirit of St. Patrick's Day, I am thrilled to extend a warm invitation to have you join in the luck and camaraderie within our vibrant HR community.

Join us for an enchanting session on "Situational Leadership" with Adam Peterson, Senior Consultant at A.L. Peterson Group, L.L.C. Let's uncover the pot of gold at the end of the leadership rainbow as we navigate the nuances of flexing between leadership styles to cultivate psychological safety, nurture our teams, and soar beyond performance targets.

But what's a celebration without the joyful sounds of volunteers lending a hand? We're calling upon our lucky charms to spread the magic at the Saginaw Career Complex Mock Interviews. Embrace the spirit of generosity and help shape the future by guiding students through authentic mock interviews. Please do not forget to share your thoughts with us in our Member Involvement Survey. We want to hear from you, our Leprechauns of success, so we can find out some of the hidden talents in our group to help us be even better at serving our industry.

Be sure to also dust off your shamrocks and save the date for our annual HR Legal & Employment

Update on May 7, 2024, at the Soaring Eagle Conference Center in Mt. Pleasant. Let's raise our glasses to a day brimming with knowledge and networking opportunities. Last, be sure to heed the wisdom from our "Ask the Lawyer" segment. Remember, true leadership is like finding a four-leaf clover—it's about serving others and nurturing an environment where trust, safety, and care flourish like fields of emerald green. Wishing you all the blessings and luck of the Irish, and looking forward to sharing the joy with you at our upcoming events!



for Saginaw Career Complex Mock Interviews!

VSHRM has been invited to participate in the Professional Business Day on **Tuesday, March 5, 2024** at the Delta College Downtown Campus, 319 E. Genesee Ave., Saginaw. Professional Business Day aims to provide students with an authentic experience by participating in mock interviews.

You may volunteer for one or both of the sessions:

A.M. Session: Check in 7:00 a.m. - 7:30 a.m.

P.M. Session: Check in 11:30 a.m. - 12 Noon

Lunch will be provided. An orientation will also be provided prior to the session.

Contact Dawn Boucher, Workforce Readiness Chair, at dawn@mannorgroup.com with questions or to volunteer!

**HOW
YOU
CAN
HELP**

Member Involvement Survey

The Board of Directors needs your input!! Please click [HERE](#) to complete a brief survey to help us plan for the coming year.



SAVE THE DATE
for the annual
HR Legal & Employment Update

May 7, 2024

Soaring Eagle Conference Center
Mt. Pleasant



Kayla Snow - *Nexteer Automotive*

Kimberly Davis - *STARS*

LaShonda Green - *STARS*

Dennis Beason - *Chapman Foundation for Caring Communities*

Emily Klippert - *Stone Transport*

Arianna King - *The Delfield Company LLC*

Megan Jacobs - *Great Lakes Bay Health Centers*

Penny Keller - *Great Lakes Bay Health Centers*

Ashton McMillan - *W.K. Kellogg Foundation*

Zachary Huckabay - *Masud Labor Law Group*

Trevor Keyser - *Frankenmuth Insurance*
Rhonda Griggs - *Niles Plan Services*
Dayna Charlton - *Paychex*

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Krystal Hadaway

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



VSHRM has a jobs board available to post the open positions in your organization! 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.

Email your job posting to:

tomb@outdooradventuresinc.com



ASK THE LAWYER

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

Question: Bill works for Acme Company as its Director of Human Resources. While working in his office on a new PTO policy, Bill receives a visit from Mary, who works in the IT Department on the third floor. Mary tells Bill that she just came from using the third-floor women's bathroom. She says that she saw a transgender employee in the bathroom. The transgender employee's name is Lisa. Lisa's sex at birth was male, but for several years she has identified as a woman. Mary tells Bill that she does not feel comfortable with Lisa using the women's bathroom and asks Bill if he will tell Lisa to only use the men's bathroom. What should Bill do?

Answer: In 2021, the Equal Employment Opportunity Commission (the "EEOC") issued guidance stating that while separate bathrooms for men and women are lawful, employers could not deny an employee access to a bathroom that corresponds to the employee's gender identity. While two federal district courts have not enforced the guidance, the EEOC continues to take the position that

employers may not prohibit employees from using a bathroom that corresponds to their gender identity. More notably, Michigan’s Elliott-Larsen Civil Rights Act (“ELCRA”) was expanded in 2023 to prohibit discrimination based on one’s gender identity. Based on the EEOC’s guidance and the expanded ELCRA, the best practice for Acme Company is to allow Lisa to use the women’s bathroom. To address Mary’s concerns, Bill should encourage her to use the other single-stall bathrooms that are available at Acme Company. By using a single-stall bathroom, Mary will avoid encountering Lisa in the women’s bathroom, and Lisa will not be restricted in her ability to use the bathroom corresponding to her gender identity. Even at a company without single-stall bathrooms, however, requiring a transgender employee to use the bathroom corresponding to their sex at birth would open the company up to a viable claim of workplace discrimination.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer



Income/Expense by Category

8/1/2023 through 2/14/2024

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	OVERALL TOTAL
Income								
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,265.00	\$0.00	\$9,265.00
fast pass	\$279.00	\$4,743.00	\$1,674.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,696.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$2,853.00	\$0.00	\$2,952.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$680.00	\$75.00	\$630.00	\$3,640.00
Membership Dues - Rene	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,315.00	\$1,450.00	\$4,615.00
Other Inc	\$0.00	\$3.63	\$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	\$520.00
Sponsorships - Jan Event	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$0.00	\$5,500.00
TOTAL Income	\$1,194.00	\$5,591.63	\$2,749.00	\$675.00	\$1,894.00	\$19,008.00	\$2,080.00	\$33,191.63
EXPENSES								
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$203.00
Bank Charge-checks	\$35.06	\$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	\$1,624.60
Jan seminar - Speaker Fe	\$0.00	\$0.00	\$0.00	\$0.00	\$2,750.00	\$2,912.93	\$0.00	\$5,662.93
Jan Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,267.37	\$0.00	\$5,267.37
Lunch Meeting	\$609.60	\$1,194.72	\$2,220.80	\$965.76	\$1,220.16	\$0.00	\$0.00	\$6,211.04
P.O. Box Renewal	\$0.00	\$0.00	\$176.00	\$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	\$738.39
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$0.00	\$0.00	\$30.00
Speakers Fee	\$0.00	\$0.00	\$500.00	\$653.27	\$56.87	\$0.00	\$0.00	\$1,210.14
Sponsorship	\$0.00	\$1,515.00	\$0.00	\$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	\$8,410.30	\$722.41	\$22,673.53
OVERALL TOTAL	\$460.93	\$2,482.92	-\$400.69	-\$1,035.41	-\$2,944.94	\$10,597.70	\$1,357.59	\$10,518.10

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