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JOIN US FOR LUNCH ON TUESDAY, APRIL 8!

HORIZON'S CONFERENCE CENTER Saginaw - 11:15 AM - 1:15 PM ↗↗

BRIDGING GENERATIONAL GAPS IN THE WORKPLACE with CINDY MILLER

Are you grappling with the challenges of bridging generational gaps in your workplace? Do you feel the disconnect between team members from diverse age groups? In today’s multi-generational workforce, understanding and appreciating the distinct perspectives of each generation is crucial for fostering a harmonious and productive environment, particularly in the areas of communication, work ethic, and feedback.

[READ Program Information](#)

[REGISTER for Meeting](#)

FAST PASS Participant Reminder - Please complete the registration if attending the meeting.
*Please note that registrations received after Thursday, April 3, will incur 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.*

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



Spring is in the air, and that means it time to step up to the plate with VSHRM. We’ve got a lineup of **fantastic events** to help you keep your HR skills sharp and your network strong. After a strong outing where we formally celebrated our **50th anniversary**, here’s what’s we have on deck.

Our first pitch is scheduled for **Tuesday, April 8th at the Horizon’s Conference Center**. Every great team needs players of all ages but keeping them working together takes skill.

Cindy Miller will walk us through strategies to **bridge generational gaps** in the workplace—helping you improve communication, teamwork, and feedback across all ages. Don’t miss it!

Looking ahead to the Seventh Inning Stretch and we get excited about our annual **May Legal Update**. Note that we have switched venues and will be at the Great Hall Banquet & Convention Center, Midland, this year. Just like knowing the rulebook is essential in baseball, staying on top of HR labor and employment law is crucial for HR professionals. David Bryce from Masud Labor Law Group will break down the latest legal updates to keep you ahead of the game. Plus, our Silent Auction benefits the SHRM Foundation and VSHRM Scholarship Program—help us hit a home run by donating an item!

Last, a good coach makes all the difference. You can be just that by **volunteering for mock interviews with individuals working toward a fresh start**. We need eight volunteers to step up to the plate come Monday, June 23rd at the **Mid Michigan Adult & Teen Challenge**, Saginaw—your time and guidance can change a life.

Spring is the season of new beginnings, and we’re ready to make this one count. Join us, get involved, and let’s continue to make this a winning season for HR! Bring your peanuts and cracker jacks and I will see you at one of VSHRM’s “ballpark” soon.

Working with you, -Ricardo

May 2025 VSHRM Half-Day Seminar - HR Labor and Employment Law Legal Update (SHRM Foundation Silent Auction)

Presented by David Bryce, Partner, Masud Labor Law Group

Tuesday, May 13, 2025
Half-Day Seminar, 11:00 am - 4:00 pm

Great Hall Banquet & Convention Center, 5121 Bay City
Rd, Midland, MI 48642

VSHRM Members: \$99 In-Person
Non-VSHRM Members/Guests: \$129 In-Person
Students: \$49 In-Person

This event includes our Silent Auction, benefiting the SHRM Foundation and the VSHRM Scholarship Program. If you or your company wish to donate an item to our Silent Auction, please complete [this form](#).

CLICK TO REGISTER



1975 VSHRM 2025 SHRM Foundation SILENT AUCTION- 5/13/25

Nurture Potential. Thrive Together. VSHRM proudly supports SHRM Foundation, the nonprofit arm of SHRM, which mobilizes HR as a force for social good. We believe each of us in HR has the power and opportunity to lead change in the workplace. Get involved to nurture the potential in HR, talent, and workplaces.

If you or your organization would like to contribute to our Silent Auction, please take a moment to complete this form. We welcome a variety of items, such as gift cards, gift baskets, spa experiences, tickets to events, and much more. We also encourage you to connect with colleagues or business partners who may wish to participate in this initiative and gain visibility within the HR Community. Your contributions will have a significant impact! Thank you for considering this opportunity.

<https://www.surveymonkey.com/r/vshrmsa>



VSHRM WELCOMES NEW MEMBERS!

- ★ Erin Chessner- Pioneer State Mutual
- ★ Geneva Lamb - Heiden Technology Services
- ★ Ashley Griffith - Buena Vista Charter Township

VSHRM GIFT CARD WINNER!

CONGRATULATIONS! SAMANTHA GARVIE

ROWLEY'S WHOLESALE MARCH 2025 WINNER

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

VSHRM WORKFORCE READINESS- VOLUNTEERS REQUEST JOBS FOR LIFE PROGRAM

A graphic showing the silhouettes of six diverse professionals (three men and three women) in business attire, standing in a row.

VSHRM partners with the Rescue Ministries of Mid-Michigan and is seeking volunteers for their **Workforce - Jobs for Life Program**.

We need eight (8) volunteers to assist with mock interviews on Monday, June 23, from 10 AM to 12 PM at Mid Michigan Adult and Teen Challenge, located at 818 S. Michigan Ave, Saginaw. Your participation is essential and will make a significant impact!

Please contact Dawn Boucher at dawn@manninggroup.com or (989) 792-2320 ext. 106 for more information or to



10 Changes from the Michigan Earned Sick Time Act Amendment

Contributed by: James Reid IV, Esq. | MISHRM Legislative Affairs Director | HONIGMAN

Michigan has just made significant changes to its Earned Sick Time Act (ESTA), impacting businesses across the state. From new rules on coverage and accrual to changes in employee rights, these amendments are set to reshape the landscape of paid sick leave in Michigan.

Watch our latest video to learn more about these critical updates and how they impact Michigan businesses. Click to view full alert - <https://www.honigman.com/alert-2900>

EEOC and DOJ Issue Guidance on DEI-related Discrimination

Contributed by Acrisure / 44North

On March 19, 2025, the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Justice (DOJ) issued joint guidance on illegal and discriminatory diversity, equity and inclusion (DEI) practices. The EEOC also issued frequently asked questions (FAQs) regarding DEI-related discrimination. The guidance provides some clarity as to the agencies’ position on what may constitute illegal DEI and offers steps employees may take to report violations. Continue reading here on PDF format - [Read Full Alert Here](#)

HR JOB Postings through VSHRM

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 you have been looking for.

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

your job posting to communications@vshrm.org

Financials				
Patricia Alfano, PHR, SHRM-CP				
VSHRM Board of Directors, Treasurer				
Category	Jan-25	Feb-25	OVERALL	
			Mar-25	TOTAL
Income				
50th celebration	\$0.00	\$60.00	\$320.00	\$380.00
fast pass	\$0.00	\$0.00	\$0.00	\$6,138.00
may seminar income 2025	\$0.00	\$0.00	\$693.00	\$693.00
Meeting Receipts	\$155.00	\$690.00	\$485.00	\$4,550.00
Memberships	\$1,930.00	\$1,140.00	\$90.00	\$5,505.00
Monthly Sponsorships	\$0.00	\$600.00	\$0.00	\$2,000.00
Seminar Income	\$2,706.00	\$0.00	\$0.00	\$3,858.00
SHRM Rebate	\$0.00	\$1,040.00	\$0.00	\$1,475.00
Silent Auction Income	\$0.00	\$0.00	\$0.00	\$37.00
sponsorship - seminar	\$0.00	\$500.00	\$1,000.00	\$1,500.00
Sponsorships - Jan Event	\$5,500.00	\$0.00	\$0.00	\$9,000.00
TOTAL Income	\$10,291.00	\$4,030.00	\$2,588.00	\$35,136.00
EXPENSES				
50th celebration expenses	\$8,675.00	\$45.37	\$4,678.40	\$13,398.77
Advertising	\$29.00	\$29.00	\$58.00	\$261.00
Audit	\$0.00	\$0.00	\$0.00	\$3,890.00
Bank Charge-checks	\$0.00	\$0.00	\$0.00	\$102.24
Board Expense	\$0.00	\$0.00	\$0.00	\$581.00
Board Meeting	\$0.00	\$0.00	\$0.00	\$299.85
board trave	\$0.00	\$0.00	\$0.00	\$801.45
Jan seminar - Speaker Fee	\$2,000.00	\$0.00	\$0.00	\$8,000.00
Jan Seminar Expense	\$8,916.71	\$99.99	\$0.00	\$9,016.70
Luncheon	\$1,250.00	\$1,224.40	\$0.00	\$8,998.19
P.O. Box Renewal	\$0.00	\$0.00	\$0.00	\$182.00
PayPal Fee	\$346.15	\$98.54	\$113.91	\$1,074.84
Refund	\$0.00	\$0.00	\$15.00	\$15.00
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$750.00
Speakers Fee	\$0.00	\$2,140.00	\$0.00	\$2,140.00
Sponsorship	\$0.00	\$125.00	\$0.00	\$1,625.00
Website Fees	\$0.00	\$0.00	\$372.00	\$372.00
TOTAL EXPENSES	\$21,216.86	\$3,762.30	\$5,237.31	\$51,508.04
OVERALL TOTAL	-\$10,925.86	\$267.70	-\$2,649.31	-\$16,372.04



How did you like VSHRM's email?



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