

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

Quick Links

- [VSHRM RSVP](#)
- [Board of Directors](#)
- [HR Resources](#)
- [New JOBS!](#)
- [VSHRM Brochure](#)
- [Press Releases](#)
- [MISHRM](#)

October Meeting Info

Date

Tuesday
October 17, 2017

Location

Horizons Conference Center
6200 State St
Saginaw, MI 48603

Topic

Business Solutions for Recruiting
& Retaining Individuals with
Disabilities

Speaker

Gary Holik, Michigan Rehabilitation
Services

Time

Networking/Registration @ 11:30

Lunch

11:30-12:15

Program

12:15-1:15

Cost

Members \$25.00 & Guests
\$35.00

**Please visit vshrm.org and log
in to RSVP**

President Update Yvette Serrato



We are excited to welcome our program co-chairs members: Kari Back, Aptar & Corrie Piotrowski - Midland Public School. Both Kari & Corrie will oversee the responsibilities for the program chair for 2017-2018. We believe they will be a great asset to our board. Welcome Kari & Cori to the board.

Just a reminder that the MISHRM conference will be held October 11-13, 2017 at the Devos Place in Grand Rapids. MISHRM has great workshops for the conference. Don't forget your 80's costume if you are attending!

Due to the MISHRM conference we are changing our October meeting to 17th, October @ the Horizons Center.

We are planning our Silent Auction Event on November 14, 2017 @ Great Hall in Midland. Please join us in making the 2017 VSHRM Auction a success!

Our November HR meeting is looking for Silent Auction Donations. Past donation have been anything from gift baskets, electronics, signed sports poster, spa treatments, gift certificate, movie or event tickets, etc. The proceed go to the SHRM (Society of Human Resource Management) Foundation, a non-profit group dedicated to the advancement of Human Resources as a profession.

This is a fun event, where our members can bid and begin to Christmas shop! We would appreciate anything you might be



able to offer. In return, we can offer your company exposure in the way of literature distribution to attendees, honorable mention at the meeting. If you are planning on attending the meeting on November 11th, you can bring your donation with you or if you are unable to attend, arrangements can be made to have your donation picked up prior to our meeting.

Please contact, myself, at yvette@morenoservices.com or (989) 401-3996, with your donation information or if you have any questions.

Thank you for your support!

President-Elect/Certification Chair Scott Reed

As a SHRM certified HR professional you have made a commitment to uphold the highest standards for yourself and the HR profession. Your certification provides a high level of professional integrity for both you and your organization.

As you know, recertification is required every three years and you will need to earn 60 professional development credits (PDCs) in order to recertify.

SHRM makes it easy to earn recertification credits:

Advance Your Education - Continuing education activities, including:

Instructor-led:

- * Conferences
- * Seminars
- * eLearning
- * Pre-approved chapter programs

Self-paced (30 credits maximum):

- * eLearning
- * Webcasts
- * Books and e-books

Advance Your Organization (20 credits maximum)- Supervisor-endorsed work projects that:

- * Meet or support organizational goals
- * Demonstrate or advance capabilities in one or more HR Competencies.
- * Advance your organizational goals by using SHRM's Toolkits, Benchmarking Reports and more.

Advance Your Profession (30 credits maximum)- Thought leadership and volunteer activities that contribute to the development of the HR profession and the community, including:

- * **Professional membership - Your SHRM membership is worth 3 credits per year**
- * **Volunteer leadership - Find a chapter to volunteer with**
- * **Speaking at a SHRM conference or at your local chapter**
- * **Research, writing and publishing - request a copy of our HR Magazine® Writer's Guidelines by emailing HRMag@shrm.org**

SHRM membership!

Receive \$20 off your SHRM membership! Enter code MRM20STC when joining or renewing online.

Past President/Program Chair Jennifer Westphal, SPHR, SHRM-SCP

October Meeting Date Changed

Due to the MISHRM Conference and our regularly scheduled monthly meeting in the same week, our membership has asked to adjust our schedule to accommodate both. Therefore, the October meeting will be on the 17th - the THIRD Tuesday of the month. This luncheon meeting will be held at Horizons Conference Center.

For this session, we welcome Gary Holik, a Business Relations Consultant with the Business Network Division. Gary's professional interests focus on rehabilitation technology, assistive technology, and workplace accommodations.

This program will introduce the resources available to assist HR Professionals with developing and accessing a talented pool of individuals who can help meet recruiting needs. We'll also learn how accommodation services and return to work strategies can help organizations onboard and retain qualified workers. Diversifying our work force can and will strengthen the team. The presentation will also teach us on how we can utilize these resources to assist with legal and compliance concerns.

TALENT DEVELOPMENT
CONNECTIONS TO PARTNER ASSETS AND SERVICES
ACCOMMODATION SERVICES
RISK MANAGEMENT/STAFF RETENTION
AMERICANS WITH DISABILITIES ACT SERVICES

We have several exciting events planned for the upcoming year. We are looking forward to having many new members and re-acquainting ourselves with existing members. I look forward to seeing all of you on October 17th at Horizons. Again, please note the date change, this will be our typical luncheon meeting with a start of 11:30am. This meeting has been awarded 1.0 HRCI and 1.5 SHRM continuing education credits.

Should anyone have any questions, please do not hesitate to contact me at (989) 894-7581 or jennifer.westphal@gm.com.



'HRevolution' is fast approaching - October 11-13
www.mishrmconference.org

The flyer is for the Michigan's Top HR Professional Award. It features a background image of a bridge over a river at night. The text includes the event location and dates: 'DEVOS PLACE, GRAND RAPIDS, MI OCTOBER 11-13, 2017'. The award title is 'Michigan's Top HR Professional Award'. The date is 'WHEN: October 13, 2017' and the location is 'WHERE: MISHRM Conference, Closing Luncheon'. A blue box on the right says 'Nominations Are Open!' and provides the website 'http://tophrprofessional.org/'. The main text describes the award's purpose: 'To recognize outstanding achievement in the field of human resource management and community leadership, 2017 marks the fourth year of the MISHRM Top HR Professional Recognition contest. This award will be presented annually to individuals who exemplify the highest standards of the profession by promoting and contributing to the transformation of the HR profession in their business organization and in their community.' It also includes a call to action for business owners and HR professionals. A partial logo for 'TOP HR PROFES' is visible at the bottom right.

MISHRM's Top HR Professional contest
<http://tophrprofessional.org/>

[MISHRM Top HR Award Flyer](#)



Please Join the Board in Welcoming Our New Members!!!

Helen Anderson
CEEP Agency, LLC
Angela Dodge
Midland Daily News
Kate Glover
Mercantile Bank

Graciela DeLeon
City of Saginaw

Referred by Dennis Jordan

Kari Johnson
Chemical Bank

Referred by Laura Kolanek

Amy Minkin
Navy Operational Support Center

Referred by Mike Major

Workforce Readiness **Kathy Harris and Louann Lerche**

We would like to welcome ***Tracy Thompkins, Pamela Saunders, Laura Kolanek, Jeannie Deckert, Rachael England and Andrew Donovan*** who have volunteered to create our inaugural Work Force Readiness Committee. We will be continuing our work with the City Rescue mission and we are looking for input from this group to see where else we can make an impact. Our purpose is to bring assistance to the underserved in our communities. We want to provide knowledge, training and coaching to help people obtain and retain employment.

Although we have a committee we still need the support from our VSHRM members to be successful.

If anyone else would like to join the committee, please just drop us an email.

Louann Lerche
llerche@duperon.com

Kathy Harris
kathy.harris@modis.com

RSVP Co-Chairs
Suzanne Schreiner, SHRM-CP / Kristina Rubis, SHRM-CP

2017-2018 MEETING PRICES

Members:

- * \$25 Members who log in with their Username and Password to register
- * \$30 for late registration (Deadline to register is the Thursday before the meeting.)

Fast Pass is only available to members in good standing. Questions? Contact the Treasurer via email at treasurer@vshrm.org

Guests and Non-Members:

- * \$35 Guests
- * \$35 Members who have not renewed their membership
- * \$40 for late registration (Deadline to register is the Thursday before the meeting.)

Students:

- * \$20 Students

Late Fees:

- * All who sign up late will pay an additional \$5.00 late fee

RSVP FOR THE OCTOBER MEETING

Registration (RSVP) for the October meeting will be via the chapter's website at www.vshrm.org. We hope to have the new website available for November registration.

If you are a member in good standing (your dues are paid), you must login to the website and RSVP in order to receive the member discount. If you do not login (using your Username and Password) you will be registering as a guest and be charged the guest rate.

The deadline to RSVP is 5:00 p.m. on the Thursday prior to the meeting. A \$5.00 late fee will be added if your registration is submitted after the deadline.

Cancellation Process

If you are unable to attend (even if you purchased Fast Pass) please notify us immediately by sending an email to rsvp@vshrm.org.

Cancellation notices must be received by 5:00 p.m. the Thursday prior to the meeting. If your cancellation is received before the deadline, you will not be charged. If you purchased a Fast Pass and are unable to attend a meeting, you will not receive a refund for the missed meeting.

Due to expenses incurred by the chapter, in the event you make a reservation but fail to attend the meeting you are still responsible for payment and will be invoiced accordingly. Refunds will not be given for Pay Pal or credit card payments. Should a meeting be cancelled by VSHRM (i.e. inclement weather), those who made a reservation for the meeting will not be required to pay. However, if the meeting is not cancelled by VSHRM, those who made a reservation would be expected to still make payment for their reservation and refunds would not be given. Monthly meetings are cancelled only under extreme circumstances, such as in cases where city or state officials generally recommend closure due to traffic safety considerations.

**Jennie Wideman, SHRM-CP
College Relations Chair**

Thinking about an HR Certification? Think no further than the SHRM CP and SCP certifications. SHRM has been leading the way in Human Resources since for nearly seven decades, and now it is leading the way in HR Certifications. The SHRM CP and SCP Certifications are a great way to showcase your knowledge, skills, and abilities in the field of HR. But not many know how to go about preparing for the exam or even where to go. We are fortunate that the Great Lakes Bay Region has an Education Partner with SHRM to assist in the preparation to sit for these exams. SVSU Office of Continuing Education and Professional Development offers two options to help you prepare. Whether it is Onsite at SVSU or Online, SVSU and your VSHRM members are here to support you throughout the entire process.

Having taken this class Onsite and now teaching it, I can say that it was a great way for me not only to prepare myself for the exam but also to network with other HR Professionals from all different industries. SVSU Office of Continuing Education and Professional Development offered not only a location to come and learn but also guides those who are in need of a financial for the class. Being that we all have busy lives, SVSU offers not only two ways of preparing, but also two different session dates to choose from. Both sessions dates coincide with the registration window with SHRM to sit for the exams.

Now is a great time to plan for your next career move, and why not do it with a SHRM Certification. Enrollment is now open for the next session to begin February 21, 2018. For more information, you can contact me directly or visit the SVSU Office of Continuing Education and Professional Development website. Oh, and if you are a SHRM member there is a discount!

<http://www.svsu.edu/shrm/shrmlarningonsitehrprogram/>

Treasurer Co-Chairs
Bill Livingston / Patty Alfano, PHR,SHRM-CP

Income/Expense by Category

6/1/2017 through 9/30/2017

Category	Jun-17	Jul-17	Aug-17	Sep-17	OVERALL TOTAL
Income					
Meeting Receipts	\$1,156.07	\$0.00	\$1,120.00	\$4,330.00	\$6,006.07
Memberships	\$0.00	\$0.00	\$50.00	\$110.00	\$160.00
SHRM Rebate	\$0.00	\$0.00	\$2,839.78	\$520.00	\$3,359.78
TOTAL Income	\$1,156.07	\$0.00	\$4,009.78	\$4,360.00	\$9,525.85
EXPENSES					
Advertising	\$25.00	\$41.79	\$25.00	\$0.00	\$91.79
Board Expense	\$0.00	\$54.95	\$0.00	\$0.00	\$54.95
Board Meeting	\$0.00	\$861.98	\$0.00	\$0.00	\$861.98
Correction	-\$0.18	\$0.00	\$0.00	\$0.00	-\$0.18
Lunch Meeting	\$1,304.80	\$0.00	\$0.00	\$0.00	\$1,304.80
Name tags	\$75.00	\$0.00	\$0.00	\$0.00	\$75.00
P.O. Box Renewal	\$0.00	\$0.00	\$0.00	\$76.00	\$76.00
PayPal Fee	\$0.00	\$0.00	\$38.94	\$69.30	\$108.24
Postage	\$25.08	\$0.00	\$0.00	\$0.00	\$25.08
Refund	\$0.00	\$0.00	\$0.00	\$1,790.08	\$1,790.08
Speaker Fee	\$0.00	\$0.00	\$0.00	\$1,081.00	\$1,081.00
VSHRM Speaker Gifts Purchased	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00
Website Fees	\$800.00	\$0.00	\$0.00	\$0.00	\$800.00
TOTAL EXPENSES	\$2,229.70	\$958.72	\$63.94	\$3,041.38	\$6,293.74
OVERALL TOTAL	-\$1,073.63	-\$958.72	\$3,945.84	\$1,318.62	\$3,232.11
Balance as of August 2017	\$33,172				
Trial Balance as of September 15	\$34,361.69				

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



[VSHRM FACEBOOK](#)

-Join our group on LinkedIn



[VSHRM LinkedIn](#)



VSHRM | PO 5448 | Saginaw | MI | 48603