



September 2024- *VSHRM REVIEW*

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, an opportunity to network, and enhanced volunteer skills.

September Luncheon

Tuesday, September 10, 2024 - 11:15 AM - 1:15 PM

Networking: 11:20 - 11:40 | Lunch: 11:30 - Noon | Program: Noon - 1:00 | Closing: 1:00 - 1:15

Horizons Conference Center

6200 State Street, Saginaw, MI 48603

[REGISTER TO ATTEND](#)

Cultivating and Nurturing Workplace Culture

Presented by Susan Bailey, MS, SPHR, SHRM-SCP

Psychologists define resilience as the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress. Issues such as global unrest, relationship problems, health issues, and workplace and financial instability have become an influential part of daily living for so many, impacting the wellbeing and psychological safety of the humans we employ and interact with each day. Rather than retreat and ignore this reality, organizations who take seriously the responsibility of enabling team member wellbeing are taking action to provide an intentional culture of support. The impact of these efforts is a win-win extending beyond improved individual resilience to improving organizational resilience factors such as job satisfaction, work happiness, organizational commitment and employee engagement.

Attend this session to learn practical strategies that foster resilience and enhance employee engagement and productivity during tense times. Participants will be able to:

- Describe the impact of external forces on employee wellbeing and their implications for

organizational culture.

- Explain the importance of utilizing empathy and other culture levers in creating a psychologically safe and supportive work environment.
- Identify gaps and discuss actions the organization can take to integrate resilience support into the employee experience strategy.

Susan Morgan Bailey is a high energy leader with more than 25 years of experience in health, benefits and education settings. In her role as Senior Vice President, Culture & Wellbeing Practice Leader at Marsh & McLennan Agency, she calls upon her experience to help organizations build sustainable business via supportive cultures that empower individuals to thrive. Prior to joining MMA, Susan consulted on and led culture and wellbeing initiatives in a variety of settings from manufacturing to healthcare. Susan is a Certified Deep Transformational Coach, a Certified CultureTalk™ Partner, SHRM-SCP and SPHR certified and has earned a BS in education and a MS in health promotion.

Recognized for her passion and enthusiasm, she is on a mission to elevate the vibe on planet earth by creating spaces for individual and organizational transformation that enable individuals to live high-energy, purpose-focused lives! Susan integrates her passion for well-being into her own life through time spent with her family and friends at her cottage in northern Michigan and conquering various outdoor pursuits like paddleboarding, hiking, swimming, playing soccer, and traveling to warm, sunny places.

Please note – registrations received after Thursday, September 5, will be subject to an additional \$10 late fee.

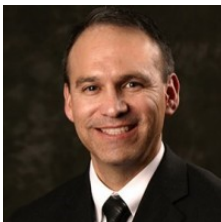
*****The virtual version of this meeting will go live no later than 11:45 a.m.***
The virtual meeting link will be emailed to participants on Tuesday morning.**

Maximize your event experience with the 2024-25 FAST PASS for \$279, available for purchase now! After buying the FAST PASS, remember to register for each event you attend.



For just \$279, you'll have access to all VSHRM meetings in the 2024-2025 program year. Save over 40% compared to paying separately for each luncheon and seminar. [CLICK TO BUY](#)

REGISTER FOR THE MEETING



MESSAGE FROM THE PRESIDENT

Ricardo Resio, SHRM-SCP, SPHR

The month of September bring us the unique opportunity to celebrate the hardworking people who form the backbone of our communities and organizations. Labor Day, which honors the contributions and achievements of American workers, reminds us of the vital role we all play in building and sustaining our workplaces. It's also a moment for us to reflect on our commitment to fostering environments where every worker feels valued and empowered. We also celebrate HR Professional Day on September 26—a day dedicated to recognizing the incredible impact of our work in shaping positive, productive, and inclusive cultures.

The work we do goes beyond managing processes or ensuring compliance; it's about creating workplaces where people thrive. Each one of us contributes to building organizations that respect, support, and uplift their

teams. This month let's take the time to appreciate not just the people we serve but also our peers in the HR community who strive daily to make our workplaces better, safer, and more engaging. HR Professional Day is not just about acknowledging a single day of effort. It's about recognizing the year-round dedication, creativity, and resilience that we as HR professionals bring to our roles. This includes benefit administrators, payroll directors, talent acquisition specialists, trainers, HR generalists, legal counsel, benefit brokers, and consultants alike.

As leaders and colleagues, continue to look to integrate gratitude into our daily interactions. It's about understanding the importance of our role in cultivating a positive workplace culture and making appreciation a fundamental part of that culture. It could be as simple as a personalized thank-you note, a shout-out in a meeting, or recognizing someone for their outstanding contribution. These specific gestures of gratitude can have a profound impact on morale and engagement. They show that we see and value the unique efforts of everyone. This approach goes beyond generic praise and fosters a deeper sense of belonging and motivation within our teams.

Be sure to read the "Ask the Lawyer" segment, where our Legal Chair, David Bryce, addresses relevant legal questions from our members. In this month's edition, he provides insight into a challenging workplace scenario involving social media and hostile work environment claims. His expert analysis offers a deeper understanding of the legal nuances we, as HR professionals, must navigate. David is always looking for more questions to cover in future newsletters, so please don't hesitate to reach out with any legal inquiries you'd like him to address.

Here are other ways your Board of Directors is celebrating this month. First, there will be no increase in meeting or membership fees this year—a decision made with our members' best interests in mind. We want to ensure that everyone has access to the valuable resources and networking opportunities that VSHRM provides, without the added worry of financial strain. Additionally, securing your 2024-2025 FastPass not only offers significant savings but also helps offset costs, making it a smart choice to ensure you won't miss any of our meetings or seminars throughout the program year.

We are also excited to announce that college students who are registered members of a local area student SHRM chapter will receive incentives to attend our sessions. This initiative aims to support students during a financially challenging stage in their lives. Our members help offset these costs through their participation in our chapter meetings and by attending the MISHRM conference, as we receive a portion of the proceeds based on our overall attendance. Additionally, our Board of Directors actively seeks meeting sponsors throughout the year to help keep costs low for members and to support initiatives like this for students, as well as other community endeavors to expand our impact.

Help us spread the word about our chapter whenever you can. We aim to deepen our footprint in Mt. Pleasant, Saginaw, Midland, and Bay City, and expand to Tawas, Flint, and everywhere in between. Your support is invaluable. Please consider forwarding this newsletter to colleagues and friends, inviting guests to our meetings (and if you do, let me know so I can offer them a special meeting rate!), and sharing our posts on LinkedIn and Facebook. Together, we can grow our chapter and continue to make a positive impact in our communities.

Lastly, there's still time to register for the upcoming MISHRM State Conference in October. It's an excellent opportunity to learn, network, and grow alongside other HR professionals who are just as passionate about our field as we are. Remember, our work is not just about policies and procedures—it's about people. This month let's commit to celebrating the remarkable work we do every day and the incredible difference we make in the lives of our colleagues and communities. Thank you for all your hard work and dedication. Let's continue to make our profession shine, not just in September, but every day of the year.

Working with you,

-Ricardo



TO OUR NEWEST MEMBERS!

Ashley Horny - Wellspring Lutheran Services
Merrilyn Yeboah - Central Michigan University
Alyssa Gornowicz - Yeo & Yeo

MONTHLY GIFT CARD WINNER!

The winner of the August gift card drawing is

Dayna Charlton

To be eligible for the drawing, meeting attendees must respond to the survey and provide their name.



You will not want to miss this year's MISHRM State Conference, "Forward Your Path," which will be held October 23 - 25 at Devos Place in Grand Rapids. For more information and to register, go to <https://www.mishrmconference.org/>.

Human Resource Job Postings

Did you know... you can post any HR-related job openings on the VSHRM website 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.



Are you currently seeking your next HR opportunity? Be sure to check it out at <https://vshrm.shrm.org/job-postings>.

Email your job posting to: tomb@outdooradventuresinc.com



Ask the Lawyer Submitted by David V. Bryce of Masud Labor Law Group

QUESTION:

Mary Freud works as a counselor for a local hospital that treats patients who are sometimes prone to violent outbursts. To ensure the safety of herself and her patients, Mary works closely with the head of security, John Pinkerton. Pinkerton and Freud often disagree about how to best manage difficult patients.

One day, Freud comes across an Instagram page about the hospital. She notices that the Instagram page is being

followed by several hospital employees, including the director of human resources and other management level employees. The page contains several posts that display or suggest violence, including sexual violence, against women co-workers.

Freud recognizes some of the posts as being specifically directed at her and grows concerned about her safety. She reports her concerns and the Instagram page to upper management. Initially, they tell Freud that the Instagram page is “funny” and that she needs to “relax.” After the offensive posts on the Instagram page increase in frequency, upper management learns that the page belongs to Pinkerton. They then take steps to ensure that Freud and Pinkerton do not work together. They also tell Pinkerton to stop making posts on his page that are harassing or threatening toward women. Pinkerton, however, continues making offensive posts without further action being taken against him.

Eventually, Freud resigns her position and files a lawsuit against the hospital alleging sex discrimination under Title VII based on being subjected to a hostile work environment. When she receives notice of the lawsuit, the hospital’s CEO is not concerned. She believes that because it involved off-duty conduct, Pinkerton’s Instagram page cannot be used by Freud to support her hostile work environment claim. Is the CEO right not to be worried about Freud’s lawsuit?

ANSWER:

A decision by the Ninth Circuit Court of Appeals on July 25, 2024 shows that the CEO should in fact be very concerned. The facts of the case before the Ninth Circuit, *Okonowsky v. Garland*, largely mirrored those involving Freud and Pinkerton. In *Okonowsky*, the district court granted summary judgment in favor of the employer on the grounds that the offensive social media posts at issue occurred outside the workplace. The Ninth Circuit reversed, holding that conduct giving rise to a hostile work environment claim does not necessarily need to occur inside the physical workplace. The Court specifically noted that because of its ubiquitous nature, and its accessibility from any location, social media use outside the physical workplace could contribute to a hostile work environment claim.

The decision in *Okonowsky* is generally consistent with *Strickland v. City of Detroit*, where in 2021, the Sixth Circuit Court of Appeals considered social media posts in evaluating a hostile work environment claim based on race. Accordingly, employers should make sure that their anti-harassment policies prohibit the use of social media to harass or threaten co-workers. Employers should also be certain to promptly investigate claims of harassment using social media, and to promptly take appropriate remedial measures. In so doing, employers must also be mindful that social media posts could include protected content, such as commentary about the terms and conditions of employment

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer

Income/Expense by Category

8/1/2023 through 7/19/2024

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-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	\$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	\$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	\$5,506.00	\$179.00	\$0.00	\$9,083.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$680.00	\$75.00	\$750.00	\$1,085.00	\$495.00	\$50.00	\$535.00	\$0.00	\$5,925.00
Membership Dues - Renew	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,315.00	\$1,885.00	\$555.00	\$400.00	\$135.00	\$135.00	\$0.00	\$6,275.00
Other Inc	\$0.00	\$3.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$870.00
Silent Auction Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$617.00	\$130.00	\$747.00
sponsorship - seminar	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$1,500.00	\$0.00	\$0.00	\$3,500.00
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	\$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	\$7,191.00	\$1,466.00	\$130.00	\$50,816.63
EXPENSES													
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$348.00
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	\$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	\$38.67	\$1,681.52
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	\$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	\$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	\$1,847.00	\$500.00	\$13,493.24
may seminar expense 202	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,704.01	\$0.00	\$1,000.33	\$11,704.34
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	\$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	\$37.72	\$0.00	\$1,266.65
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$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	\$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	\$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	\$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	\$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	\$1,913.72	\$1,568.00	\$45,416.38
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	-\$3,791.71	-\$447.72	-\$1,438.00	\$5,400.25

Connect with us!



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