

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

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June Meeting Info

Date

Tuesday
June 13, 2017

Location

Horizons Conference Center
6200 State St
Saginaw, MI 48603

Topic

Critical Incident Stress
Management Team - Great
Lakes Bay Region

Speaker

Michael Swank

Time

Networking/Registration @
11:00

Lunch

11:30-12:15

Program

12:15-1:15

Cost

Members \$22.00 & Guests
\$30.00

Please visit vshrm.org and
log in to RSVP

President Update Jennifer Westphal, SPHR, SHRM- SCP



It was my pleasure serving as your President for the 2016-2017 program year. I want to say thank you to all our members and our Board of Directors for making this program year such a success. When I decided to run for the President role for a second term, I was a little scared of the time commitment. My position with General Motors had taken a positive change and I gained more responsibilities in the HR arena working in a new plant and also being the mother of two little boys made my plate extremely full. But personally and professionally, again, I felt up to the challenge to serve as VSHRM's President. I'm not going to say it was easy or stress free, but I certainly can say that it was extremely rewarding.

Some of the highlights of my term include meeting and building professional relationships with a wide array of HR Professionals in our local area. By growing these friendships, I learned that we can support each other, in one way or another. So if you have not had a chance to build that professional network/friendship with another VSHRM member I would encourage you to.

As President of VSHRM, I served on the Michigan State Council for MISHRM. I was your voice in upcoming events and I also delivered information I learned from the State Council back to our members.

Some other highlights of the year include:

- VSHRM partnered with Michigan Career Educator and Employer Alliance (MCEEA) 2016 Annual Conference which will be held June 15 - 17, 2016 in Frankenmuth Michigan. VSHRM also had a booth and promoted the SHRM logo along with SHRM's material promoting both organizations and SHRM Certification.



- In addition to the MCEEA partnership our membership committee developed a multi-strategy plan to implement marketing Did-You-Know Campaign at each meeting. Some of our Did-You-Know announcements included meeting cost information, certification benefits and membership benefits for both VSHRM and SHRM. Our membership committee and additional board members reached out to members' at large and also local businesses to increase the awareness of our chapter and the benefits we would have on their organizations. We utilized these opportunities to introduce SHRM (direct them to the website) and the benefits of the membership (HR topics, diversity, employment laws).
- In September VSHRM collaborated with Mid-Michigan Human Resource Management for a Breakfast Seminar. The focus was for HR and Businesses professionals to walk away with an understanding of "best employment practices" for their business and what happens when practices are not implemented. This interactive presentation only provided advice on best practices, but also demonstrated what happens when these best practices are not followed.

- In November we held our Silent Auction for the SHRM Foundation. As a result of a successful auction, VSHRM was able to donate \$786 to the SHRM Foundation. Also, during our meeting in November we had a successful clothing drive for the YWCA. Several VSHRM members donated work-appropriate clothing for low-income women who are seeking employment in the community.
- In 2016, VSHRM began discussion with Mid-Michigan HRA to have them join us under a MSA agreement. January 2017, VSHRM officially welcomed Mid Michigan Human Resource Association to our Chapter. Our by-laws were modified and approved by the membership to make this partnership possible. This was a great opportunity for both. MMHRA joined VSHRM under a Member Service Agreement (MSA). This MSA shall operate under the SHRM charter, bylaws and operations of the Valley Society for Human Resource Management Chapter. Its primary responsibility is to meet the needs of the membership in the Mid-Michigan area and help implement the mission and goals of VSHRM. Under this Memorandum of Understanding, Valley Society for Human Resource Management agreed to form a Member Service Area (MSA) in and around the Saginaw, Midland and Bay City, MI locale. This MSA shall be known as the Valley Society for Human Resource Management - Mid-Michigan Member Service Area. This MSA resulted in an opportunity for 53 SHRM and Mid-Michigan HRA members to join VSHRM.
- As a result of the disbanding of the MMHRA, the MMHRA Board voted to establish an endowment scholarship at Central Michigan University to be available annually for a HR degree

student. MMHRA needed a balance of \$25,000 to make the endowment scholarship available. The VSHRM Board motioned and approved to pick up the balance of \$1100 to make them whole.

- Our Chapter received the 2016 Platinum Excel Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to our members. It is also a recognition of VSHRM's continued growth and development as a business leader, capable of developing strategies that lead to business success and promote the human resource profession at our local level.
- VSHRM has 162 members and of those 117 are also SHRM members. Our Local Chapter receives money from National SHRM for our VSHRM members and those that are also SHRM members. It's SHRM's way of paying back your yearly SHRM dues to the local chapters. So I would highly encourage VSHRM members to also become SHRM members. Not just for this benefit, but also for all the other benefits SHRM offers.
- By attending all our monthly meetings and seminars our members could receive up to 14 General HRCI credits and 20.5 SHRM Certification Credits.
- From a financial standpoint our Chapter had a year to date total income of \$12,271 and a year to date total expense of \$10,831. Our overall trial balance as of May is \$32,601.

Upon conclusion of elections on June 13, our newly elected board members will take office effective July 1, 2017. In July, 2017, the Board will have their strategic planning meeting. At this time, the Board will use your comments and suggestions to plan for the upcoming programming year. So please take the time to fill out the programming survey that you will receive in the month of June. Your input is valued.

In closing, I have to say as your President, I grew professionally and gained valuable information and friendships that will last me a lifetime. I also learned how to be effective in managing my time, family commitments, work duties and volunteer activities for VSHRM, yes it is possible! Serving on the Board of VSHRM is an experience that I would recommend to any HR Professional.

Thank you.

Respectfully Submitted:

Jennifer Westphal
Valley Society for Human Resource Management
President

Employment Opportunity



Job Title: Compensation Specialist

Full/Part Time: Full-Time

Regular/Temporary: Regular

Job Summary: Provides compensation consultation services to ensure strategic plans are met and budgetary restraints are maintained while recruitment, retention, and internal equity issues are addressed.

Job Description



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

**Kari Back
Aptar**

**Jori Coster
Mid-Michigan Industries**

**Haley Dankert
Nexteer**

**Kevin Heye
Greater Midland Community
Center**

**Julie Hock
Diebold Insurance Agency**

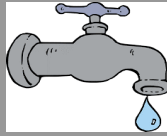
**Amy Manial
Magline**

**Amy McGinnis
CMU**

**Ashley Raetz-Myers
MidMichigan Health**

**Lisa Schultz
Nexteer**

**Angie Wood
J. Ranck Electric**



VSHRM for Flint Flint's Water Crisis Still Isn't Over

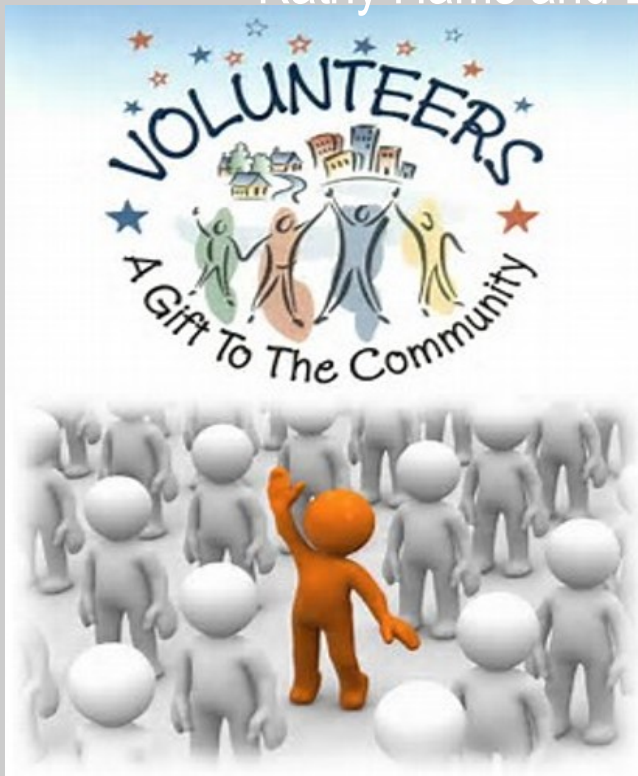
VSHRM would like to support our family, friends, and neighbors in Flint. We will be accepting cases of water @ the June 13th VSHRM meeting. The donations will be delivered to:

**The Flint Catholic Charities
517 W. Fifth Avenue
Flint, Michigan**

We appreciate your assistance in this drive .



Workforce Readiness



Are you interested in becoming part of an important resource within your community? Would you like to help others prepare to enter the workforce?

Our hope is that many people will join the Workforce Readiness Committee to have a meaningful impact in our communities. Do you think time is an issue? We are open to as much or as little that you can provide. We would like to put together a calendar of dates/times for the 2017-2018 VSHRM calendar year in order for you to sign up with your availability ahead of time. Please do not feel you need to be committed to all the dates only what you

are available to do.

We are trying to work with more organizations but can't grow without your help. Volunteering can be a tremendously rewarding experience for you and those you are helping. Please come serve with your gifts and talents and your contribution will be well used and useful.

Please contact Kathy Harris; Kathy.Harris@modis.com or Louann Lerche; llerche@duperon.com if you have questions or are interested in joining us.

Safety: A Human Resources Perspective Great Lakes Safety Training Center Wednesday, June 14, 2017

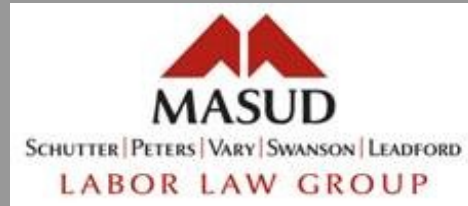
The American Society of Safety Engineers (ASSE) is a membership organization that exists to promote occupational safety and the development of the safety profession. They would like invite VSHRM to attend an upcoming event they are hosting at the Great Lakes Safety Training Center in Midland on June 14th.

The upcoming Safety Leadership Series includes two speakers who will provide a human resources perspective to the challenges of safety management. There hope is to reach human resource professionals who have safety oversight, but may lack some of the technical aspects associated with managing occupational safety.

This event is offered at no charge and is open and accessible to the public. You can view a copy of the event flyer by clicking on he below link.

Safety: A Human Resources Perspective

Free Seminar Presented by



Labor and Employment Law Tune-Up for Employers
Wednesday, June 21, 2017

Masud Labor Law Group is presenting a labor and employment law seminar in conjunction with the Great Lakes Bay Regional Business After Hours, which is sponsored by Masud Labor Law Group and the Saginaw, Midland, Bay, and Mt. Pleasant Chambers of Commerce.

You are cordially invited to attend this timely and informative presentation where they will provide cutting edge labor and employment law tune-up for employers! Also, those individuals who attend this complimentary seminar will receive free wristbands to attend the Great Lakes Bay Regional Business After Hours event.

Please note that the registration deadline for this free event is June 13, 2017.

Registration - Labor and Employment Law Tune-Up For Employers

You are cordially invited to attend:

**MISHRM's
ANNUAL SHRM
Conference Networking Event
June 19th, 2017
6:30 p.m. to 9:00 p.m.**



Arnaud's Bistro, 813 Bienville St, New Orleans LA (<https://www.arnaudsrestaurant.com/>)

Join us for an evening of fun and networking with Michigan HR colleagues. We will be enjoying traditional New Orleans cuisine & cocktails with access to Arnaud's beautiful Bourbon Street balcony (complete with beads to toss). Festivities will also include a traditional New Orleans Jazz Band.

You do not need to be a chapter member to attend. All conference attendees from Michigan and their guest may register and attend. Please register for the event at [MISHRM.ORG/Events/Other Events](http://MISHRM.ORG/Events/Other%20Events) or [CLICK HERE](#)

Space is limited so please register early to ensure your spot! Cost to attend is only \$30 as the event is generously underwritten by MISHRM's Resource Partners.

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MISHRM & SHRM Event at SHRM's Annual Conference & Exposition

Communications and Web Chair Mike Major, SPHR, SHRM-SCP



Member Benefit: A Reminder to Check out Job Postings on the VSHRM website.

VSHRM Job Postings is a free service designed to help employers solve HR staffing needs and to assist candidates seeking job opportunities in the Human Resource Profession specifically.

Treasurer Co-Chairs Bill Livingston / Patty Alfano, PHR

Income/Expense by Category

2/1/2017 through 5/10/2017

Category	17-Feb	17-Mar	Apr-17	May-17	OVERALL TOTAL
Income					
Conference Income	\$0.00	\$2,961.82	\$0.00	\$0.00	\$2,961.82
Meeting Receipts	\$2,199.97	\$1,637.24	\$1,297.52	\$2,315.26	\$7,449.99
Seminar Income	\$0.00	\$0.00	\$0.00	\$330.00	\$330.00
SHRM Rebate	\$0.00	\$0.00	\$1,530.00	\$0.00	\$1,530.00
TOTAL Income	\$2,199.97	\$4,599.06	\$2,827.52	\$2,645.26	\$12,271.81
EXPENSES					
Advertising	\$12.71	\$62.29	\$42.27	\$58.99	\$176.26
Board Expense	\$341.33	\$75.95	\$0.00	\$0.00	\$419.28
Board Meeting	\$0.00	\$138.44	\$0.00	\$0.00	\$138.44
Lunch Meeting	\$7,975.69	\$7,013.78	\$1,524.68	\$7,351.11	\$18,865.26
Magnetic Name Badges	\$0.00	\$17.50	\$0.00	\$0.00	\$17.50
Meeting - MMHRA	\$0.00	\$0.00	\$0.00	\$1,049.72	\$1,049.72
Postage	\$30.26	\$0.00	\$14.91	\$0.00	\$45.17
Refund	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00
TOTAL EXPENSES	\$3,361.99	\$2,327.46	\$1,581.86	\$3,559.82	\$10,831.13
OVERALL TOTAL	-\$1,162.02	\$2,271.60	\$1,245.66	-\$914.56	\$1,440.68

Balance as of April 30, 2017 \$33,546.28

Trial Balance as of May 10, 2017 \$32,601.54

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



[VSHRM FACEBOOK](#)

-Join our group on LinkedIn



[VSHRM LinkedIn](#)

