



May 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

May Seminar

Tuesday, May 7, 2024

*(Note the date change - this is the **FIRST** Tuesday in May)*

11:00 AM - 4:00 PM

Welcome: 11:00 - 11:15 a.m.

Lunch: 11:15 a.m. - Noon

Program: Noon - 4:00 p.m.

Wrap Up: 4:00 p.m.

SILENT AUCTION: 11:15 a.m. - 3:45 p.m.

Proceeds support the SHRM Foundation and VSHRM Funded Scholarships

Soaring Eagle Casino and Resort

(Use Conference Center Entrance)

6800 Soaring Eagle Blvd.

[REGISTER TO ATTEND](#)

HR Labor and Employment Law Legal Update

Joshua Leadford, Partner and David Bryce, Partner
Masud Labor Law Group

Joshua Leadford and David Bryce of Masud Labor Law Group will present an informative half-day seminar to VSHRM's members and guests covering recent labor and employment law developments. The presentation will provide detail about the new laws and regulations that your business must contend with. Relevant case law examples will be reviewed which provide real world examples of what to do when faced with a volatile situation involving your employees.

This year's presentation is anticipated to be comprised of four segments. Masud will present its traditional case law update focusing on key legal decisions involving labor and employment matters. The panel will specifically cover the Pregnant Workers Fairness Act and the regulations likely to impact your operation and drastically expand the concept of workplace accommodation. The EEOC's proposed guidance on workplace harassment will be reviewed to better enable you to address such issues in your workplace. Finally, participants will have the opportunity to team up and test their skills in application to various fact patterns posed by the panel.

Josh Leadford is a partner with Masud Labor Law Group and joined the firm in 2011. He focuses his practice exclusively on representing management in labor and employment law matters. During his tenure, Josh has successfully defended employers in numerous arbitrations, unfair labor practice cases, discrimination claims, other labor and employment related matters, and provides first chair representation in collective bargaining matters. Josh is admitted to practice in all state and federal courts for the State of Michigan, including the Sixth Circuit Court of Appeals.

Before beginning his legal career, Josh gained significant experience dealing with labor and employment related issues. He worked for a unionized employer as a supervisor and confronted labor issues head on. The workplace division between management and union proved intriguing and thereafter, Josh focused his education on employment related matters earning a Bachelor's Degree in Human Resource Management from Central Michigan University. After graduating from Central Michigan, Josh began law school and was selected for a clerkship with the Michigan

Employment Relations Commission where he worked directly in the contentious area of public sector labor law. Josh graduated from Thomas M. Cooley Law School where he focused his studies in the area of labor and employment law. In addition to graduating Magna Cum Laude, he received Book Awards in several courses, including Collective Bargaining.

A Michigan native, **David Bryce** has been practicing law since 2006. After graduating law school, he spent a year clerking for the First Court of Appeals in Houston, Texas. He then worked for a law firm for 8 years, handling multiple litigation and transactional matters for a number of clients, including defending clients against employment discrimination claims and providing advice on a variety of employment related matters. David later worked as in-house counsel for a public sector employer, where he represented an agency with approximately 200 employees on a number of employment law matters ranging from the Family and Medical Leave Act to EEOC complaints. David returned to Michigan in 2018, joining Masud Labor Law Group. In his spare time, David enjoys tennis, boxing, history,

college football, cooking, music, and his hound dog, Roxy.

Fast Pass Participant Reminder

Please complete the registration if you are attending the meeting.

Please note – registrations received after
Thursday, May 2nd, will be subject to an additional \$30 late fee.

[Register Here](#)

A special thank you to our event sponsors!



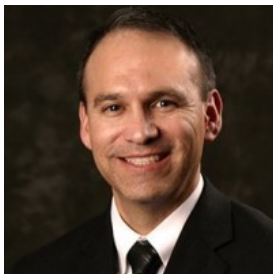
WAYNE STATE

Law School

Online Master of Studies in Law - Human Resources



CREDENTIALCHECK®



MESSAGE FROM THE PRESIDENT

Ricardo Resio, SHRM-SCP, SPHR

As we step further into Spring, I am excited to share with you the latest updates and opportunities within our human resources community. May brings more than just flowers; it signals the arrival of Mother's Day, Memorial Day, graduations, and even an opportunity to raise awareness on the importance of mental health. Enjoying warmer weather enhances these activities, encouraging us to move and get active.

Start the month off right by attending our flagship event, the HR Labor and Employment Law Legal Update Seminar, scheduled for Tuesday, May 7, 2024. Please note this is an in-person event only. This half-day seminar, presented by Joshua Leadford and David Bryce of Masud Labor Law Group, promises to provide invaluable insights into recent labor and employment law developments. From new regulations to real-world case examples, this seminar will equip you with the knowledge and skills to navigate the ever-changing legal landscape. With over 100 attendees already signed up and support from sponsors, the event promises to be our largest and most impactful yet. The President of MISHRM will be in attendance to kick off the session with introductory remarks.

We continue to have occasions for our membership to get involved and give back to our community. Our annual silent auction, scheduled for May 7, is seeking organizational donations to support the SHRM Foundation and VSHRM funded scholarships. Your contributions will make a meaningful difference in the lives of our members and future HR professionals. We are also looking for volunteers to participate in mock interviews with high school students as part of the Bay Area Business & Education Partnership. Your time and expertise will help prepare the next

generation for success in the workforce.

Finally, do not forget about our special partnership with Our Community Listens. There is a three-day training session on communication skills, completely free of charge for our valued members. This training promises to unlock the secrets of effective listening and clear expression, empowering you to excel both personally and professionally.

Thank you for your continued support and participation in VSHRM. Together, we will continue to keep the positive momentum going by advancing our profession to new heights while making a substantial impact in our community.

Sponsorship opportunities are still available for the annual HR Legal & Employment Update

May 7, 2024

Soaring Eagle Conference Center Mt. Pleasant

The sponsorship form is available at
<https://vshrm.shrm.org/half-day-seminar-sponsor-form>.



VSHRM is seeking organizational donations for our annual silent auction to be held on May 7, 2024. Proceeds will support the SHRM Foundation and VSHRM funded scholarships.

Please contact Julie Bellamy at julie@sequellehrsuite.com for more information.

Did you know???

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*



The Bay Area Business & Education Partnership

is looking for volunteers to conduct mock interviews with high school students.

Available opportunities are:

Bay City Academy

May 15, 2024 All day: 8:30 a.m. - 11:00 a.m.

Garber High School

May 16, 2024

All day: 8:30 a.m. - 3:10 p.m.

1st Shift: 8:30 a.m. - 11:15 a.m.

2nd Shift: 12:10 p.m. - 3:10 p.m.

Contact Dawn Boucher, VSHRM Workforce Readiness Chair, via email at Dawn@mannongroup.com or by calling (989) 792-2430 ext. 106 for more information or to volunteer!

Our Community **LISTENS**

a foundational course from the Chapman Foundation for Caring Communities

MORLEY/VSHRM MAY 21-23, 2024

4075 Bay Road, Saginaw, MI | All classes are 8:30 - 4:30 EDT

This is a dedicated class for Morley and VSHRM Only.

"I found Our Community Listens to be super impactful to the point that we have had our entire Pitkin County Human Resources team go through the training and we've referenced back to those skills a lot."

-Jeff Hembury | Human Resources Manager | Pitkin County, CO

What will you do in this course?

- ◆ Examine your **behavioral tendencies** and learn how to better communicate with others
- ◆ Explore how the communication cycle forms the foundation of your **interpersonal communication**
- ◆ Learn how to listen to **connect with others**
- ◆ Appreciate the impact your **nonverbal behavior** has on your verbal communication
- ◆ Develop an effective way to handle **confrontation**
- ◆ See and **celebrate** the good in others



SCAN or CLICK
to register now!

The **highly-acclaimed** three-day course designed to help you learn how to **listen effectively**, express yourself **clearly**, and build **better relationships**.

 Chapman Foundation for
CARING COMMUNITIES
ChapmanCommunities.org



There is only ONE seat left, so be sure to register a.s.a.p.!!!

Note, there is NO CHARGE for this event!!



TO OUR NEWEST MEMBERS!!

Brittany Bryant - *Cignys*
Kristine Dexter
Angela Stringer - *Gemini Group, Inc.*

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Elizabeth Sturm

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



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? There is currently a Director position for Saginaw Township Community Schools and an HR Manager for Andrews Hooper Pavlik posted on the website. Be sure to check them 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 4/12/2024

| Category | Aug-23 | Sep-23 | Oct-23 | Nov-23 | Dec-23 | Jan-24 | Feb-24 | Mar-24 | Apr-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 | \$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 | \$6,696.00 |
| May Seminar 2024 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,656.00 | \$1,592.00 | \$3,248.00 |
| Meeting Receipts | \$260.00 | \$645.00 | \$940.00 | \$410.00 | \$680.00 | \$75.00 | \$750.00 | \$1,085.00 | \$495.00 | \$5,340.00 |
| Membership Dues - Renewals | \$135.00 | \$200.00 | \$135.00 | \$265.00 | \$1,115.00 | \$1,315.00 | \$1,885.00 | \$555.00 | \$400.00 | \$6,005.00 |
| Other Inc | \$0.00 | \$3.63 | \$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 | \$870.00 |
| Sponsorships - Jan Event | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$5,500.00 | \$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 | \$2,487.00 | \$39,879.63 |
| EXPENSES | | | | | | | | | | |
| Advertising | \$29.00 | \$29.00 | \$29.00 | \$29.00 | \$29.00 | \$29.00 | \$29.00 | \$29.00 | \$29.00 | \$261.00 |
| Bank Charge-checks | \$35.06 | \$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 | \$0.00 | \$1,624.60 |
| Jan seminar - Speaker Fee | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,750.00 | \$2,912.93 | \$0.00 | \$882.66 | \$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 | \$0.00 | \$5,267.37 |
| Lunch Meeting | \$609.60 | \$1,194.72 | \$2,220.80 | \$965.76 | \$1,220.16 | \$0.00 | \$1,372.80 | \$2,316.80 | \$0.00 | \$9,900.64 |
| P.O. Box Renewal | \$0.00 | \$0.00 | \$176.00 | \$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 | \$979.23 |
| Refund | \$0.00 | \$0.00 | \$0.00 | \$30.00 | \$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 | \$61.44 | \$61.44 |
| Speakers Fee | \$0.00 | \$0.00 | \$500.00 | \$653.27 | \$56.87 | \$0.00 | \$0.00 | \$0.00 | \$1,632.66 | \$2,842.80 |
| Sponsorship | \$0.00 | \$1,515.00 | \$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 | \$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 | \$1,819.35 | \$29,610.73 |
| OVERALL TOTAL | \$460.93 | \$2,482.92 | -\$400.69 | -\$1,035.41 | -\$2,944.94 | \$10,597.70 | \$539.79 | -\$99.05 | \$667.65 | \$10,268.90 |

Connect with us!



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

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[Constant Contact Data Notice](#)

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