



August 2023

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

August Luncheon

Tuesday, August 8, 2023

11:20 AM - 1:15 PM

Networking: 11:20 - 11:40 a.m.

Lunch: 11:40 a.m. - Noon

Program: Noon - 1:00 p.m.

Closing: 1:00 - 1:15 p.m.

Horizons Conference Center

6200 State Street
Saginaw, MI 48603

[REGISTER TO ATTEND](#)

HR Roundtable

IN PERSON ONLY EVENT

This meeting has a unique format compared to our typical monthly meetings. It is a roundtable event that allows participants to discuss topics of current interest. You will spend 15 to 20 minutes with a group of individuals before moving to a new table. You will move to three to four different tables to allow conversation with different attendees during the meeting. We look forward to great conversations and connections with the HR Professionals in our community!

Please note – registrations received after Thursday, August 3rd, will be subject to an additional \$5 late fee.

[Register Here](#)



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

Hopefully, many of you have been basking in the beauty of our Michigan summer. Your VSHRM volunteer leaders have done the same! On July 26th, the Board of Directors will meet for its annual strategic planning session and begin to plan out the 2023-24 chapter year. We review a few administrative matters and discuss new ways to enhance the value we bring to you, our members. We also look to identify our program topic speakers for the monthly meetings. We appreciate your participation in the annual programming survey as your feedback is paramount in shaping our agenda for the year ahead, beginning in September. With the top topics identified, we can look to potential experts who can enrich our meetings with their insights.

There have been some significant changes within our board. Firstly, we extend our heartfelt thanks to Corrie Piotrowski for her dedicated service to the board as Past-President. Her commitment and valuable contributions have not gone unnoticed and she will truly be missed. Julie Bellamy is transitioning to Past-President after faithfully serving for three years as the board president. I am grateful for her continued guidance as I take on the role of President, a position I held last in 2002. We are delighted to welcome Allison Bell to the board, who will be taking on the role of Social Media Director. Allison was elected to this position by our esteemed membership last month and we look forward to the new perspectives she will bring.. Lastly, we have a vacant position for President-Elect on our board. If you or anyone you know might be interested in this pivotal role, please do not hesitate to reach out to me directly at 989-751-3880. I would be more than happy to provide more information about the responsibilities

that this role entails.

We anticipate another rewarding year filled with knowledge sharing, professional growth, and community camaraderie. We're excited to see you all! Thank you for your continued support and engagement with VSHRM.

Member-to-Member Roundtable



Note! Due to the format of the August meeting, the next virtual Member-to-Member roundtable will be held in September.

2023-24 FAST PASS

At the beginning of each program year, VSHRM offers a Fast Pass payment option that allows members to pre-pay for the annual seminar and 10 monthly meetings (September 2023 - August 2024). The Fast Pass payment option will be added to the VSHRM website in August and will be available for purchase through September 30th.



TO OUR NEWEST MEMBERS!!

Kelley Peatross, PhD - *Alma College*

Cynthia Marchese - *Bay City Public Schools*



Recertification Credit Opportunities!

Did you know that VSHRM has two committees? By becoming an active member of a committee, certified members receive leadership recertification credit for both SHRM & HRCI certifications.

Workforce Readiness Committee:

- As HR professionals, VSHRM members are a resource to our community.
- When you join and participate in this committee you serve as a resource for organizations who assist students or individuals with resume writing and interviewing skills.
- You are asked to volunteer at a minimum of two events during the program year (August through June).
- You will be contacted by the committee chair when volunteers are needed for specific events.
- For more information about the committee, you may contact the chairperson, Dawn Boucher, dawn@mannorgroup.com.

Member Connections Committee:

- This committee supports the board of directors and our members.
- When you join this committee, you are asked to fill a volunteer role a minimum of two in-person meetings in the program year.
- For more information about the committee, you may contact the chairperson, Annette Mast, amast1984@gmail.com.

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Amanda Borchard

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



STATE CONFERENCE 2023
MISHRM
MICHIGAN COUNCIL OF SHRM
Untangle Your Inspiration 

MISHRM HR AWARDS

Nominate an Outstanding Volunteer or Top HR Professional Today!

Nominations should be submitted no later than 5:00 PM (EST) August 31, 2023.

*The award presentation will take place on October 20, 2023
at the MISHRM Annual State Conference in Grand Rapids, Michigan.*

Human Resource Lifetime Achievement Award

The Human Resources Lifetime Achievement Award was created this year to highlight and recognize exceptional performance and outstanding achievement by a professional in the field of human resource management who has made a significant impact on the Human Resources Profession throughout their career.

To be eligible for consideration for the HR Lifetime Achievement Award, the nominee shall:

- Be an HR practitioner employed in a Human Resources role in Michigan.
- Be a member in good standing of National SHRM and one of the 19 Professional Chapters in the State of Michigan.
- Have 10+ years of experience in the Human Resources profession.

[Nominate Someone Now!](#)

Emerging HR Professional of the Year Award

The Emerging HR Professional of the Year Award is presented to an emerging HR professional who has made promising contributions to the profession of HR utilizing innovative opportunities to help advance human resources in both their community and our state.

To be eligible for consideration for the Emerging HR Professional of the Year Award, the nominee shall:

- Be an HR practitioner employed in a Human Resources role in Michigan.
- Be a member in good standing of National SHRM and one of the 19 Professional Chapters in the State of Michigan.
- Have less than 9 years of experience in the Human Resources profession.

[Nominate Someone Now!](#)

MISHRM Chapter Volunteer Leader of the Year Award

The MISHRM Chapter Leader of the year award recognizes an outstanding chapter volunteer in the state of Michigan whose unselfish and dedicated service has made a significant difference in their role.

To be eligible for consideration for the MISHRM Chapter Volunteer of the Year Award, the nominee shall:

- Be a member in good standing of National SHRM and one of the 19 Professional

- Chapters in the State of Michigan.
- Currently serve as a Volunteer leader for one of the Chapters in the state of Michigan.
- Show initiative and leadership in his or her efforts.
- Exemplify his or her dependability.
- Deliver consistent performance, bring additional resources to their professional chapter, enhances the ability of their chapter to carry out their goals, or increase their impact.

[Nominate Someone Now!](#)

MISHRM State Council Volunteer Leader of the Year Award

The MISHRM State Council Volunteer Leader of the Year Award recognizes an outstanding Michigan State council volunteer whose unselfish and dedicated service has made a significant difference by providing support to our professional chapters.

To be eligible for consideration for the MISHRM State Council Volunteer of the Year Award, the nominee shall:

- Be a member in good standing of National SHRM and one of the 19 Professional Chapters in the State of Michigan.
- Be an outstanding contributor on the MISHRM State Council in the current year of his or her volunteer position.
- Exemplify his or her dependability.
- Provide an exceptional level of support, activity, commitment and/or leadership.
- Delivers consistent performance, brings additional resources to the professional chapters, enhances the ability of the chapters to carry out their goals, or increase their impact.

[Nominate Someone Now!](#)

Interested in Sponsoring the HR Awards?

[Click HERE to Learn More](#)



SAVE THE DATE!!!!!!

Join us at
DeVos Place
Grand Rapids, MI

October 18-20, 2023

The MISHRM State Conference is the largest gathering of human resources professionals in the state.

This year's theme is "Untangle Your Inspiration"

HR Professionals know the frequent exhaustion of taking care of everyone else in a fairly thankless role. By this time next year the world and our people should be far more settled but likely the HR professional hasn't stopped to look in the mirror and reflect on themselves and what they need. Coming off a year where HR professionals have been working to 'make their mark', 2023 brings us a fresh perspective to untangle our own development, our growth, and our own careers to focus on what inspires us and where we shall go.

Join us as we engage with world-renowned keynote speakers, an optional pre-conference workshop day focused on Legal or Leadership, two days of educational sessions, networking opportunities and exposure to the latest HR products and services. Whether you are just starting out in HR or are a senior level executive, MISHRM State Conference has something for you to learn and amazing people for you to connect with onsite.

#MISHRM23

For more information and to register, click [HERE](#).



Just a reminder that you can post any HR-related job openings on the VSHRM website ([Jobs Page](#)) *at no charge* to your organization! 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 all job postings to:

tomb@outdooradventuresinc.com

ASK THE LAWYER

Submitted by Joshua J. Leadford

VSHRM Board of Directors
Diversity & Legislative Chair



In 2015 Blake “Gander” Fibbins moved back home to northern Michigan after years of military deployment with the U.S. Air Force (USAF). He served eight years as a fighter jet pilot. Still yearning for the military lifestyle, he remained a member of the Air Force Reserves in the Northern Michigan base close to his hometown.

Gander quickly obtained employment upon his return, accepting a position as a pilot for FedEx. For almost three years, Gander worked a three-day work week and FedEx had no issue providing him with unpaid leave for his numerous Reserve trainings.

In 2018 the USAF called on Gander, requiring him to train new fighter jet pilots for a period of six months. FedEx understood the situation and allowed him to go on unpaid leave. This time, Gander insisted that he was entitled to paid leave under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) after talking with his military pilot friends over the past weekend. FedEx declined to provide paid leave.

Gander took his leave and returned after six months. He was reemployed as guaranteed by USERRA. Without issue, Gander worked his three-day work week and partook in multiple unpaid Reservist leaves for another two years. In early 2020 the Reserves called on Gander to pilot military aircraft to transfer precious, high-tech military vehicles from his Reserve base to Fort Hood. FedEx again provided unpaid leave, which was under the protest of Gander and his plea that the leave should be paid under USERRA. Gander’s efforts were unfruitful, and he was afforded only unpaid leave. About two months into his leave the USAF decided to extend the mission for fourteen more months. He returned in 2021 and was reemployed by FedEx.

During a standard weekend training for the Reserves in mid-2022, Gander received orders that he must serve an extended fourteen-month active-duty deployment. Gander complied and, again, was put on unpaid leave status. FedEx welcomed Gander home in 2023. Upon arriving at FedEx offices to discuss reemployment, Gander demanded that he be paid for all his time spent at Reserve training/duty and deployment. He asserts that FedEx offers paid jury duty leave for up to ninety days and has provided paid administrative leave to other employees for sixteen months. Gander claims these are substantially similar leaves under USERRA, so his many military leaves must be paid.

Question: I thought USERRA leave was unpaid. Is the Company obligated to pay Gander for his military leave time?

Generally, USERRA guarantees employees returning from military service or training the right to be reemployed. USERRA also provides military employees on leave the same rights and benefits as similarly situated employees on non-military leave. Accordingly, if an employee on non-military leave would be paid, a similarly situated employee on military leave must be paid.

Some federal circuit courts interpreted the same “rights and benefits” language to require military leave be paid even though the comparable leave might seem dissimilar. For example, jury duty leave, bereavement leave, and disciplinary investigation administrative leave are being compared against military leave to possibly require payment under the rights and benefits language of USERRA. And while USERRA rights can be limited if cumulative time on military leave exceeds five years (with exceptions), there is no time-bar for when an employee can file a USERRA backpay claim.

As of now, it is uncertain how federal or state courts covering Michigan’s jurisdiction will rule on a USERRA backpay claim if Gander files such. However, since four of the sixteen federal circuit courts have ruled on this similar issue in favor of requiring payment, there would be risk associated with FedEx treating the leaves as unpaid.

The main takeaway is that employers should be mindful that when determining if military leave should be paid some courts compare said leave with other forms of leave not traditionally thought to be

similar. An employer should question the similarities of the non-military leave(s) they offer and determine on a case-by-case basis if the military leave should be paid.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP



Income/Expense by Category

8/1/2022 through 7/20/2023

Category	Aug-22	22-Sep	22-Oct	22-Nov	11-Dec	23-Jan	23-Feb	23-Mar	23-Apr	23-May	23-Jun	OVERALL 23-Jul TOTAL	
Income													
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,337.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,337.01
fast pass	\$0.00	\$4,464.00	\$558.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,022.00
Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,225.00	\$0.00	\$197.00	\$1,422.00
may seminar	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$320.00	\$0.00	\$0.00	-\$320.00
Meeting Receipts	\$410.00	\$685.00	\$315.00	\$495.00	\$960.00	\$1,310.00	\$535.00	\$935.00	\$765.00	\$30.00	\$0.00	\$125.00	\$6,565.00
Membership Dues - New	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$270.00	\$225.00	\$0.00	\$0.00	\$495.00
Membership Dues - Renewals	\$0.00	\$135.00	\$45.00	\$200.00	\$1,225.00	\$1,070.00	\$665.00	\$110.00	\$0.00	\$0.00	\$675.00	\$225.00	\$4,350.00
Memberships	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$315.00	\$0.00	\$315.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,765.00	\$5,792.00	\$0.00	\$0.00	\$9,557.00
SHRM Rebate	\$0.00	\$625.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,005.00
TOTAL Income	\$410.00	\$5,909.00	\$918.00	\$695.00	\$2,185.00	\$9,717.01	\$1,200.00	\$1,425.00	\$4,800.00	\$6,952.00	\$990.00	\$547.00	\$35,748.01
EXPENSES													
Advertising	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$29.00	\$454.00
Board Expense	\$0.00	\$293.89	\$0.00	\$0.00	\$0.00	\$23.60	\$1,000.00	\$372.00	\$33.42	\$0.00	\$0.00	\$0.00	\$1,722.91
Board Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76
Lunch Meeting	\$1,030.20	\$0.00	\$2,195.57	\$1,049.40	\$1,500.00	\$1,902.64	\$1,067.76	\$1,401.20	\$1,194.72	\$0.00	\$1,169.28	\$0.00	\$12,510.77
may seminar 2023	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,161.40	\$0.00	\$0.00	\$4,161.40
may seminar expense 2022	\$1,870.97	\$0.00	\$0.00	\$242.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,112.97
P.O. Box Renewal	\$0.00	\$0.00	\$166.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.00
PayPal Fee	\$23.82	\$194.32	\$38.83	\$35.06	\$104.68	\$116.13	\$53.49	\$52.65	\$192.79	\$208.14	\$48.56	\$15.57	\$1,084.04
Refund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$0.00	\$0.00	\$0.00	\$99.00
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$55.08	\$0.00	\$0.00	\$0.00	\$55.08
Speakers Fee	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,115.19	\$0.00	\$0.00	\$0.00	\$2,615.19
TOTAL EXPENSES	\$2,974.99	\$538.21	\$3,950.40	\$1,376.46	\$1,739.44	\$2,092.37	\$2,146.25	\$1,850.85	\$2,715.20	\$4,394.54	\$1,242.84	\$44.57	\$25,066.12
OVERALL TOTAL	-\$2,564.99	\$5,370.79	-\$3,032.40	-\$681.46	\$445.56	\$7,624.64	-\$946.25	-\$425.85	\$2,084.80	\$2,557.46	-\$252.84	\$502.43	\$10,681.89

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